

# GENERAL ASSEMBLY



# ANNUAL REPORTS





## GENERAL ASSEMBLY



# ANNUAL REPORTS

### ORDER OF BUSINESS

- Notes:**
- (i) Business commences at 9.30 a.m. on Tuesday, Wednesday and Thursday.
  - (ii) An "Introduction to Assembly Business" will be given in the Assembly Hall on Tuesday at 9.00 a.m.
  - (iii) Communion will be held on Tuesday at 11.45 a.m. and Worship on Wednesday and Thursday at 12.15 p.m. The break for lunch will be at 1p.m. each day.
  - (iv) Figures in brackets refer to page numbers in the Annual Reports.

#### Tuesday

---

Business

---

SPUD

---

General

---

#### Wednesday

---

Mission in Ireland

---

Presbyterian Women

---

Social Witness

---

Mission Overseas

---

Christian Training

---

Youth and Children

---

United Appeal

---

#### Thursday

---

Finance and Personnel

---

Trustees

---

Trusts

---

Education

---

Union Commission

---

Judicial Commission

---

Special Commission

---

Nomination Commission

---

## NOTES

## MONDAY, JUNE 3

### Millennium Forum, Londonderry

7.00 p.m. –

Service of Worship  
Constitution of Assembly  
Election of Moderator

## TUESDAY, JUNE 4

9.30 a.m. –

1. BUSINESS BOARD: Report and Resolutions (1-8).  
Arrangements Committee.
2. Reports of Presbyteries (9-14).
3. SPUD YOUTH ASSEMBLY: Report and  
Resolution (296-297).

4. Reception of Corresponding Members and  
Delegates.

**Church of Scotland:** Rt Rev Lorna Hood, Rev Eleanor McMahon and  
Mr W Campbell McGregor

**United Reformed Church:** Rev Michael Jagessar, Rev Melanie Smith

**Presbyterian Church of Wales:** Rev. Dafydd Andrew Jones

**Church of Ireland:** Rt Rev Ken Good, Mr Sam Harper

**The Methodist Church in Ireland:** Rev Ian D Henderson, Mr Hamilton  
Blain

**Irish Council of Churches:** Pastor Corrina Diestelkamp

**Presbyterian Church USA:** Rev Doug Baker

**CCAP Blantyre Synod, Malawi:** Rev Alex Maulana

**Presbyterian Church of South Sudan:** Rev Peter Gai Lual, Rev John  
Yor Nyiker

(11.00) Intermission.

*Times in brackets may be anticipated but should not be passed.*

## NOTES

**11.45 a.m.      Sacrament of the Lord's Supper.  
Memorial Roll.**

**2.00 p.m. –**

5.    GENERAL BOARD: Report and Resolutions (15-96).

Memorial Record; Doctrine; Moderator's Advisory; Church and Society; Priorities; Global Concerns; Church Relations; Reception of Ministers and Licentiates; Fixed Terms; Planned Giving.

(3.45)            Intermission.

(5.30)            Close of Business.

### **WEDNESDAY, JUNE 5**

**9.30 a.m. –**

6.    BOARD OF MISSION IN IRELAND: Report and Resolutions (145-165).

Strategy for Mission; Research and Resources; Church Architecture.

(10.45)            Intermission.

(11.00) 7.    PRESBYTERIAN WOMEN: Report and Resolution (166-170).

(11.30) 8.    BOARD OF SOCIAL WITNESS: Report and Resolutions (171-187).

Specialist Ministries; Older People Services; Family Services; Adult Services.

*Times in brackets may be anticipated but should not be passed.*

## NOTES



**12.15 p.m. – Worship.**

**2.00 p.m. –**

9. BOARD OF MISSION OVERSEAS: Report and Resolutions (124-144).

Outreach Ministries; Leadership Development; World Development; Mission Involvement).

(3.15) Intermission.

(3.30) 10. BOARD OF CHRISTIAN TRAINING: Report and Resolutions (201-222).

Training and Resources; Ministerial Studies and Development; UTC Management.

(4.30) 11. BOARD OF YOUTH AND CHILDREN'S MINISTRY: Report and Resolutions (188-200).

Ministry Opportunities; Research and Education; Ministry Resources; Ministry Events.

(5.15) 12. UNITED APPEAL BOARD: Report and Resolutions (280-286).

Lapsed Business (if any).

(6.00) Close of Business.

**8.00 p.m. – Evening Celebration.**

*Times in brackets may be anticipated but should not be passed.*

## NOTES

## THURSDAY, JUNE 6

**9.30 a.m. –**

13. BOARD OF FINANCE AND PERSONNEL:  
Report and Resolutions (231-279).  
Pensions and Assessments; Personnel; Property and  
Management; Finance, Legal and IT.
14. TRUSTEES: Report and Resolutions (288-292).
15. Overtures anent Pars 97(h); 286(2); Appendix 15  
of the Code (292-295)
16. COMMISSION ON TRUSTS: Report and  
Resolutions (287).

(10.45) Intermission.

- (11.00) 17. BOARD OF EDUCATION: Report and  
Resolutions (223-230).

Lapsed Business (if any)

**12.15 p.m. – Worship**

**2.00 p.m. –**

18. UNION COMMISSION: Report and Resolutions  
(101-123).

*Times in brackets may be anticipated but should not be passed.*

## NOTES

19. Overtures anent Par 128(1); Par 82(4); Par 274(8) of the Code (123).

Lapsed Business (if any)

(3.30) Intermission.

### **In Private**

(3.45) 20. JUDICIAL COMMISSION: Report and Resolution (97-99).

21. SPECIAL COMMISSION: Report and Resolution (100)

22. NOMINATION COMMISSION: Report and Resolution (100)

### **In Public**

Lapsed Business.

BUSINESS BOARD: Final Report.

CLOSE OF ASSEMBLY.

*Times in brackets may be anticipated but should not be passed.*

## NOTES

# BUSINESS BOARD

## A Guide to Assembly Procedure

1. **Members of Assembly** consist of all ministers in active duty or retired and some elders, ex officio, together with a representative elder from each established congregation plus other elders commissioned by Presbyteries to correspond with the number of ministers serving in special appointments. Deaconesses, representatives of the Women's and Youth Movements and some others have now been invited to "sit and deliberate" as associates – i.e., to take part with members freely in debate but without voting. The Assembly quorum is fifty members.

2. While members should bear in mind any opinions or concerns of their Congregations, Kirk Sessions or Presbyteries, neither ministers nor elders attend as "delegates", obliged to vote as instructed by any of these. The Assembly should be a gathering of fully responsible, free Christian men and women, always open to spiritual guidance and information on a Church-wide basis, not a device for counting up decisions already made elsewhere.

3. **The Moderator** is chairman of the Assembly, in charge of proceedings, but he should not take sides in debates. Former Moderators may deputise from time to time at his request, should he wish to take part in debate or to withdraw from the House. When the Moderator rises to speak at any point all other members must yield to the Chair. Members should stand when the Moderator enters or leaves at the beginning or end of proceedings. Members may enter or leave at any time during proceedings, but should do so with as little disturbance as possible. It is a courtesy in so doing to give a slight bow to the Chair.

4. The recommended form of address to the House is simply "Moderator" (not "Mr." Moderator, etc). Speakers should face towards the House and the microphones, not towards the Moderator.

5. **Committees:** Work for which the Assembly is responsible is generally entrusted to various permanent or temporary ("ad hoc") Committees. These must each present a report to the

Assembly. Working Committees concerned with related matters are grouped under a supervising Board. A Commission of Assembly is a Committee entrusted with the executive powers of the Assembly, within the terms of its appointment. Members of Committees, etc., are appointed by the Assembly on the nomination of various bodies and have a Convener in charge.

6. **Reports.** While the Assembly is obliged to “receive” the report of each Committee, etc., it does not “adopt” or accept responsibility for the contents of any report. Reports carry only the authority of the Committee concerned and not of the Assembly. If found too unsatisfactory the report or a section of it, may be received and referred back. This is done by an amendment to resolution 1. Any matter to which the Assembly is to be committed must be stated in a specific resolution. Resolutions should be kept to conclusions, rather than include arguments in support such as are appropriate to speeches. Similarly, speeches in the Assembly carry the authority only of the speaker.

7. Reports, together with any appended resolutions, are first of all “presented”, usually by a Board or Committee Convener. There is then an opportunity for questions to be asked. These should quite strictly be asked only for further information or explanation, whether of something in the report or not in the report but for which the Board, etc., carries responsibility; they should not be rhetorical or debating “questions”, to score a point.

8. **Questions**, which should be written out and placed in the box provided in good time, will normally be limited to two per person and ten minutes in all, unless the Moderator judge that a particular subject merits an extension of these limits.

9. After Questions, the presenter of the report formally proposes the appended resolutions in block and another person seconds, with a speech taking up any other aspects requiring treatment. Where it is considered helpful the seconder may speak before questions to clarify issues which may arise during questions.

10. **The Resolutions** are then taken in succession. The first of these is always “that the report be received”. This is the point where members may discuss (not ask questions about) any



matters in the report or for which the Board, etc., should bear responsibility, but which do not arise under any subsequent resolution.

11. Unless otherwise arranged, speeches are limited as follows:-

Presenting a group of reports and resolutions	10 minutes
Seconding a group of reports and resolutions	7 minutes
All other speeches	5 minutes

If lapsed business accumulates, the normal abbreviated timings are as follows:-

Proposing a group of Reports	10 minutes reduced to 7
Seconding a group of Reports	7 minutes reduced to 5
Other speeches	5 minutes reduced to 3

A flickering light is given 1 minute before the end, a steady light for 30 seconds and a buzz when the time is up. Before commencing, speakers should announce their name and congregation or for Women's and Youth representatives, their name and Presbytery. Apart from the proposer (or alternatively the seconder) having the right to speak again in closing the debate, no one may speak twice in debating any one resolution or amendment, except to clarify some misunderstanding.

12. Resolutions are called by number. Those wishing to speak should at once come forward, or otherwise indicate their desire to speak.

13. **Amendments** may be moved without prior notice by any member so as to change the terms of a resolution within its general scope but not so as to introduce another subject. Before debating proceeds the amendment should be given in writing to the Clerk's desk. Any amendments previously received and licensed by the Business Board, however, have precedence. At least one day's notice must be given of an amendment which would substantially affect the scope of a motion or overture. A plea for the outright rejection of a resolution is not an amendment.

14. An amendment, if seconded, must be dealt with before further debate on the original resolution or consideration of

any further amendment. If passed, the amendment is then put as a substantive motion, when one more amendment may be considered. If the first two amendments are rejected, one more amendment may be considered before reverting to the original resolution.

15. **Additional resolutions**, concerning some matters not covered by an existing resolution, may be submitted by any member or associate as notice of motion for license. Unless there are exceptional circumstances these should be received by the Clerk at least one week before the Assembly. Resolutions rescinding or reversing a previous decision of the Assembly require notice of motion to be first given and accepted at the preceding annual meeting. Those invited to sit and deliberate may “present” resolutions or amendments in the usual way, but these must be formally proposed and seconded by a member of Assembly before being debated.

16. In the “**Alternative**” format each Board is given 35 minutes for a “Presentation”, including not only the proposing and seconding of the Report but the introduction of guests, the showing of videos, etc as may be desired. Outside speakers require the permission of the Business Board. Assembly questions for clarification then follow, and finally the resolutions. The speeches of the proposer and seconder, and any comments from Committee Conveners, should all be included in the allotted period of time, and these officebearers not speak again (except on a point of clarification or to close the debate on a resolution) otherwise the report is liable to overrun and cause business to lapse. No speech should be longer than ten minutes, unless by specific permission of the Business Board.

17. **Voting** may be by voice, when the Moderator calls for those in favour to say “Aye” and those against to say “No”, or by a standing vote to be counted by tellers; or by ballot, asked for by not fewer than twenty-five members or, at the discretion of the Moderator, by the showing of voting tickets, to be counted by tellers. Proxy voting for an absent member is not allowed. A member who has spoken or voted against any decision may intimate his personal dissent or protest immediately after the

decision has been pronounced, but does not thereby free himself from obligation loyally to implement the decision taken.

18. An “**Overture**” is a proposal for a change in the “Code”, or law of the Church’s Constitution and Government. Changes in rules, of which notice has been given in the printed Reports, may be adopted forthwith if approved by a two-thirds majority, or without such notice if approved *nem.con.* If approved by a lesser majority it is “placed on the books”, to be decided at the following Assembly. This applies also to rules governing the Central Ministry Fund and other Ministry Funds. In the Basic Code, where immediate operation is desirable, the change may be adopted temporarily during the intervening year as an “interim act”. If an overture contemplates a constitutional change it must also be sent down to Presbyteries to be voted on during the intervening year.

19. A “**Memorial**” is a petition to the Assembly, usually from some person or body who is not a member of Assembly, such as a subordinate court of the Church, a Church member or group of members, or persons unconnected with the Church. Procedures and forms are laid down by which the circumstances of the Memorial are outlined and a definite request or “prayer” is stated. A Memorial is also the procedure by which someone, whether member of the Assembly or not, asks for exemption from some Church rule on the plea of special circumstances.

## NOTES

## NOTES

## NOTES

# BUSINESS BOARD

Convener: THE CLERK

1. The Business Board met three times during the year to continue making the arrangements for the Assembly to meet in Londonderry. It would pay tribute to the help that has been given by the local organising group of the Derry and Donegal Presbytery and by the staff of the Millennium Forum.

2. It was decided to hold the Communion Service on Tuesday morning in First Derry Church, both because of its historical importance and recent renovation. Thanks are due to the Minister and Kirk Session.

3. The historical roots of the Presbyterian Church are also to be celebrated on Tuesday evening when members of Assembly are invited to Magee University College. The enthusiastic support of the Provost, Prof Deirdre Heenan, is much appreciated.

4. Because of the different venues it was necessary to issue tickets for each of the evening events. This has added considerably to the work of the General Secretary's Office at what is already a busy time. The Assembly's thanks should be offered to Mrs Joyce Anderson, Mrs Jenny McClure, Mrs Michelle James and Miss Alicia Cotter for their patient organisation.

5. On this occasion, as agreed last year, the Derry and Donegal Presbytery were invited to add to the guest list for Opening Night. All our distinguished guests are warmly welcomed. It was also agreed to invite to the Assembly a representative from the Religious Society of Friends as PCI has been invited to their yearly meeting for a number of years.

6. Delegates were appointed to other Church meetings as follows:
- Presbyterian Church of Wales 2013 : Rt Rev Dr Rob Craig
  - General Synod of the Church of Ireland 2013 : Very Rev Dr Ivan Patterson and Mr Eddie Megaw
  - Methodist Conference 2013 : Very Rev Dr Roy Patton and Mr David Thompson.

7. Responsibility for producing the Annual Reports and other Assembly materials rests largely with the Clerk's Secretary, Mrs Joyce Anderson, supported by the Creative Production Unit. Thanks are expressed to all involved.

## **Business Board**

The Business Board is appointed in accordance with the provisions of Par 275 of the Code to take office on the 15 March preceding the Assembly. The Board for the year 2013-2014, together with the associated Arrangements Committee is as follows:-

The Clerk, Convener

- (a) The Moderator, Clerk and Deputy Clerk of Assembly, Moderator-Designate, former Clerks, preceding three Moderators, Conveners and Secretaries of Commissions and Boards.
- (b) Rev WT Cordner; Mrs Jean Mann – Rev CUR Bradley; WK Belshaw – Rev MJR Neilly; John Suitters – Rev GF McKeown; George Crooks – Rev MS Gault; David McCleery – Rev MR Burnside; DC Cowan –

Rev Richard Graham; R Kennedy – Rev JA McCaughan; J Cassells – Rev Dr RL Craig; William Watson – Rev SA Woodburn; William Reid – Rev DB Knox; Gordon Lindsay – Rev SJ Lockington; Stuart Ferguson – Rev MG McClelland; Walter Black – Rev Jean Mackarel; Ronnie Gillanders – Rev DB Murphy; J Copeland – Rev RN Orr; Milton Porter – Rev RW Gaston; Mrs Mabel Campbell – Rev WJ Murdock; JH McClurg – Rev Dr AR Rodgers; EM Carroll.

#### A. ARRANGEMENTS COMMITTEE (6)

Rev GE Best, Convener

- (a) The Moderator and Clerk of Assembly, Moderator-Designate, Deputy Clerk, Head of Press and Media, Hospitality Secretary, Buildings Manager; Committee Convener.
- (x) Rev Dr RL Craig; Mrs Joyce Anderson, Mrs Fiona Watts, Gary Nesbitt.
- (y) Revs WT Corder, \_\_\_\_\_, RN Orr, WJ Murdock, JA McCaughan, MG McClelland; DC Cowan, David McCleery.

### The URC Assembly 2012

*The Rt Rev Dr Roy Patton reports:*

1. The 2012 Assembly of the United Reformed Church met from Friday 6 July to Monday July 9 2012 at the Spa Complex in Scarborough. This year marks the 40th anniversary of the URC. The Assembly, which now meets every two years, focused on the theme “For Christ’s sake”. This raised the question of how we can be sure that we are making a difference for Christ’s sake and not just our own personal sakes or the Church’s sake (rather than Christ’s).

2. The Rev Dr Michael Nathaniel Jagessar was inducted as Moderator for the next two years 2012-14. Following his induction, serving lay Moderator Mrs Val Morrison was reaffirmed in her role for another year. During his moderatorship, Dr Jagessar will continue in his permanent role as secretary for racial justice and multicultural ministry for the URC. In a passionate and lively address, Dr Jagessar appealed to Assembly members to embrace a habit of trusting in a generous God instead of allowing their lives to be determined by scarcity.

3. The business of the Assembly included structural and internal issues such as: how to reduce the central Church budget from 2013 onwards; whether or not to change the retirement age of full time Ministers and Church related community workers from 65 to 68 years; and how the Synod Moderator role should be defined. The decision to reduce budgets came after an emotionally charged debate, which reflected the particular consternation of many members over cuts to programmes affecting children and young people in the Church.

4. The Assembly agreed a resolution allowing local Churches to decide on whether to allow civil partnerships to be registered in their buildings. In taking this decision, the URC has become the first mainstream Christian denomination to allow same-sex partners to register their civil partnership in Church. This resolution takes effect immediately and enables local United Reformed Churches in England and Wales to consider whether they wish to allow civil partnerships



to be registered on their premises (i.e. for the legal formalities, as well as the religious ceremony, to take place in Church).

5. Hundreds of members of the Assembly marched to Scarborough Town Hall on Sunday. Their “walk of witness” gave expression to the concerns of many about the disproportionate impact of spending cuts and welfare reforms on the most vulnerable in our society. At the Town Hall, the walkers, led by the Moderators of the General Assembly, the Rev Dr Michael Jagessar and Mrs Val Morrison, met Scarborough’s MP, Robert Goodwill, and presented him with a copy of the Scarborough Statement and the URC’s Report on Poverty and Inequality. The Scarborough Statement calls upon the government to take urgent and meaningful steps to make the United Kingdom a more equal society. Specific requests are the review of social policy reforms, which are having a disproportionate impact on vulnerable people, the reform of tax laws and the continuation of government funding for legal aid and debt counselling services.

6. My wife Daphne and I were made very welcome at the Assembly. We commented on the variety of people taking part, the involvement of children and young people, the consensus voting system. It was good to meet with people from many different places, and to discover that the problems and difficulties are shared right across the Church. The Mission Council was asked to address the decline in adults between the ages of 20 and 40 attending URC Churches. However, we were also encouraged to see that two new Churches were formally received into the URC at Assembly: Heston Asian URC in West London and Bournemouth International Church. Both began as mission projects of the Church – and both are thriving.

7. Like many other Churches these are indeed challenging times for the United Reformed Church. At the end of an evening of celebration Roberta Rominger, the URC’s General Secretary, spoke about the significance of the denomination at 40. Returning to 1972 she remarked that she saw the founding vision of the URC as being “about obedience to a living God who is always calling to us from the future. ... Our 40-year journey is about venturesome faith, a go-for-it spirit, and courage to follow to places we haven’t been before.”

### **The Welsh Assembly 2012**

*The Rt Rev Dr Roy Patton reports:*

1. The General Assembly of the Presbyterian Church in Wales met from 16-18 July at Aberystwyth University. My wife Daphne and I, were made warmly welcome and were invited to share fully in the life of the Assembly. I was invited to address the Assembly on two occasions.

2. The Rev Robert Roberts, the outgoing Moderator, in his Valedictory address focused on the theme “Behold your King”.

3. The Assembly installed their new Moderator for 2012-2013, the Rev Dafydd Andrew Jones. The Rev Trefor Lewis was elected Moderator for 2013-2014. Due to an eye problem the General Secretary, the Rev Bryn Williams, is returning to pastoral ministry at Pwllheli.

4. Like ourselves, PCW is reviewing its structures. A draft proposal was brought to the Assembly which sent it for comment to the Presbyteries. If there is a will to move on a final report will be presented to the Assembly in July 2013.

5. The Church faces very real challenges as a result of declining numbers. For example some Churches are unable to elect Elders and without two Elders a Church does not exist. Guidance was given to underline the fact that Presbytery should provide oversight for each Church within that Presbytery.

6. It was interesting to note that while, like PCI, Ministers serve in response to a call from a local Congregation a document was approved pertaining to the status and employment rights of Ministers.

7. It was reported that a Panel on the Blessing of Civil Partnerships had discussed the legal background, the Biblical background and the meaning of blessing. The pastoral implications are to be discussed before a summary statement and proposals are submitted to the Assembly in 2013.

8. Among the many and varied items of business concern was expressed regarding the land use in Wales for the purposes of Ministry of Defence training and the development of unmanned aircraft. Appreciation was expressed that the Welsh government had stated that it had no intention at the present time to make changes to the primary legislation relating to collective worship. However, the question was asked as to why an e-petition by humanists which calls for abolition was allowed to run for twelve months, whereas the one seeking to protect collective worship was only allowed for six weeks.

9. While concern was also expressed about the significant reduction amongst children aged 8 and over in Sunday Schools, Children's Clubs etc the Assembly was greatly encouraged to hear about how God was at work in the lives of young people. A number of young people reminded the Assembly that "The main thing is to keep the main thing the main thing" (Stephen Covey), to love God, to love each other and to love people. They shared the importance of helping Christians to understand and apply the Bible through preaching, in small groups as well as equipping people to read the Bible personally. They reminded us of the urgency of the task to make disciples of all nations expressing Christ's love for a lost world. While the PCW undoubtedly faces serious challenges these young people are evidence that God is still at work.

## **The Methodist Conference 2012**

### *The Very Rev Dr John Dunlop reports:*

1. The Methodist Conference is held in different locations each year. In 2012 the Conference was hosted by the Congregations of the Lakelands District, the main venue of the business sessions being in the large and beautiful Methodist Church in Darling Street in Enniskillen; the opening service and the closing ordination service being in St Macartin's Cathedral, with the lunch and teas being served in the Cathedral Hall.

2. As a Presbyterian observer, I was joined by Miss Kate Doherty, an Elder from Enniskillen Presbyterian Church. In comparison with the Presbyterian General Assembly, I was struck by the high attendance of the delegates at all the sessions; starting at 9.15 am and continuing until about 7.00 pm with public evening meetings to follow.

3. At the opening session the outgoing President, the Rev Ian D Henderson handed over to the Rev Ken Lindsay whose theme for the year is "Strength through Prayer". The business sessions were chaired both by the President and the Lay Leader, Ms Gillian M Kingston, who was coming to the end of her three

year term of office. The Secretary of the Conference, the Rev Donald Ker had a role, not unlike the Clerk of the General Assembly, in keeping the Conference on track and giving guidance when required.

4. During the Conference a shortlist of three names was submitted for the members to elect, by secret ballot, the President of the 2013 Conference. Without the details of the voting being announced, to much acclaim, the highly respected and popular Rev Dr Heather Morris was elected. She is the first woman to occupy such a position in the Churches in Ireland.

5. Ten years ago the Methodist Church and the Church of Ireland established a Covenant Council. Co-operation between the denominations continues quietly and productively. In addition to local initiatives, the most significant is the joint chaplaincies at Queens University, Belfast. They are creating a culture of a 'single centre', ministering together across the student residency, through the HUB café and conducting worship in the Church of the Resurrection which will be recognised by both denominations as a 'Covenant Church'. A report was received on the participation of Church of Ireland Bishops and Methodist Presidents in Installation and Ordination services. "... the Methodist President and at least one former Methodist President participates fully in the ordinations/consecrations of Church of Ireland bishops ... at least two Church of Ireland bishops participate fully in the Installations of the Methodist President".

6. A significant decision was taken on the issue of 'Methodism and the Lottery'. A report was received on the arguments for and against relaxing the Methodist stance on not making use of Lottery Funding. While opposing all forms of gambling, the Conference took a decision to relax the Church's position on making use of Lottery Funding for social projects, since the government has changed its position and is now using lottery money to address its social responsibilities. Previous government grants, free from lottery contamination, are no longer available. The Conference determined that in addition to other sources of funding, funding for specifically social purposes could be sought but not for the on-going work of the Church outside social projects.

7. I was struck by the consequences of the Methodist tradition of Ministers being required to move from one Congregation to another after a number of years. This provides Ministers with widespread experience in both Northern Ireland and the Republic of Ireland.

8. The Methodist Church, being smaller than the Presbyterian Church in Ireland, provides an opportunity during the Conference for personal and informal tributes to be paid to Ministers who have died in the course of the previous year. Time was set aside for this to done in the middle of an afternoon session.

9. A matter which demonstrates the difference between the central authority of the Methodist Church (or Connexion as it was frequently called) and the absence of such in the Presbyterian Church in Ireland was demonstrated in the following. "The Conference: a. believes that in order to promote and sustain a viable Methodist witness in Ireland it will be necessary to change some of our present modes of ministry and/or Circuit boundaries, even if such changes are not the preferred choices of local members". Further, if recommendations which resulted from two paragraphs following a. above are not implemented then "... d. it has the prerogative as a last resort to cease services and/or alter Circuit boundaries and direct the changes necessary to provide reasonably pastoral ministry".

10. One of the most striking and encouraging reports came from the Department of Youth and Children's Work. The Department runs impressive, comprehensive and creative programmes for children and young people. It was another indication of how much youth work is done week by week by volunteers throughout Ireland, frequently supported and supplemented by encouragement and training from the centre.

11. A basic concern which surfaced from time to time was that of the purpose of the Methodist Church in Ireland in the current social, economic and spiritual climate and how that purpose can be fulfilled, not least given the financial restraints which the Church faces. On the latter issue, on a number of occasions delegates said that if people tithed, the financial problems would be solved.

12. This can be nothing more than a series of snapshots from 216 pages from the Methodist "blue book" and three and a half days of worship and fellowship. I am grateful to both the Methodist Church for inviting observers from other Churches and for the welcome and hospitality offered, and to our Church for giving me the opportunity, along with Ms Kate Doherty, to be present at the Conference, thereby consolidating relationships and increasing appreciation of what the Methodist Church is and does.

## **ARRANGEMENTS COMMITTEE**

1. This year, clearly the arrangements for Assembly Week are significantly different from normal. The Arrangements Committee has met on several occasions during the year, and members have made numerous trips to Londonderry in preparation for the 2013 Assembly. The Committee is grateful to Mr Paul Mason and other staff at the Millennium Forum for their help and advice in recent months. The Committee asks for the patience of members during the Assembly in adapting to this year's temporary surroundings.

### **Arrangements Desk**

2. The Arrangements Desk will be prominently located in the Piazza, and will be manned at all times through the Assembly. Assembly Minutes may be collected from this desk, and personnel will be available to help members with general arrangements and information.

### **Tickets**

3. Please be aware this year that both Opening Night and the Wednesday Evening Celebration are ticketed events. Only those who have reserved tickets will be admitted to the auditorium by stewards on duty.

### **Guidelines to New Members**

4. There will be an opportunity for Elders and Ministers who are attending the General Assembly for the first time to be given an introduction to Assembly procedures. This will take place in the auditorium at 9.00 am on Tuesday, immediately prior to the first Business Session.

**Communion and Worship Services**

5. The Communion Service this year will commence at 11.45 am on Tuesday in First Derry Church. There will be a coffee break prior to this service in the Millennium Forum, but members are asked to make their way to First Derry Church, departing no later than 11.15 am. Worship on Wednesday and Thursday, 12.15 pm, in the Millennium Forum is open to the public.

**Tuesday Evening at Magee College**

6. This event will commence with registration at 7.15 pm, and will include three short presentations covering local Church and society issues and some Derry and Donegal Presbytery Church history. Places must be reserved in advance and bookings may be made through the General Secretary's Office.

**First Aid**

7. St John's Ambulance personnel will be in attendance on Monday and Wednesday evenings. Others trained in First Aid will be in the building at all other times. Please notify the Convener or any of the stewards if First Aid is required.

**Board Displays**

8. Various displays featuring the work of Boards and other agencies within the Presbyterian Church in Ireland (including one exhibited by the local Presbytery) will be located in the Piazzo. Please take time to look at these over the course of Assembly Week.

**Web Streaming and 'Twitter'**

9. The Arrangements Committee regrets that due to technical restrictions, the General Assembly will not be streamed this year. However, proceedings may be followed on 'Twitter'.

**Tea/Coffee and Lunch Breaks**

10. Tea and coffee will be served in the Piazzo. To avoid congestion, the Committee would ask members of Assembly to move away from the serving areas once they have been served. Tea/coffee with a scone is priced at £2.00. Regarding lunches, please note that members of Carlisle Road Congregation (a short walk from the Millennium Forum) have agreed to provide a limited number of reasonably priced sandwich lunches. A similar arrangement has been made with the Millennium Forum restaurant. There are also several cafes and restaurants in the city centre. Staff on the Arrangements Desk will be happy to advise.

**Voting Cards**

11. These should be obtained as soon as possible from the desk located in the Piazzo where they are available on Monday evening/Tuesday morning, after which members should contact Mrs Jenny McClure in the General Secretary's Office (located just off the Piazzo). Please note that when obtaining voting cards, Assembly members will be asked to produce the Registration Card which

is enclosed with these reports. This year new arrangements are being introduced for secret ballot votes. Along with voting cards, each member will be provided with six plastic cards, three red and three blue, which will be used to signify 'for' and 'against' in a vote. Clear instructions will be given in the eventuality of a secret ballot. Any unused cards may be returned to the Arrangements Desk as members leave the Assembly.

#### **Admission to Private Session**

12. Admission to the Private Session is by voting card only. In any vote, the Moderator may call for voting cards to be shown, and only those displaying their own voting card are eligible to vote.

#### **Queuing to Speak**

13. Most of the front row of seats will be reserved for the Moderator's Chaplains, Assembly Solicitor, and those queuing to speak in debates. In the interests of efficiency and courtesy, members are asked to respect this.

#### **Expenses**

14. All Members may claim a daily allowance but travel expenses cover the cost of only one return journey in the week. Claims should be made on the appropriate form obtainable from the Arrangements Desk. Full details of rates are printed on the form.

#### **Evacuation Procedures**

15. Please listen carefully to all announcements regarding the evacuation of the building in the event of an emergency.

#### **Thanks**

16. Sincere thanks are expressed to all administrative staff, stewards, time-keepers, musicians, and many others, who work very hard behind the scenes to ensure that everything runs smoothly throughout the Assembly.

GORDON BEST, Convener

### **RESOLUTIONS**

1. That the Report be received.
2. That the recommended Order of Business be adopted.
3. That a grant of £28,000 be made from the Incidental Fund to the Arrangements Committee.
4. That the Business Board, with its associated working Committee, be appointed in accordance with Par 275 of the Code for the ensuing year beginning 15 March, 2013.

## REPORTS OF PRESBYTERIES

The **ARDS PRESBYTERY** report that the Rev Bobbie Stevenson is their Moderator; that the Rev Roy Stirling, Minister of Conlig, retired on 30 June 2012; that the Rev Willis Cordner, Minister of First Bangor, retired on 31 August 2012; that the Rev Graeme McConville, Assistant Minister in Ballygilbert, resigned his charge on 4 December 2012; that the Rev John Flaherty presented credentials from the Presbytery of Tyrone and was installed to the charge of Millisle and Ballycopeland on 31 August 2012; that Mr Edward Kirwan was licensed on 10 June 2012; that Mrs Fiona Forbes was licensed on 24 June 2012 and given credentials to the Presbytery of South Belfast; that Mr Damien Burke presented credentials from the Presbytery of Dublin and Munster and was received as a Licentiate; that Mr Ivan Steen was given credentials to the Presbytery of South Belfast; that Mr Peter Douglas was given credentials to the Presbytery of Route; that under their care are: as Ministers without charge the Revs Dr Ian Dennis, Graeme McConville, Craig Mawhinney and David McKee (retired); as Licentiates Mr JW Frazer, Mr AJ Galbraith, Mr Mark McKeown, Mr JB Mullan, Mr DP Burke and Mr E Kirwan; as students for the ministry Mr Gary McDowell, Mr Stewart McCrea, Mr Jeff McWatters, Mr Keith Ward, Mr Robert Hamilton and Mr Stephen Lowry; that they held Consultations at Glastry, Ballygrainey and Bangor West; that the Financial Reports of Congregations are being printed separately.

The **ARMAGH PRESBYTERY** report that the Rev PL McKelvey is their Moderator; that the Rev Allen McBride, Minister Emeritus in Cladymore, died on 9 June 2012; that the Rev RIA Allely, Minister of Craigavon and Vinecash, retired on 30 September 2012; that the Rev B Reid presented credentials from the Presbytery of Iveagh and was installed to the charge of Caledon and Minterburn on 31 August 2012; that Mr Simon Michael Hamilton was licensed on 10 June 2012 and given credentials to the Presbytery of Dromore; that Mr Andrew Faulkner, a Licentiate, was presented with credentials to the Presbytery of Dromore; that Mr Ben Preston presented credentials from the Presbytery of Tyrone and was received as a Licentiate; that they have under their care: as a Minister without charge the Rev JWP McConnell; as Licentiates Mr T Boyd, Mr Ben Preston; as students for the ministry Mr Philip Cleland and Mr Russell Edgar; that they held Consultations at Druminnis, Hill Street Lurgan, and Tartaraghan; that the Financial Reports of Congregations are being printed separately.

The **BALLYMENA PRESBYTERY** report that the Rev AL Kirk is their Moderator; that the Rev RS Ross, Minister Emeritus of Carnlough and Cushendall, died on 11 April 2012; that the Rev NA Brown retired from the duties of active Ministry in Wellington, Ballymena, on 30 September 2012; that the Rev AWT Brown resigned his charge as Minister of Churchtown on 7 February 2013 and was given credentials to the Presbytery of Coleraine and Limavady; that Mr DC Millar presented credentials from the Presbytery of Ards and was ordained to the Office of the Christian Ministry and installed to the charge of Grange with Craigmore on 27 April 2012; that Mr NG Mulholland, a

Licentiate under the care of Presbytery, was ordained to the Office of the Christian Ministry and installed to the charge of Glenwherry on 18 May 2012; that Mr RMP Simpson was licensed as a Probationer for the Christian Ministry on 3 June 2012; that Mr PA Kerr was licensed as a Probationer for the Christian Ministry on 10 June 2012; that Mr MJO Currie was licensed as a Probationer for the Christian Ministry on 17 June 2012; that Mr RM Moody, a Licentiate under the care of Presbytery, having received and accepted a call to Dunloy and Garryduff, was given credentials to the Presbytery of Route; that they have under their care: as a Minister without charge the Rev JD McGaughey; as Licentiates Mr MJO Currie, Mr S Hibbert, Mr R Houston, Mr PA Kerr, Mr TJ McConaghie, Mr RMP Simpson and Mr NDH Stewart; as students for the Ministry Mr AR Adger, M Boyd, WN Kennedy, JR Kernohan, PWA McClelland, DA McMillan and Mr SW Orr; that no Consultations were held during the year; that the Financial Reports of the Congregations are being printed separately.

The **NORTH BELFAST PRESBYTERY** report that the Rev DJ McIlwaine is their Moderator; that the Rev WA Abernethy, Minister of Sinclair Seamen's, retired on 30 June 2012; that the Rev CI McKnight, Minister without charge under the care of Presbytery, retired on 30 June 2012; that Mr Gareth Simpson was licensed as a Probationer for the Christian Ministry on 24 June 2012 and given credentials to the Presbytery of East Belfast; that Mr Ivan Ferris demitted his charge as Licentiate Assistant in Abbot's Cross on 3 May 2012 and was given credentials to the Presbytery of Tyrone; that they have under their care as Licentiates: Mr Peter Bovill, Mr Stewart Glendinning and Mr David McCarthy; as a student for the ministry Mr Michael Fryer; that Consultations were held in the Congregations of Whiteabbey and Abbot's Cross; that Congregational Financial Reports are being printed separately.

The **SOUTH BELFAST PRESBYTERY** report that the Rev Brian Hughes is their Moderator; that the Rev JV Craig, Minister Emeritus of Townsend Street, died on 16 August 2012; that the Rev WJ Orr retired as Minister of Newtownbreda on 30 April 2012; that the Rev Glen Jordan was inducted as Minister of the Kinghan Church on 20 May 2012; that Mr Ivan Steen presented credentials from the Presbytery of Ards and was ordained and installed as Minister of Windsor on 6 September 2012; that Mr Jonathan Abernethy-Barkley was licensed on 27 May 2012; that Mrs Corrina Heron was licensed on 17 June 2012; that Mrs Fiona Forbes presented credentials from the Presbytery of Ards and was received as a Licentiate under the care of Presbytery; that Miss Jane Nelson was given credentials to the Presbytery of Omagh; that they have under their care as Ministers without charge: the Revs KA Drury and Desmond Maxwell; as Licentiates: Mr Jonathan Abernethy-Barkley, Mrs Fiona Forbes, Mrs Corrina Heron, Mrs Kathryn Viner and Mr David Conkey; as students for the ministry: Mr David Cromie, Mr Chris Barron, Mr Brent van der Linde and Miss Susan Moore; that a Consultation is being held with the Ballycairn Congregation; that the Financial Reports of Congregations are being printed separately.

The **EAST BELFAST PRESBYTERY** report that the Rev Colin Burcombe is their Moderator; that Mr Stephen Cowan was licensed as a Probationer for the Christian Ministry in Bloomfield on 27 May 2012 and placed under the



care of Presbytery; that Mr Andrew Boreland was licensed as a Probationer for the Christian Ministry in Knock on 10 June 2012 and given credentials to the Presbytery of Iveagh; that the Rev David Moore presented credentials from Dublin and Munster Presbytery and was installed as Minister of Knock on 23 June 2012; that the Rev Paul Dalzell presented credentials from Templepatrick Presbytery and was installed as Minister of Cregagh on 4 October 2012; that Mr Gareth Simpson presented credentials from North Belfast Presbytery and was received as a Licentiate under the care of Presbytery; that they have under the care of Presbytery as Ministers without charge: the Revs Doug Baker, RA Crooks (retired), William Harshaw and Dr Elizabeth Jamison (retired); as Licentiates: Mr Jonathan Boyd, Mr David McCullagh, Mr Aaron Ditty, Mr Paul Orr, Mr Stephen Cowan and Mr Gareth Simpson; as students in training for the ministry: Mr David Currie, Mr Mark McMaw, Mr Trevor McNeill, Mr Alan Dickey, Mr David Gray, Mr David Kelly and Mr Alistair McCracken; that no Consultations were held during the year; that the Financial Reports of Congregations are being printed separately.

The **CARRICKFERGUS PRESBYTERY** report that the Rev Gary Glasgow is their Moderator; that the Rev Desmond Paul, Minister without charge, was given credentials to the Presbytery of Templepatrick; the Rev Karen Campbell, Minister of 1st Islandmagee, resigned her charge on 17 May 2012, and was given credentials to the Presbytery of Templepatrick; that Mr Alan Moore was licensed on 10 June 2012; that Mr Mark Dodds was licensed on 17 June 2012; that Mr Reuben McCormick presented credentials from the Presbytery of Dublin and Munster and was received as a Licentiate; that under their care are: as Licentiates Ms Linda Keys, Mr Ross Collins, Mr Norman Smyth, Mr Lachlan Webster, Mr Alan Moore, Mr Mark Dodds and Mr Reuben McCormick; as students Mr James Warburton and Mr Bobby Moore; that they held no Consultations; that the Financial Reports of Congregations are being printed individually.

The **COLERAINE AND LIMAVADY PRESBYTERY** report that the Rev Dr S Williamson is their Moderator; that the Rev AWT Brown presented credentials from the Presbytery of Ballymena and was installed to the charge of Terrace Row, Coleraine on 8 February 2013; that the Rev JD Mark presented credentials from the Presbytery of Dromore and was received as a Minister without charge; that Mr Chris Cordner was licenced on 24 May 2012 and resigned on 31 December 2012; that Mr Gordon McCracken was licensed on 24 May 2012; that Mr Ivan Linton was licensed on 3 June 2012; that Mr John Stanbridge, a Licentiate, was given credentials to the Presbytery of Route; that they have under their care as a Minister without charge: the Rev JD Mark (retired), as Licentiates: Mr Alan Buick and Mr Gordon McCracken and Mr Ivan Linton; as students for the ministry: Mr Alan Burke and Mr Robert McClure; that the Financial Reports of Congregations are being printed separately.

The **DERRY AND DONEGAL PRESBYTERY** report that the Rev Dr Stewart Jones is their Moderator; that the Rev Stanley Stewart, Chaplain at the Royal and Prior Comprehensive School, Raphoe, resigned his charge on 29 February 2012; that the Rev William Hiram Higgins, Minister of Cumber

and Upper Cumber, resigned his charge on 14 September 2012 and was given credentials to the Presbytery of Down; that the Presbytery have under its care as Ministers without charge: the Revs JC Teeney, KG Patterson and S Stewart; as Licentiate Assistants: Mr Jonathan Cowan and Mr Brian Smyth; that Consultations were held in the Congregations of Inch, Ballylennon and St Johnston; that the Financial Reports of Congregations are being printed separately.

The **DOWN PRESBYTERY** report that the Rev S Woodburn is their Moderator; that the Rev RJ Hyndman was installed to the charge of Boardmills on 22 June 2012; that Rev WH Higgins presented credentials from the Presbytery of Derry and Donegal and was installed to the charge of 1st and 2nd Killyleagh on 14 September 2012; that under their care are: as Ministers without charge Revs S Armstrong, JM Casement, RN Stewart and G Stockdale; as Licentiates Mr D Edwards, Mr G Maclean, Mr E McKenzie, Mr S Moore, Mr O Patterson; as Licentiate without charge MC Cowan; as a student Mr G Ball; that they held no Consultations; that the Financial Reports of Congregations are being printed.

The **DROMORE PRESBYTERY** report that the Rev AA McCullough is their Moderator; that the Rev A Faulkner presented credentials from the Presbytery of Armagh and was ordained and installed to the charge of the Congregation of Sloan Street on 18 April 2012; that the Rev. JD Mark was given credentials to the Presbytery of Coleraine and Limavady; that Mr SM Hamilton presented credentials from the Presbytery of Armagh and was received as a Licentiate; that under their care are: as a Minister without charge Rev K Young Wimberly; as Licentiates Mr M Proctor; Mrs H Freeburn; Mr TA Conway; Mr A Graham and Mr SM Hamilton; as a student Mr Nathan Duddy; that they held Consultations at Elmwood and Cargycreevy; that the Financial Reports of Congregations are being printed separately.

The **DUBLIN AND MUNSTER PRESBYTERY** report that the Rev Michael Anderson is their Moderator; that the Rev David Moore, Minister of Kilkenny, resigned his charge on 22 June 2012 and was given credentials to the Presbytery of East Belfast; that Mr Damien Burke was licensed on 2 June 2012 and given credentials to the Presbytery of Ards; that Mr Reuben McCormick was licensed on 10 June 2012 and given credentials to the Presbytery of Carrickfergus; that the Financial Reports of Congregations are being printed.

The **IVEAGH PRESBYTERY** report that the Rev A Moffett is their Moderator; that the Rev B Reid was given credentials to the Presbytery of Armagh; the Mr A Boreland presented credentials from the Presbytery of East Belfast and was received as a Licentiate; that under their care as a Minister without charge is the Rev EG McAuley (retired); as Licentiates Mr S Burke and Mr A Boreland; as students Mr G Mullan and Mr M Rutledge; that the Financial Reports of Congregations are being printed separately.

The **MONAGHAN PRESBYTERY** report that the Rev David Hagan is their Moderator, that the Rev John Rushton retired as Minister of Drum, Cootehill and Kilmount on 26 April 2012; that the Rev Troy Morgan resigned as Minister of Clones, Newbliss, Ballyhobridge and Stonebridge on 20 July 2012; that they

have under their care as a student for the ministry Mr Jonathan Porter; that a Consultation is being held with the Congregations of 1st Ballybay, 2nd Ballybay, Drumkeen and Rockcorry; that the Financial Reports of the Congregations are being printed separately.

The **NEWRY PRESBYTERY** report that the Rev DJ Irvine is their Moderator; that under their care as students are Mr JT Blue and Mr SD Kennedy; that they held Consultations at Warrenpoint, Kilkeel and Bessbrook; that the Financial Reports of the Congregations are being printed separately.

The **OMAGH PRESBYTERY** report that the Rev John Honeyford is their Moderator; that the Rev Colin William Anthony Jones, Minister of Seskinore and Edenderry, resigned his charge on 29 April 2012 and was inducted as a Chaplain to Her Majesty's Forces (Land); that Miss Patricia Jane Nelson presented credentials from the Presbytery of South Belfast and was ordained and installed to the charge of First Omagh on 7 September 2012; that under their care is a Licentiate Mr Rodney Samuel George Beacom; that the Financial Reports of Congregations are being printed separately.

The **ROUTE PRESBYTERY** report that the Rev Dr PB Wilson is their Moderator; that the Rev Dr RFS Poots, OBE, Deputy Clerk Emeritus of the General Assembly, died on 17 January 2013; that the Rev Dr JA Thompson, Minister of Dervock, retired on 4 May 2012; that Mr JP Stanbridge presented credentials from the Presbytery of Coleraine and Limavady and was ordained and installed to the joint charge of Ballycastle and Croaghmore on 29 March 2012; that Mr RM Moody presented credentials from the Presbytery of Ballymena and was ordained and installed to the joint charge of Garryduff and Dunloy on 26 April 2012; that Mr P Douglas presented credentials from the Presbytery of Ards and was ordained and installed to the charge of Toberkeigh on 26 January 2013; that under their care are: as Ministers without charge the Rev Dr V Dobbin (retired) and the Rev Wm Brown (retired); that they held Visitations at Dromore and Finvoy; that the Financial Reports of Congregations are being printed separately.

The **TEMPLEPATRICK PRESBYTERY** report that the Rev JP Moxen is their Moderator; that the Rev PT Dalzell, Minister of Hyde Park and Lylehill resigned his charge on 3 October 2012 and was given credentials to the Presbytery of East Belfast; that the Rev K Campbell presented credentials from the Presbytery of Carrickfergus and was installed to the charge of Kilbride on 18 May 2012; that the Rev DJ Paul presented credentials from the Presbytery of Carrickfergus and was installed to the charge of Crumlin (Part-Time) on 8 June 2012; that Mr Jackie Spence, a Licentiate, was furnished with credentials to the Presbytery of Tyrone; that under their care are: as Licentiates Mr Stephen McNie and Mr Stuart Morrow; as a student for the ministry Mr Mark Johnston; that they held Consultations at First Antrim and Second Randalstown; that the Financial Reports of Congregations are being printed separately.

The **TYRONE PRESBYTERY** report that the Rev David Brownlow is their Moderator; that having provided credentials from the Presbytery of

North Belfast Mr Ivan Ferris was ordained and installed as Minister of the Congregations of 1st Stewartstown, Brigh and Albany on 4 May 2012; that having provided credentials from the Presbytery of Templepatrick Mr Jackie Spence was ordained and installed as Minister of the Congregations of Upper and Lower Clonaneese on 25 May 2012; that the Rev JH Flaherty resigned his charge as Minister of Tobermore and Draperstown and was furnished with credentials to the Presbytery of Ards; that Mr Ben Preston was licensed on 10 June 2012 and furnished with credentials to the Presbytery of Armagh; that Mr Nigel Kane was licensed on 24 June 2012; that under their care are: as students for the ministry Mr David Clarke, Mr Bryan Kee, Mr Philip Leonard and Mr Roland Watt; that they are in the process of holding Consultations at Bellaghy, Knockloughrim, Newmills and Carland; that the Financial Reports of Congregations are being printed separately.

### **RESOLUTION**

1. That the Report be received.

# GENERAL BOARD

Convener: THE CLERK

## SUMMARY OF CONTENTS

The General Board has an extensive and complex agenda which is set out as follows:

- (a) **The Memorial Record** to recognise the life and work of those who faithfully served the Church and died since last Assembly.
- (b) **A General Introduction** to the work of the Board, including reference to those Panels which are not bringing substantial reports or resolutions this year.
- (c) **Recommendations on Appointments**, where the General Board has responsibility for bringing nominations to the General Assembly.
- (d) **General Assembly Committee Reports** i.e. Doctrine, Moderator's Advisory, Church and Society, Priorities, Global Concerns, Church Relations and Reception of Ministers. With the Moderator's Advisory Committee the Panel on the Pastoral Care of Manse Families reports and under the Priorities Committee the Structures Review and Consultation Panels report.
- (e) **Ad-Hoc Committee Reports** on Fixed Term Membership of Kirk Sessions and Planned Giving. An ad-hoc Panel to give advice on UTC Stonework Repairs also reports.
- (f) **Presbyterian Historical Society** reports through the General Board for information only. The Society is not accountable to the General Assembly.

## MEMORIAL RECORD

*The Very Rev Dr Donald Patton reports:*

**The Rev Allen McBride, BA**, Minister Emeritus of Cladymore in the Presbytery of Armagh, died on 9 June 2012, in the 95th year of his age and the 69th year of his ministry. He was born on 14 January 1918, the third child of Arthur McBride, Ballygarvey, Ballymena, and his wife Jane (née McCue). The family moved into Ballymena town where his father established a tailoring business. He received his early education at Parade and Kirkinriola Primary Schools, and later, Ballymena Academy. The family attended High Kirk Congregation and with the guidance and encouragement of the Minister, the Rev WJ Hanson, he decided to train for the ministry of the Presbyterian Church in Ireland. He enrolled as an Arts student at Magee College, Londonderry, and went on to Trinity College, Dublin, graduating BA in 1940. This was followed by theological study at the Assembly's College Belfast, 1940 to 1942. He was licensed by the Presbytery of Ballymena on 21 November 1943 and served assistantships in the Shankill Road Mission and First Ahoghill. Being called by the Congregation of Third Portglenone, he was ordained and installed there on 24 May 1944. In the same year he married Miss Agnes Ruth Montgomery, a school teacher, from Kenbally,

Broughshane. Two children were born to the marriage, a daughter Muriel and a son Allen. During Mr McBride's time in Portglenone he saw the need for an organisation to bring the boys of the Congregation together and so started a Boys' Brigade company. Recognising his gift for administration the Ahoghill Presbytery appointed him as Clerk in September 1945. In 1949 he received a call from the Congregation of Muckamore and was installed there on 1 June of the same year. To his people he brought a warm pastoral heart and always prepared meticulously for the pulpit. In addition to his work in the Congregation, he was appointed chaplain to Muckamore Abbey hospital, ministering with sensitivity to the special needs patients and the staff, and conducting worship each Sunday afternoon, communicating the compassion of Jesus to all levels of understanding. He moved to Cladymore and was installed there on 20 February 1957. During his ministry the Church was refurbished and two stained glass windows, commissioned to his design, were installed, one on either side of the pulpit. He enjoyed good health and an active life finding relaxation in gardening, fishing and golf. He knew personal loss and sadness through the death of his wife on 22 December 1970. Some years later Mr McBride married Miss Isobel McCullough of Craigyarren, Ballymena. Retiring on 14 January 1983 they returned to their roots in Ballymena where Mr McBride died. We give thanks to God for our colleague's long years of service and remember Mrs McBride and his family in our prayers.

**The Reverend Joseph Victor Craig**, Minister Emeritus of Townsend Street Congregation in the Presbytery of South Belfast, died on 15 August 2012, in the 90th year of his age and the 56th year of his ministry. He was born on 26 June 1923 at Portadown to Joseph Craig, a landowner and straw merchant, and his wife, Sarah Jane (née Donaldson). He was educated at Edenderry Primary School, and Renshaw's College, Belfast. His faith was nurtured in Edenderry Methodist Church where his parents were members and he was converted to personal faith in Christ through the Christian Endeavour meeting there. In early adult years he worked as a Chemist's Assistant, in Twining Jackson's furniture shop and as an Insurance Agent for the Prudential Assurance Company. Evidencing gifts for evangelism and public speaking he became a lay evangelist in Irvinestown in 1947, then Ligoniel and Hydepark in 1948. He attended Edgehill College, Belfast, in 1952 for two years, and then served for short spells in a variety of locations – Londonderry City Mission and Limavady 1954-1956, Newtownbutler (Lisnaskea) 1956, then Drumshanbo and Boyle 1957. He was received into Full Connexion in 1957 as a Methodist Preacher being ordained on 16 June at the annual Conference meeting. Meanwhile, being persuaded of the Presbyterian form of Church Government, in 1959 he memorialised the General Assembly of the Presbyterian Church in Ireland to be received as a Minister without charge. He was placed under the care of the Presbytery of Belfast and during the next two years attended the Queen's University and the Assembly's College, Belfast, studying arts and theology. He was inducted as Assistant to the Shankill Road Mission on 4 July 1961. On 14 February 1963 he was installed as Minister of Suffolk Congregation. Located in Upper Falls, on the Stewartstown Road, this work had begun as a Sunday School in the autumn of 1958 in association with the Congregation of Lowe Memorial, Finaghy. Beginning with forty families, with his homely approach and jovial personality, Mr Craig nurtured the growth of the Congregation and nourished the spiritual needs of his people. He was closely

involved with the life of the local community. The work prospered and a new Church building was opened on 15 May 1965 to accommodate the three hundred families claiming connection with the Church. The onset of the Troubles in the late 1960s adversely affected the demography of the area in the years following. (The protestant population dwindled and following a malicious fire in 1993 the Church was closed and the building sold in 1994.) Mr Craig persevered until 1977, and, having served fourteen years in Suffolk, he accepted a call to become the Minister of Townsend Street, and was installed on 22 September 1977. He was already familiar with the area from his assistantship years and quickly established himself as a well known figure. During these years he also served as Presbyterian Chaplain in the Belfast City Hospital and was involved with the Boys' Residential Club on Black's Road, which he came to know well during his time at Suffolk. He was supported throughout his ministry by his wife Martha Elizabeth Joan McIlvenna whom he married in Fisherwick Presbyterian Church, Belfast, on 9 July 1957 and who predeceased him on 22 August 2005. Mr Craig retired from the active duties of the ministry on 30 April 1994. We give thanks to God for his faithful ministry and extend our sincere sympathy to his nephews and nieces.

**The Rev Robert (Derek) Frederick Shane Poots, OBE, MA, DD**, died on 17 January 2013 in the 76th year of his age and the 51st year of his ministry. He was born at Legacurry, Lurgan, County Armagh, on 31 January 1937, the only child of Samuel Frederick Poots, a dairy farmer, and his wife Margaret (née Shane). Theirs was a godly home in which Derek early learned the gospel at his parents knee and who received his spiritual education in the family Church of First Lurgan. He was fully involved in congregational life in his growing years and, gifted with a fine singing voice, he became a member of the Choir. His gifts of mind were developed successively at Carrick Primary School, followed by Lurgan College (1949-1955) and then the Queen's University, Belfast, from which he graduated BA in 1958. He was involved with the Bible Union at Queen's through which he made many Christian friendships that were to last through the ensuing years. He also became involved with Newcastle CSSM and continued with this summer service for many years.

Being persuaded of the call of God to the ordained ministry of the Presbyterian Church in Ireland he studied at The Assembly's College, Belfast, and Trinity College, Dublin, from where he obtained his BD in 1966. Following licensing by the Presbytery of Dromore on 21 May 1961, he served three assistantships, firstly in West Church, Ballymena, 1958-1960, then Dunmurry, 1960-1961, and finally Trinity, Bangor, from 1961 with the Rev John Carson. He was ordained in Trinity by the Presbytery of Ards on 28 January 1962. With the warm and fatherly encouragement of John Carson, he honed the gift for evangelism which was to be a strong and enduring feature of his life ministry, and several in Trinity were won to personal faith in Christ.

A new sphere of witness opened to him when he was called to Trinity, Ballymoney, where he was installed as Minister on 17 June 1964. Here he remained until 1990 exercising a fruitful ministry of evangelism and teaching, building the Congregation spiritually and materially. Several congregational and town missions created opportunities to both sow and reap, campaigns being led by well-known evangelists of the time such as John Blanchard, Dick Saunders, George Duncan and Michael Perrott. Derek himself was guest evangelist in

many other missions throughout the countryside in which many were won by his clear, challenging and winsome preaching of the Gospel. As Convener of the Evangelism Committee of the Church (1982-1987) and later as Convener of the Board of Evangelism (1987-1991) he helped shape and invigorate that wider work. His passion for evangelism was recognised by his appointment as International Corresponding Secretary for Ireland for the Lausanne Committee for World Evangelisation.

He took a great interest in wider community life particularly in state education. He was a member of several school Boards of Governors, and of the North Eastern Education and Library Board from 1981 of which he became the Chairman serving from 1987 to 1990. He gave clear and firm leadership ensuring that the work of the Board continued at a time when Unionist Councillors withdrew co-operation from Education Boards and other public bodies. His courage and vision were recognised with the award of an OBE in 1992. His membership of the Senate of the Queen's University gave him valuable experience of tertiary education, all of which combined to equip him for the role of Convener of the State Education Committee of the Church 2002-2004.

Then in 1990 Derek applied for the position of Deputy Clerk of Assembly following the appointment of the Rev Samuel Hutchinson as Clerk and was confirmed in the position by the meeting of the General Assembly in June of that year. His wide experience in Church and society served him well in that position until his retirement in 2002. All who consulted him found him invariably helpful and approachable, ready with discerning and practical good advice. He took a particular interest in the work of the Home Mission, travelling widely throughout Ireland to support and encourage Congregations and developing a closer working relationship with the Irish Mission.

The conferment of an honorary DD by the Presbyterian Faculty of Ireland in 2002 was a well-deserved recognition of his gifts and long service to the Church.

While a student at Queen's, Derek met and fell in love with Catherine Mildred Thompson. As a teacher and later Vice-Principal of Ballymoney High School, Mildred was to prove an invaluable help to him in the many faceted nature of his work over the years. Four children were born to them, David, Catherine, Heather and Nicola. Derek found relaxation in family life and through his interests in music, swimming, photography, and ornithology. He was active still in retirement until ill-health gradually eroded his energies. Throughout his illness, which he met with great faith and courage, he kept a positive mind-set saying to me during one period of hospitalisation "This has been a spiritually enriching experience." We give thanks to God for his example and service to Christ and His Church throughout his life-time and commend Mildred and family to the prayers of the Church.

## **INTRODUCTION TO GENERAL BOARD REPORTS**

1. The General Board met five times during the year to consider the many aspects of its remit. It is clear that the co-ordinating function of the Board is becoming ever more vital as issues are considered which relate to the work of more than one Board. Examples of this are human sexuality, welfare reform, the implications of the Charities Act or major financial challenges. This co-operation with other Boards will be reflected in the reports.



2. Some Panels met but are not asking the Assembly to make specific decisions at present. **The Financial Crisis Panel** considered the summary of the report of the Northern Ireland Ombudsman on the Oversight and Governance of the Presbyterian Mutual Society, published in the March 2013 edition of the NI Ombudsman's Digest. The Ombudsman found that the DETI approach to registration under the 1969 Act was "inadequate" and the summary report is broadly consistent with the views expressed in a paper prepared by the Church at the time of the PMS crisis. The Panel does not believe, however, that further comment at this time would be helpful.

3. The Panel also recognised with concern the position of five of the former PMS directors who face a Court hearing which may prevent them from holding directorships in the future. This inevitably puts them and their families under great strain. The Moderator, and others, are seeking to offer pastoral support.

4. The work of the Panel considering **Commercial Aspects of the Mall**, on the ground floor of Assembly Buildings, is obviously influenced by the present recession, but the Panel recognises that it must look at more fundamental, long-term concerns. The key question is whether the Church will be able in the future to maintain its values and principles while engaged in the commercial marketplace, governed by legislation which may restrict the choices open to the Church. Following initial discussion the Panel is awaiting detailed reports on aspects of its remit and if necessary will report further in supplementary reports.

5. Since the last General Assembly the application to the Special EU Programmes Body for an **Inter-Church Peacebuilding Project** has been successful. This is a major project involving the four larger Churches and the Irish Council of Churches as partners. Target areas for work have been agreed.

6. At present a Director, Finance Director and Administrative Assistant have been appointed and are working from an office in Lisburn. Six Good Relations Officers are also being recruited; at the time of writing two have been employed.

PCI is officially represented on the Steering Group by the Clerk and the Rev John Peacock, although other Presbyterians are also members in other capacities. As PCI is designated lead partner, the Financial Secretary and Head of Personnel are present to give financial and human resource advice. They are to be thanked for the heavy commitment they have given to this project. A Management Group has also been appointed of which the Rev. Doug Baker is a member.

7. The General Board has appointed a Panel of Reference to monitor the Project from a PCI perspective.

## GENERAL ASSEMBLY APPOINTMENTS

1. At the 2012 General Assembly the General Board was authorised to bring nominations for appointment of (a) a Clerk of the General Assembly and General Secretary and (b) a Principal of Union Theological College, with executive responsibility.

### Clerk of the General Assembly

2. The person appointed as Clerk of the General Assembly and General Secretary will take office from 1 September 2014. In the meantime s/he will be recognised as Clerk Designate. The General Board appointed a Panel, first

to draw up a Job Description and Personnel Specification; then to shortlist and interview. The membership was as follows: Moderator, Clerk, V Rev Dr Ivan Patterson (Convener), V Revs Dr David Clarke, Dr Norman Hamilton; Revs John Davey, Lorraine Kennedy-Ritchie, Michael Anderson, Peter Gamble, Dr Robert Buick; Mrs Cherry Poynton, Mrs Jayne Wright, Miss Laura Hutcheson, Mr Alan Spence, Mr John Hunter. Because of other commitments not all members were able to be part of the selection process. Ms Laura Kelly, Head of Personnel, was in attendance.

*The V Rev Dr Ivan Patterson reports:*

3. The Job Description and Personnel Specification was discussed twice by the General Board and agreed at its meeting on 3 January as follows:

## **PRESBYTERIAN CHURCH IN IRELAND**

### **JOB DESCRIPTION**

<b>Job Title:</b>	Clerk of Assembly and General Secretary
<b>Salary Scale:</b>	Executive Scale 7 (£43,039-£55,506)
<b>Responsible to:</b>	The General Assembly
<b>Main Function of Job:</b>	

To co-ordinate the work of the General Assembly, PCI Boards and Committees, and ensure that the decisions of the General Assembly are implemented and that the voice of the General Assembly is communicated appropriately at all levels.

### **CLERK OF THE GENERAL ASSEMBLY**

#### **Essential Responsibilities**

- To develop through the General Board the overall strategy and planning of the work of the General Assembly.
- To arrange meetings of the General Assembly, including commissions, reports, minutes, correspondence, etc.
- To co-ordinate the work of Assembly Boards and ensure that work which is not the direct responsibility of any Board is allocated.
- To ensure that the voice and decisions of the Assembly are heard in the public square and communicated to government, other Churches and relevant bodies.
- To convene a priorities committee or working group to identify priorities for the work of the Assembly and assign tasks if necessary.
- To ensure that the decisions of the General Assembly are implemented.
- To advise on The Code and its interpretation and on policy that has been set by the General Assembly.
- To be available to Clerks of Presbytery, Ministers and others in leadership positions for advice and support.

- To advise and support Conveners and Board Secretaries to ensure that the decisions of the General Assembly are implemented.
- To represent the Church, as appropriate, at national, international and ecumenical events.
- To act as Secretary to the Board of Trustees.
- To act as line-manager for a Deputy Clerk if appropriate.
- To preserve historical records and archives.
- To consult with the General Assembly's Solicitor on legal issues.

#### **Other Responsibilities**

- To act as Secretary to the General Board.
- To act as Secretary to the Judicial Commission.
- To develop and facilitate the Conciliation Service.

### **GENERAL SECRETARY**

#### **Essential Responsibilities**

- To manage the staff and work of the General Secretary's Office.
- To act as line-manager for all Board Secretaries.
- To be responsible for corporate management issues.
- To promote a culture of care and mutual support within the Assembly Buildings.
- To ensure good communication both internally and externally.
- Any other duties as reasonable required.
- The responsibilities and duties of the post may be revised or developed over time to meet changing needs of PCI.

### **PERSONNEL SPECIFICATION**

#### **CRITERIA**

#### **Qualifications and knowledge:-**

##### **Essential**

- An ordained Minister or Elder of the Presbyterian Church in Ireland (or eligible to transfer from another denomination with a reformed theology - the essential nature of this post requires that the successful candidate meet this criterion as provided for under excepted occupations in the Fair Employment Treatment (NI) Order 1998)
- A degree level qualification
- In depth knowledge and understanding of the Code of the Presbyterian Church in Ireland
- Knowledge of the ethos, practice, structure and governance of the Presbyterian Church in Ireland

- Knowledge of the work and programmes of the Boards of the Church
- A knowledge of the ecumenical, governmental, political and statutory structures in Northern Ireland and the Republic of Ireland
- Good computer skills

**Desirable**

- A degree in Theology
- A broad understanding of relevant regulatory requirements
- Knowledge of the current challenges to the Church

**Relevant Experience****Essential**

- Previous experience of strategic development
- Experience of leading and managing others
- Experience of servicing committees and writing reports

**Desirable**

- At least 5 years' experience of congregational ministry
- Experience in a leadership role in a medium / large organisation
- Experience of contributing to policy development
- Experience of setting and managing budgets
- Experience of change management
- Experience of representing an organisation in the media e.g. TV and radio
- Experience of interacting with politicians and government bodies

**Personal Attributes:-****Essential**

- Demonstrable ability to lead and motivate others through the use of engagement, shared vision and values
- Good written and oral communication skills including public speaking
- The ability to foster good working relationships at all levels both within and outside of the Church
- The ability to influence and persuade
- Strong organisational skills
- Good conflict resolution and problem solving skills
- Good team working skills
- Ability to take initiative and manage own time effectively
- The ability to manage change effectively
- Personal resilience in challenging situations

**Physical Requirements:-****Essential**

- Health – such as to allow for attendance reliability and work proficiency (reasonable adjustments will be made for those with a disability)
- Appearance – must be acceptable within the working environment

**Special Circumstances:-****Essential**

- Willing to subscribe to the Westminster Confession of Faith in terms of the General Assembly's formula;
- "I believe the Westminster Confession of Faith, as described in the Code (Chapter 1, Pars 12-14), to be founded on and agreeable to the Word of God, and as such I subscribe it as the confession of my faith"
- In full sympathy with the doctrinal position and ethos of the PCI and willing "loyally to implement" all decisions of the Courts of the Church
- Available for irregular working hours and travel throughout Ireland
- Access to a car for work purposes

**Desirable**

- Full driving licence

4. The General Board also agreed that the Rev John Chalmers, Principal Clerk of the General Assembly of the Church of Scotland should be invited to act as assessor at the interviews. The Clerk of the General Assembly was not present at the interviews.

5. Following advertisement three candidates applied and all three were shortlisted. Following interview the recommendation of the Panel was that the Rev Trevor David Gribben be nominated. This was agreed by the General Board.

*The Clerk continues:*

6. The General Board also asked the Moderator and a group of former Moderators, convened by the Clerk, to consider whether in the light of the workload and range of responsibilities involved in the Job Description a small reference panel should be available to give support as necessary to the Clerk. The group met and recommended that a Reference Panel consisting of the Moderator, immediate Past Moderator and Convener of the General Council (if appointed) should be available to be called on by the Clerk at his discretion. This recommendation was agreed by the General Board.

**Principal of Union Theological College**

7. As agreed by the General Assembly the Board of Christian Training provided a Job Description and Personnel Specification for the Principal of Union Theological College as follows:

### JOB DESCRIPTION

**Job Title:** Principal of Union Theological College  
**Board/Agency:** Board of Christian Training – Union Theological College  
**Salary Scale:** Executive Scale 7 (£43,039 – £55,506)  
**Responsible to:** The Union Theological College Management Committee, and through it to the Board of Christian Training and the General Assembly, and for line management, to the Executive Secretary of the Board of Christian Training.

**Main function of job:** To provide leadership in developing the life of the College as a community of learning, worship, and faith, closely related to the Church.

#### Main Duties and Responsibilities

To be responsible to the Union Theological College Management Committee for the proactive leadership and development of the College, including strategic planning, the day-to-day management of the College and its finances and the oversight of its students and staff.

To provide creative, inspirational and intellectual leadership within Union Theological College, the Presbyterian Church in Ireland and beyond.

To be the line-manager for all academic staff, the Director of Ministerial Studies, the College Administrator and the Librarian.

In line with the policies and priorities of the Union Theological College Management Committee, to be responsible for co-ordinating the integration of courses, ensuring that the delivery of ministerial formation is to the fore within the College.

To have overall responsibility for Union Theological College's relationship with the Queen's University of Belfast, in line with the policies and priorities of the Union Theological College Management Committee.

To be responsible for fostering co-operation with other Colleges and appropriate bodies and organisations.

The post will also have a teaching element in one of the academic disciplines of the College or in the area of ministry, or in a combination of both.

In addition, the post holder will be expected to fulfil a number of associated tasks and roles, including:

- Sharing in the pastoral care of students of the College
- Participating as a member of Committees and Panels of the Board of Christian Training, and other Boards and Committees of the General Assembly, as required.
- Undertaking such other duties as are appropriate to the post, as the Union Theological College Management Committee may require.

The duties attached to the post of Principal of Union Theological College will be reviewed in light of anticipated staffing changes within the College over the next number of years.

**PERSONNEL SPECIFICATION****CRITERIA****Qualifications and knowledge****Essential**

- Ordained Minister of the Presbyterian Church in Ireland \* (or eligible to transfer from another denomination)
- A degree in Theology (or equivalent qualification)
- As the post will have a teaching element in one of the academic disciplines of College, or in the area of ministry, or in a combination of both, the post holder must have the appropriate academic qualifications to be a recognised teacher in the Institute of Theology of the Queen's University of Belfast
- Evidence of reflection on the practice of contemporary theological education
- Evidence of reflection on the practice of ministry

**Desirable**

- A post-graduate qualification in theology or ministry.
- Evidence of continuous professional development

**Relevant Experience****Essential**

- As Union Theological College is responsible primarily for the teaching and training of students for the ministry of the Presbyterian Church in Ireland, the post holder must have five or more years' experience as part of a Ministry team in a congregation.
- Proven ability in the area of strategic leadership and management of staff
- Proven administrative ability e.g. organisational skills, report writing etc
- Appropriate IT skills (e.g. working knowledge of Microsoft Office)
- Experience of working with and understanding budgets and financial accounts

**Desirable**

- Experience of teaching in a theological college, seminary or bible college (at least 1 academic years' experience)
- Five or more years' experience as the lead Minister in a congregation
- Ten or more years' experience as part of a Ministry team in a congregation.

- Experience of leading a staff team in a congregation or college setting
- Experience of the effective monitoring and evaluation of teaching and learning
- Experience of developing and managing budgets

### **Special Aptitudes**

#### **Essential**

- Excellent inter-personal skills
- Evidence of leadership and team-working skills
- Good written and oral skills including public speaking
- The ability to inspire and motivate both staff and students to ensure the College is a community of learning, worship, and faith
- The ability to develop strategic plans, analyse data, set targets and monitor/evaluate progress towards these to ensure continuous improvement

### **Physical Requirement**

#### **Essential**

- Health – such as to allow for attendance reliability and work proficiency (reasonable adjustments will be made for those with a disability).

### **Special Requirements**

#### **Essential**

- Willing to subscribe to the Westminster Confession of Faith in terms of the General Assembly's formula;
- *I believe the Westminster Confession of Faith, as described in the Code (Chapter 1, Pars 12-14), to be founded on and agreeable to the Word of God, and as such I subscribe it as the confession of my faith*
- In full sympathy with the doctrinal position and ethos of the PCI and willing "loyally to implement" all decisions of the Courts of the Church

\* The essential nature of this post requires that the successful candidate be a Minister of the Presbyterian Church in Ireland as provided for under excepted occupations in the Fair Employment Treatment (NI) Order 1998.

8. The General Board appointed the following Panel to shortlist and interview applicants: Moderator; Clerk (Convener); Deputy Clerk; V Rev Dr HA Dunlop; Revs JN McNeely, A Carroll, L Kennedy-Ritchie, WD Cupples; Prof A Adair, Dr L Morrow. (The Rev L Kennedy-Ritchie later withdrew.) Ms Laura Kelly, Head of Personnel, was also in attendance.

9. Following advertisement two people applied and both were shortlisted. Following interview the Panel recommended that the Very Rev Dr John Stafford



Carson be nominated to the General Assembly for appointment as Principal of Union Theological College from August 2013. This was agreed by the General Board.

## DOCTRINE COMMITTEE

### BAPTISM REPORT

#### Introduction

1. The Committee was directed by the General Assembly to consider the increasing practice of Baptism by immersion within our denomination and the implications for the faith and practice of the Presbyterian Church in Ireland. The Committee reviewed both the subordinate standards of the Church and previous reports of the Doctrine Committee (Reports, 1958; 1959; 1972; 1973; 1974; 1985). It is evident that the position of the Presbyterian Church in Ireland is that ‘Dipping of the person into the water is not necessary; but Baptism is rightly administered by pouring, or sprinkling water upon the person.’<sup>1</sup>

2. The Committee notes that Baptism by immersion tends to suggest the necessity of conversion prior to Baptism, which seems inevitably to undermine the position ‘that the Church consists of all professing believers together with their children.’ (Reports, 1972, p.13) Although there is significant truth in the statement that if asked to explain ‘why Presbyterians baptize infants ... many Presbyterians would stumble and blunder the explanation,’<sup>2</sup> the Committee is clear that the subordinate standards of the church and the traditional practices of the denomination reflect the teaching of Scripture.<sup>3</sup>

3. The increasing practice in the denomination of Baptism by immersion appears to reflect increasing uncertainty concerning aspects of the doctrine of the Church. In particular, the Committee senses a lack of clarity concerning the teaching of Scripture that the visible Christian Church consists of those who profess faith in Jesus Christ and their children. The Committee discussed the implications of the immersionist position under two headings.

- (i) Is Baptism fundamentally a testimony to conversion?
- (ii) Do the children of believers belong to the people of God?

---

1 Westminster Confession of Faith, XXVIII, iii.

2 Frank A. James III, in his Introduction to Lewis B. Schenck, *The Presbyterian Doctrine of Children in the Covenant* (2003), p.xvi. The reference is to American Presbyterians.

3 It is not the purpose of this report to argue, either exegetically or theologically, for the confessional position of the Presbyterian Church in Ireland. It is rather to examine the potential impact of the credobaptist immersionist position on the life of the denomination. Robert Letham, *The Christian's Pocket Guide to Baptism: The Water that Unites* (2012) offers a recent rearticulation of the confessional Presbyterian position. The Committee is not unaware of the position of the Orthodox Churches where children are traditionally baptized by a threefold immersion. Again, the purpose of this report is to address the contemporary situation in Ireland, not the broader ecumenical questions. See, for example, Timothy Ware, *The Orthodox Church* (1963), pp.277-278 and the conviction that Baptism ‘by sprinkling or smearing is quite simply not real Baptism at all.’

## 1. Is Baptism fundamentally a testimony to conversion?

4. There are three steps in the credobaptist argument. First, it is held that the word *baptizo* means only full immersion. Secondly, it is argued that the mode of Baptism is the essence of the symbolism and meaning of Baptism, that is, personal conversion to Christ. The credobaptist exegesis of such passages as Romans 6 and Colossians 2 is taken to establish that Baptism involves immersion in water ('being buried with Christ') and resurrection ('being raised with Christ') out of the water of death. If these first two points are granted then the third follows – that Baptism may only be administered to those who demonstrate the necessary signs of conversion, viz., personal repentance and faith.

5. The Reformed paedobaptist response is that *baptizo* need not mean immersion and that the meaning of Baptism is not found primarily in the symbolism of dying and rising, but in the symbolism of cleansing from sin. Baptism is a covenantal washing.<sup>4</sup> This covenantal washing belongs to all whom God calls into his covenant people. The washing points not to what has happened to the individual (the subjective reality) but to what God has done through Jesus Christ (the objective reality). The covenantal backdrop to the paedobaptist position nullifies attempts to lessen the objective meaning of baptism by equating it with individual conversion. Baptism is a covenantal washing for all the people of God (Acts 22:16).

6. This covenantal understanding of Baptism is reflected in the mode of Baptism and in the traditional architecture of the Irish Presbyterian Church. The mode of covenantal washing most frequently spoken of in Scripture is pouring or sprinkling and in Christian Baptism sprinkling is 'lawful ... sufficient, and most expedient.'<sup>5</sup> The frequency of sprinkling in covenantal washings is clear from Hebrew 9:10 where the author writes of the 'various baptisms' (*baptismois*) of the Mosaic covenant. The writer then makes reference to three sprinklings (Heb 9:13 cf. Num 19:17-18; Heb 9:19 cf. Ex 24: 6,8; Heb 9:21 cf. Lev 8:19; 16:14)<sup>6</sup>

7. The Committee is concerned that any change to the traditional baptismal practice of the church (or indeed the architecture of our meeting houses) must inevitably reflect theological shifts in the denomination. It is not appropriate for these changes to take place without the necessary discussions and sanction of the Church as a whole.

## 2. Do the children of believers belong to the people of God?

8. It is hard to overstate the robustness with which this foundational question has been answered in the Reformed tradition. Calvin writes that 'immediately from birth God takes and acknowledges them as his children ... for he gives them a place among those of his family and household, that is, the members of the church.' Bavinck notes that 'the children of believers are not pagans or children of the devil who still ... have to be exorcized at their baptism, but children of the covenant, for whom the promise is meant as much as for

---

4 Again, it is not the purpose of this report to argue for the Reformed position but to demonstrate both the incompatibility of the two views and the inappropriateness of a paedobaptist community adopting credobaptist practices. That Baptism is not by immersion and is a covenantal washing may be seen, for example, in Hebrews 9. See Jay E. Adams, *The Meaning and Mode of Baptism* (1975), pp.1-15.

5 *Directory for the Public Worship of God*, 'Of the Administration of the Sacraments.'

6 Adams, *Baptism*, pp.9-11

adults. They are included in the covenant and are holy, not by nature but by virtue of the covenant.<sup>7</sup>

9. The basis of this claim in Reformed theology is the doctrine of the covenant: ‘The basic premise of the argument for infant baptism is that the New Testament economy is the unfolding and fulfilment of the covenant made with Abraham and that the necessary implication is the unity and continuity of the church.’<sup>8</sup>

10. Baptism functions in the life of the church as a picture, not primarily of the experience or commitment of the individual, but of the covenant salvation of God. This means that the sacrament of Baptism points us to God and what he has done for us in the Lord Jesus Christ – as the Westminster Confession states the matter, ‘a sign and seal of the covenant of grace.’<sup>9</sup>

11. This focus in Reformed teaching means that the subjects of Baptism are not simply those who can give testimony to a work of grace in their lives. It is too simplistic a reading of Scripture to say that Baptism only follows repentance. Rather, this covenantal washing is rightly administered to those who belong to the covenant. The conviction of the Reformed tradition is that there is ample evidence in both testaments to show that the children of believers belong to the people of God (Genesis 17:7; Matthew 19:14; Ephesians 6:1-3). The status of covenant children is not based on any presumed spiritual experience but on the divine covenantal constitution.<sup>10</sup>

12. The Committee affirms without reservation the confessional position that the visible Church consists of those who ‘profess the true religion together with their children.’<sup>11</sup> It is difficult to see how the Church can maintain unity in this fundamental area if immersionist practices, which necessarily dilute the significance of the Baptism of covenant children, gain ground within the denomination.

## Conclusion

13. First, it is unnecessary for Presbyterian ministers to conduct baptisms by immersion. The subordinate standards of the church are clear: ‘Dipping of the person into the water is not necessary; but Baptism is rightly administered by pouring, or sprinkling water upon the person.’<sup>12</sup> The Committee is agreed that

---

7 John Calvin, *Institutes of the Christian Religion*, IV. xvii. 32; Herman Bavinck, *Reformed Dogmatics Volume Four: Holy Spirit, Church, And the New Creation* (2008) p.530. For a full historical treatment see Schenck, *Children in the Covenant*, pp.3-52, who cites (p.46) the Westminster Assembly’s Directory for the Public Worship of God which states that children of believers are ‘Christians, and federally holy before Baptism and therefore are they Baptized.’ The issue is not the actual spiritual state of any individual, whether adult or infant, but the fact that membership in the visible Church of God is determined by the covenant declaration of God.

8 John Murray, *Christian Baptism* (1980), p.45.

9 Westminster Confession of Faith, XXVIII, i.

10 See Murray, *Christian Baptism*, pp.53-4: ‘It is this fact of the divine institution that constitutes the sufficient ground for administering and receiving this ordinance ... no further judgement respecting the secret purpose of God nor respecting God’s secret operations in the heart of those baptised is required as the proper *ground* upon which the ordinance is administered.’

11 Westminster Confession of Faith, XXV, ii.

12 Westminster Confession of Faith, XXVIII, iii.

Baptism by pouring or sprinkling is the most appropriate mode of administering the covenantal washing of which Scripture speaks.

14. Secondly, in upholding this confessional teaching the Committee encourages Kirk Sessions to reconsider their motivation for conducting baptisms by immersion. It is the responsibility of Kirk Sessions to ensure that baptisms are administered in the rich assurance of covenantal promises and not the momentary enthusiasm of personal testimony.

15. Thirdly, the covenantal backdrop to the theology of Baptism underlines that ‘infants of one, or both, believing parents, are to be baptized.’<sup>13</sup> This is emphatic in both the Confession and in the traditional practice of the Church. The Code states that ‘A minister shall encourage baptism’ (para 83,1). Infant Baptism should not be considered optional for parents but is the covenantal privilege and obligation of all Christian parents. It remains a ‘great sin to contemn or neglect this ordinance.’<sup>14</sup>

16. Finally, in light of the fact that the Presbyterian Church in Ireland accepts the Trinitarian Baptism of other communities, not least the Roman Catholic Church, the Committee is concerned that the confessional position of the denomination is currently being undermined and urges Kirk Sessions and Presbyteries to ensure that there are no “rebaptisms” of those who received a covenantal washing in infancy: ‘The sacrament of Baptism is but once to be administered unto any person.’<sup>15</sup>

## SUPPORT OF MINISTERS REPORT

### Introduction

17. The Doctrine Committee was requested to bring to the 2013 General Assembly a report containing further theological reflection upon, and elucidation of the biblical principles governing the financial support of the Church’s ministers. The following paper is submitted.

### Old Testament

18. While the role and responsibilities of priests and Levites did not remain constant throughout the centuries of Old Testament history, the prophetic blessing pronounced by Moses summarised their obligation before God. Moses said of Levi: “*They shall teach Jacob your rules and Israel your law; they shall put incense before you and whole burnt offerings on your altar*” (Deuteronomy 33:10). The priests and Levites were recognised as having been set aside for this task (Numbers 18:1-2).

19. Numbers 18:1-7 details some of the responsibilities of the priests and Levites, then the rest of the chapter indicates some of the “*reward*” (v.31) they would receive. Vs.8-20 detail how the Lord had given “*all the holy contributions that the people of Israel present*” to the priests “*as a perpetual due*” (v.19). They were to receive parts of some of the sacrifices (vs.9-11), all of the firstfruits of

---

13 Westminster Confession of Faith, XXVIII, iv.

14 Westminster Confession of Faith, XXVIII, v.

15 Westminster Confession of Faith, XXVIII, vii. Cf Code 83,3.

the harvest (vs.12-13) and the redemption price of firstborn children and some animals (vs.14-19). In common with all of the tribe of Levi, the priests had no inheritance in the land. The Lord said to Aaron, "*I am your portion and your inheritance among the people of Israel*" (v.20). The Levites were given "*every tithe in Israel for an inheritance in return for the service that they do*" (v.21). Of this, they were to give a tithe to the priests (vs.26-28).

20. Another provision of the law further compensated the Levites for their lack of inheritance in the land. Forty-eight cities were to be set apart for them by the eleven tribes and two half tribes (Numbers 35:1-8; compare Joshua 21). This meant that the Levites were dispersed throughout the people of Israel and in a position to teach the commands of the Lord to the people among whom they lived. The cities were given proportionately: "*As for the cities that you shall give from the possession of the people of Israel, from the larger tribes you shall take many, and from the smaller tribes you shall take few; each, in proportion to the inheritance that it inherits, shall give of its cities to the Levites*" (Numbers 35:8). It may be worth noting that while the same amount of pasture land was granted with each city, irrespective of the donor tribe (v.5), the quality of the pasture land would have been uneven but comparable to the land of the people to whom the Levites ministered.

21. The principle of providing for those set aside to minister the Word continues throughout the Old Testament. For example, as part of his reforms, King Hezekiah commanded "*the people who lived in Jerusalem to give the portion due to the priests and the Levites, that they might give themselves to the Law of the Lord*" (2 Chronicles 31:4). Again, the returned exiles covenanted "*to bring to the house of our God, to the priests who minister in the house of our God, the firstborn of our sons and of our cattle, as it is written in the Law, and the firstborn of our herds and of our flocks; and to bring the first of our dough, and our contributions, the fruit of every tree, the wine and the oil, to the priests, to the chambers of the house of our God; and to bring to the Levites the tithes from our ground*" (Nehemiah 10:36-37). The ministry of the priests and Levites continued until the time of the Lord Jesus.

### **New Testament**

22. The Old Testament ministry of the priests and Levites was superseded by the establishment of the cornerstone whom the builders had rejected (see Matthew 21:42-45). The Lord Jesus appointed twelve Apostles, whose role was recognised to be "*preaching the Word of God*" (Acts 6:2). Even before His resurrection and ascension, the Lord Jesus had sent out the twelve Apostles, and a further seventy [two], to proclaim the Kingdom of God (Matthew 10:1-41, Luke 9:1-6, 10:1-20). He taught them to expect that God would provide for them by means of the food and shelter supplied by those who received their message. "*The labourer deserves his wages*" (Luke 10:7). It may be conceded that Luke 22:35f annuls some of the instructions given at this time; nevertheless, the principle of support for those who are ministering God's Word has continuing relevance. This is made clear in 1 Corinthians 9:14 ("*In the same way, the Lord commanded that those who proclaim the gospel should get their living by the gospel*") and 1 Timothy 5:17-18 ("*... For the Scripture says, 'You shall not muzzle an ox when it treads out the grain', and, 'The labourer deserves his wages.'*"). The risen Christ

has provided for the ministry of the Word (Ephesians 4:7-11), and ordained that those whom He appoints to this task are to be supported in it.

23. The two texts cited above merit closer attention. 1 Corinthians 9:1-14 presents four lines of reasoning adduced by Paul to defend the assertion, “*those who proclaim the gospel should get their living by the gospel.*” The first appeals to common practice (vs.4-6). Using rhetorical questions, which are asked in a way that expects a positive reply, Paul asked if he (and Barnabas) were in a category different to “*the other apostles and the brothers of the Lord and Cephas.*” If the latter had the right to “*refrain from working for a living*” (v.6), then so did Paul. The second line of reasoning makes use of comparable occupations. An analogy is drawn between the situation of the apostle and that of the soldier, the vine dresser and the shepherd. The citizens protected by a soldier contribute to his keep. The grape grower has a share in the harvest. The shepherd’s dairy products come from the flock under his care. The rhetoric is that a similar relationship obtains in Gospel Ministry. Third, an appeal is made to the Law of Moses. The apostle argued that the law speaks to the situation of those ministering the Gospel, that it provides such with the hope of a reward for their labour, and that it is reasonable for those who disseminate spiritual things to reap a harvest of material things. Finally, the custom in temple service (v.13) is cited. It is impossible to say whether Paul had the Jerusalem temple and Levitical priesthood in mind, or whether he was making a general observation. Arguments can be made in favour of either view. Calvin (ad loc.) favours the former, and concludes, “[Paul’s] argument is that pastors, whose work is the preaching of the Gospel, must be supported because long ago the Lord prescribed necessities of life for the priests, in view of the fact that they gave their services to the Church.” Those who see a more general observation read the “*in the same way*” of v.14 as making an analogy. In either case, the lines of reasoning are brought to a close with an appeal to the Lord’s command that *those who proclaim the gospel should get their living by the gospel* (1 Corinthians 9:14).

24. It may be argued that 1 Corinthians 9:14 speaks only to the situation of the apostle or evangelist. 1 Timothy 5:17-18, however, explicitly deals with ordinary and perpetual offices of the Church. The instruction here is, “*Let the elders who rule well be considered worthy of double honour, especially those who labour in preaching and teaching*” (v.17). The word “*honour*” means “*a valuing,*” either in the sense of a price paid or received, or in the sense of esteem or respect. The twofold nuance is required by the context here. The instruction focusses on giving honour to *elders who rule well* - that is, to persons who hold a particular office. Nevertheless, the activity of the elders is an important factor; it is those who “*rule well ... especially those who labour in preaching and teaching.*” Some commentators argue that “*especially,*” bears the meaning “*namely*” and that one group of elders is in view here - those who rule well, who labour in preaching and teaching. Alternatively, one group (*elders who rule well*), and one sub-group within this (*those who labour in preaching and teaching*) may be understood.

25. Gordon Fee comments that 1 Corinthians 9:5-6 “*give side glimpses into all kinds of interesting historical tidbits that are otherwise unknown to us, and which are not fully lucid here.*” This aptly describes all that is found in the New Testament concerning the financial support of the Church’s ministers. There are examples of support being given by churches (Philippians 4:18) and by

individuals (Acts 16:15). There are those, such as Timothy and Titus, whose role may be described as pastor-teacher (see 1 Timothy 1:3, Titus 1:5). There are not, however, comprehensive instructions for, or detailed illustrations of, the financial support given to those who laboured in the Word of the Gospel.

### Reformation

26. Acts records how *“the word of the Lord continued to increase and prevail mightily”* (19:20). The Church formed by the Word continued to develop its structures and consolidate its position in the ongoing history of the age. The role and remuneration of ministers of the Word were among the many matters addressed by the Reformation. John Knox laid many of the foundations for Scottish Presbyterianism. He was influenced greatly in his approach by John Calvin, whose views on the financial support of the Church’s ministers may be gleaned from his writings, sermons and correspondence.

27. Calvin argued that both natural equity and God’s law require that churches should provide for the support of those who preach the gospel (see his commentary on 1 Corinthians 9:7ff). He understood the Levitical priests to be the ministers of the old covenant church, and taught that just as the Lord appointed sustenance for them from their ministry, so must such an arrangement pertain in every generation (see his commentary on 1 Corinthians 9:13). He believed that the level of salary is a mark of the gratitude of the congregation for its minister (see his caustic comment on 1 Timothy 5:18).

28. In his sermon on Galatians 6:6 (*“One who is taught in the word must share all good things with the one who teaches”*), Calvin taught that to properly provide for ministers is to enable them to devote themselves to the work without being distracted by financial worries; that when men are indifferent in this area, they display contempt for the Word of God; that Satan uses the carelessness of a congregation about its minister’s salary as a cunning means to discourage him from preaching the Word; and, that if ministers are fed and provided for, then they should be motivated to do their duty with watchfulness, reverence and diligence. Calvin warned against overabundant wealth and its dangers. He cautioned that Paul, in Galatians 6:6, did not want to make ministers wealthy, but to ensure provision for their needs.

29. Calvin condemned those who received money from the Church without doing the work for which the money is meant as a compensation (see Institutes IV, 5, iv). He was aware of the economic constraints in Geneva, but still desired that his colleagues be offered more generous salaries for their labours, even though this was not possible (see letter no 98 to Bullinger). When new ministers were appointed by the senate in Geneva, and given the same salary as their predecessors, Calvin felt the senate was “close-fisted,” and “rated them rather sharply on the administration of the church property.” He reminded the senators that they must render an account both to God and to man and warned them seriously to reconsider without delay. Calvin was prepared to fight for the sustenance of others who received less than he, but refused increases in salary himself. (For this see his letter no. 87 to Viret). When offered a gift by the Council he refused it; he asked the Council to distribute the gift among other ministers who were poor in comparison to him and even to diminish his stipend in order to benefit them (see his letter no 214 to Farel).

30. Calvin's understandings are echoed in the work of the Westminster Assembly. The Form of Presbyterial Church Government states, "*That the ministers of the gospel have as ample a charge and commission to dispense the word, as well as the other ordinances, as the priests and Levites had under the Law, proved, Isa. lxvi.21, Matt. xxiii.34, where our Saviour entitleth the officers of the New Testament, whom he will send forth, by the same names of the teachers of the Old.*" The Divines used this continuity between the Old Testament priests and Levites and New Testament ministers to prove that the public reading of the Scriptures is part of the minister's office. Their line of reasoning also holds for the financial support of the Church's ministers.

31. The Westminster Larger Catechism makes reference to the duty of believers to provide materially for their ministers. The answer to Q108, which expands upon the duties required in the second commandment, refers to the elements of religious worship and a responsibility for "*the ministry and maintenance thereof.*" The Scriptural proofs given here are Ephesians 4:11-12, 1 Timothy 5:17-18 and 1 Corinthians 9:7-15. The answer to Q124 shows that the divines understood "father and mother" to include "*especially such as, by God's ordinance, are over us in place of authority, whether in family, church, or commonwealth.*" In Q127 which expands upon "*the honour that inferiors owe to their superiors*" the answer includes "*fidelity to, defence and maintenance of their persons and authority.*" The Scripture proofs given here include 1 Timothy 5:17-18 and Galatians 6:6 which indicate that ministers, and their financial support, were included.

32. The Westminster Confession of Faith carefully distinguishes moral, ceremonial and judicial laws, and includes under the ceremonial "*several typical ordinances; partly prefiguring Christ, his graces, actions, sufferings and benefits; and, partly holding forth divers instructions and moral duties*" (WCF XIX, par.III). The Levitical priesthood is included in the ceremonial laws, "*all which ... are now abrogated under the new testament.*" The Westminster Divines recognised, however, that the law was not contrary to the grace of the gospel, but that the Spirit of Christ subdues and enables the will of man "*to do that freely and cheerfully which the will of God revealed in the law requireth to be done*" (WCF XIX, par.VII). With that understanding, Reformed churches have sought to provide for the remuneration of ministers by analogy to the provision for priests and Levites in the Old Testament.

### Principles

33. What, then, are the principles, derived from Scripture, that are to govern the financial support of ministers? We suggest five.

First, there is to be **an appreciation of the worth of the ministry**. "If we have sown spiritual things among you, is it too much if we reap material things from you?" (1 Corinthians 9:11). "Let the elders who rule well be considered worthy of double honour, especially those who labour in preaching and teaching" (1 Timothy 5:17). 2 Corinthians 3 stresses the glory of the ministry of "a new covenant," "of the Spirit," "of righteousness" (vs.6, 8, 9). Those who have come to know the love of God in Jesus Christ are to show their estimation of His grace by their glad support of its ministry.

34. Second, there is to be **a close connection between minister and people**. The Levites were distributed among the tribes of Israel, and were to



be supported by the local populace. *“And you shall not neglect the Levite who is within your towns, for he has no portion or inheritance with you.. At the end of every three years you shall bring out all the tithe of your produce in the same year and lay it up within your towns. And the Levite, because he has no portion or inheritance with you, and the sojourner, the fatherless, and the widow, who are within your towns, shall come and eat and be filled, that the Lord your God may bless you in all the work of your hands that you do”* (Deuteronomy 14:27-29). The Reformed churches adopted the principle that admissions to the Ministry should only take place where there were specific vacancies to be filled. The Westminster Divines debated this point and concluded, *“It is agreeable to the Word of God, and very expedient, that such as are to be ordained ministers, be designed to some particular church, or other ministerial charge”* (Form of Church Government).

35. Third, there is to be a **proportionality in the giving**. The Levites were assigned a tithe, which meant that their “income” rose and fell with that of the people around them. Again, the rhetoric employed in 1 Corinthians 9:4-6 (*“Do we not have the right to eat and drink? Do we not have the right to take along a believing wife, as do the other apostles and the brothers of the Lord and Cephas? Or is it only Barnabas and I who have no right to refrain from working for a living?”*) suggests that those who ministered the Gospel received support at a level that released them from other remunerated activities and sustained wife along with husband. This too implies a comparable standard of living.

36. Fourth, there is to be a **flexibility of approach**. The Scriptures do not prescribe one authorised form by which the Church’s ministers are to be supported financially at all times and in all places. The Old Testament reflects developments in procedure, such as the central administration of funds in the time of Hezekiah (2 Chronicles 31:11-19). The apostle Paul notably reserved the right to waive his entitlement where he believed this would better aid the cause of the Gospel (1 Corinthians 9:15). In sum, this is one of the issues, *“concerning the worship of God, and government of the Church, common to human actions and societies, which are to be ordered by the light of nature and Christian prudence, according to the general rules of the Word, which are always to be observed”* (WCF I, par.VI).

37. Fifth, **ministry is not about seeking financial gain**. The example of Paul’s voluntary waiving of his right is found in 1 Corinthians 9. In context, 1 Corinthians 8:1-11:1 addresses the issue of *“food offered to idols”* (1 Corinthians 8:1), in answering which the apostle developed the idea of voluntarily restricting one’s freedom because of one’s love for others. *“[I]f food makes my brother stumble, I will never eat meat, lest I make my brother stumble”* (1 Corinthians 8:13). Paul then illustrated this principle from the practice he adopted so as not to *“put an obstacle in the way of the gospel of Christ”* (1 Corinthians 9:12). His conclusion is *“I try to please everyone in everything I do, not seeking my own advantage, but that of many, that they may be saved. Be imitators of me, as I am of Christ”* (1 Corinthians 10:33-11:1). The same message comes from 1 Peter: *“So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed: shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to*

*the flock*”(1 Peter 5 :1-3). The responsibility is laid on the Church to support those called to minister the Word of God, but ministers are not to use their calling as a means of financial gain.

### **Conclusion**

38. The principles listed above follow from a Reformed understanding of the Scriptures concerning the ministry of the Word, and the Church’s financial support of its ministers. It is acknowledged that the principles do not answer all the questions that may be asked on this subject. They do, however, provide the theological framework within which the issue may be addressed with a proper concern to adopt a practice that reflects the glory of God, who “*will supply every need of yours according to his riches in glory in Christ Jesus*” (Philippians 4:19).

J PATTON TAYLOR, Convener

## **MODERATOR’S ADVISORY COMMITTEE**

1. The Moderator’s Advisory Committee met on 5 occasions and appointed assessors to act in cases of difficulty as requested by Presbyteries and once by the Judicial Commission. It also gave advice to the Moderator on an item of correspondence.

2. Following from the references last year of the Board of Social Witness and Church and Society Committee, further thought was given to the Church’s response to issues of human sexuality. Initially a report to the General Board suggested three possible ways to move forward:

3. A conversation within the Church on questions of same-sex relationships. This would be intended as an opportunity for participants to listen to one another but not in an argumentative way. There would be no decisions or even recommendations made. It would be a forum which would then in a neutral way inform the courts and decision-making bodies of the Church.

Each Presbytery would be invited to send 4 people, hopefully with a spread of age, gender, minister and elder and opinion. Representatives of PW and YAC would also be invited. The conversations would be set in the context of worship, with opportunities for prayer together and in groups. Discussion groups would be stimulated in the morning by theological reflection led by Prof Stephen Williams and hopefully a suitable person from the gay community to provide an authentic and informative voice, but not to stay beyond that initial session; this is so that participants may feel free to engage in internal discussion within the Church. In the afternoon it would be hoped to invite people who have had to deal in a personal way with issues of same sex attraction themselves – perhaps a parent or a minister or someone who has felt unwelcome in the Church – as well as perhaps including a medical or legal viewpoint.

4. The resources in this area which have previously been reported to the General Assembly – Homosexuality and the Church (1979); Review of the Marriage Panel (2003); Guidelines on the Pastoral Care of Homosexuals (2006); Guidelines on handling reported cases of sexual impropriety (2012) – are useful, but any one of them read on its own does not give an overview of the Church’s position. The report therefore recommended that Prof Williams

should be invited to write a paper giving an overview of the Church's position on sexual relationships in the context of marriage. This would not replace previous documents but would state the Church's position positively and in the present context.

5. The report also considered how the Church might best relate to those in the gay and bisexual community. The suggestion was that the Moderator's Advisory Committee invite a number of people from PCI to engage with a number of people from the gay community in discussing two books. One would be Biblical and Pastoral Responses to homosexuality produced by Evangelical Alliance; the other has not yet been identified. This would be a tentative first step towards engagement.

6. Initially, at its November meeting, the General Board accepted all three suggestions. However, a number of Kirk Sessions and Presbyteries wrote to express strong disquiet about the first day of conversations. It was felt this should be entirely within the Church without any specific contribution from the gay community. In the light of the reaction, and recognising the sensitive nature of the discussions, it was agreed that the conversation day be postponed for further consideration, possibly until the Autumn. The other two initiatives are proceeding.

7. The paper "Guidelines in handling reported cases of sexual impropriety within the ordained leadership of the Presbyterian Church in Ireland" was finalised and sent to Clerks of Presbytery.

8. Letters were sent to the Prime Minister, Taoiseach and leaders of political parties on the question of the legal definition of marriage. It was agreed that the Church and Society Committee should lead on this issue.

9. The Committee also commissioned a report from Mr. Joe Campbell on the PCI Conciliation Service.

*Mr Joe Campbell reports:*

## **Report on Presbyterian Church in Ireland Conciliation Service**

### **Background to the Report**

i. The service began back in 1997 and was in response to the growing number of Congregations unable to resolve issues of internal conflict. While the normal channel of referral to Presbyteries remained open it was felt that a less adversarial approach was needed especially in situations where points of theology were not in contention. Personalities, style of ministry and a breakdown in communication had in many cases hindered or disabled the witness of the Church both internally and to the local community. Since its inception some 60 cases have been referred to the conciliation service. It is however widely recognised that this remains a minority of conflicted Congregations seeking external support, the majority are still dealt with by Presbyteries both in a formal way through a commission or informally through advice and coaching. Conciliation provides another option for informal resolution in advance of Presbytery's time consuming and more public formal intervention. From the start it was agreed that conciliation would be confidential and formally separate from the judicial processes of the Church.

### **The conciliation service**

ii A group of some 12 volunteer mediators from across the Church were recruited and trained in 1997. Over the years some have died, moved on or stepped aside and a further group of 5 were trained in mediation with accreditation from Open College Network in 2008. Mediators normally work in twos, on cases referred by Presbyteries or from the Clerk's Office. They aim, after fact finding visits, to bring people together, supporting them in reaching agreements and repairing relationships. There is a link to the conciliation service from the PCI web site. There are also leaflets which have gone to Clerks of Presbytery. Over the years mediators have given training to session members of some Congregations, Clerks of Presbytery have also had awareness training. A series of Bible studies on conflict have been prepared and made available to Congregations. All Licentiates and Deaconesses currently have 2 days of conflict awareness training. One Presbytery has a useful background information booklet given to Ministers coming into the Presbytery, which highlights conciliation as an option in congregational disputes.

iii For this review almost 40 people were interviewed mostly as individuals, some in small groups. These included mediators, Clerks of Presbytery, Elders and Clerks of Session, senior administrative staff in Assembly Buildings and members of the Judicial Commission. I also visited the Church of Scotland's "Place for Hope" their equivalent of our conciliation service. Coincidentally the Methodist Church in Ireland is carrying out a similar review and I have benefited from meetings with those involved.

iv Of the 60 cases referred to in this review, several had already been to Presbytery, had a "finding" and conciliation was sought to repair relationships. Others involved a degree of mental health challenge and were deemed unsuitable for meaningful conciliation. Some 35 cases involved tensions and conflict between a Minister and his/her Elders. Almost all of these situations had been going on for a long time. A few cases involved individuals or families within a Congregation. Some involved Committee members, unable to resolve issues around Church property decisions. None of the cases involved points of theology, all centred on breakdowns in vital relationships.

v Not all interventions reached a conciliation hearing with disputants sitting down together. In some, telephone support was all that was required. In others coaching and advice was offered and taken up. In some cases one or both disputants refused to meet together and conciliation was not taken forward. In all cases volunteer mediators listened carefully to all sides in dispute. Often this process of facilitated listening was all that was necessary.

### **Insights gained from mediators**

vi In general mediators appreciated the training they received. However, some in the light of difficult conciliation cases felt it was too idealistic. Agreements reached were often not neat and tidy, more incremental and fragile.

vii All mediators wished to be used more, some having only completed one or two cases. All felt more on-going learning and development of their skills would improve their confidence and effectiveness.

viii Some mediators felt de-motivated because cases they were working on were months, some well over a year old. In these, sides had been taken by others; the roots of the problem had gone so deep it was impossible to reach any meaningful agreement. Sometimes the initial problem was quite manageable, but because it had been ignored for too long, or exacerbated by others' efforts at resolution, it had taken on a life of its own. Identities of people had been and in some cases continue to be shaped by it.

ix Almost all the conciliation meetings took place in the evening, in the same rooms as the original issue surfaced. People are tired after a day's work. Volunteer mediators have travelled often a long distance at their own cost of time and expenses. It seemed that everything possible works against new hope and fresh thinking.

x Some mediators spoke of conflict in Congregations occurring sometime after a new Minister is called, when there has been a long previous ministry.

xi At the heart of a few situations were the actions of a previous Minister or indeed their family living nearby, making it difficult for an incoming Minister to truly begin a new ministry.

xii Few in Church leadership had any idea of what conciliation can offer. Some believed that mediators would hear both sides and declare one or other a winner. Some demanded victory over the other rather than progress and change. Some even refused to meet the other, even though in most cases they "worshipped" under the same roof on Sunday.

xiii Conflict seems to bring the worst out in the best of people. There is an enormous human cost to badly handled conflicts within Congregations. Spouses and children feel and see the effects. Manse families feel especially vulnerable, with all sorts of uncertainties arising sometimes after several years of useful ministry. Hearing about spouses in tears was a very common experience. Session and or Committee meetings were feared or dreaded. In 2012 at least 10 Ministers were on long term sick leave due to stress attributed to conflict in the Congregation.

xiv The systems under which Ministers are employed, accountability, terms and conditions, supervision, team working, job descriptions being self-defined, no annual review, all seem so out of touch with modern practices. Lay leadership not only find this system hard to understand but become angry with it, and wrongly on occasions transfer that anger on to their Minister. It seems that the system works just about, until a conflict with the Minister emerges then its weaknesses are exposed and can be used against one side or the other.

xv Some mediators discovered from time to time a sense among congregational leaders that they employ their Minister and so anything that takes him/her away from their Congregation, usually Presbytery responsibilities, is resented.

xvi Mediators uncovered an attitude within our Church of confrontation, an unforgiving spirit and at times a deep desire among disputants to have their case heard by Commission of Presbytery or Judicial Commission. It seems we are a people more comfortable with rules than relationships.

xvii All the mediators commented on the great need for a conciliation service within our Church. All wished to be part of it, but recognised the need for this review, and for a new refined service based on the previous year's learning to be re-launched and probably re-branded.

**Insights gained from interviewees**

xviii Almost all I spoke to valued talking about these issues facing the Church. For some it felt like a healing process going back years, for others it was a sign of health that at last we were facing up to the “elephant” in the room.

xix There is no doubt that lots of informal conciliation is undertaken by Presbytery Clerks and others. Resolving issues helpfully and in a timely way is without doubt a great service to the Church.

xx Some Ministers in the first few years of service spoke of being unprepared for the chairing of Session and Committee meetings. While all had observed these skills from experienced Ministers while in training placements, some spoke of being taken by surprise by the attitudes and behaviour of some of those attending.

xxi Some Clerks of Presbytery reported hearing about “situations” in a Congregation long after an incident had happened. One became aware of a problem only when the sick note arrived from the Minister sighting stress. Some Clerks felt they had few options once they became aware of a problem in a Congregation. Alerting Moderator of Presbytery, bringing it to the Business Committee, treating it in a formal way were typical responses. One spoke of reaching immediately for the Code to guide him. For most Clerks of Presbytery interviewed, conciliation was not the first or even a second consideration. One spoke about needing the “Code” to underpin conciliation and to give him “legal” cover. Another spoke of not responding to anonymous letters of complaint. This, while understandable seemed also to ignore a potential problem somewhere, set to get worse.

xxii Some Clerks of Presbytery spoke of the need for a vacancy convener to integrate a new minister into his/ her charge. The need to provide on-going support and mentoring, especially to a less experienced colleague during the first year, was recognised. Another Clerk said that a minister in his/her second charge was in danger of hitting problems if they brought leadership styles practiced in a small Congregation to a larger charge.

xxiii Several members of Congregations and leaders made the point that whenever a conflict with their Minister emerged, after speaking to him/her and over months nothing changed, they did not know what to do. It seemed one said that the Minister had “all the contacts and advice; he /she decided if and when to seek outside help. We did not know who to turn to or what to do”. There is also a strong feeling among congregational leaders that the system will protect the Minister at almost all costs. Concerns when highlighted to Presbytery are at times long fingered or poorly dwelt with. Some who had experienced congregational conflict felt that Presbytery findings were not followed up and implemented in the Congregation in a timely way.

xxiv None of those interviewed reported on any healthy supportive pastoral support for Ministers or Elders during tense times. One Clerk of Presbytery spoke of gatherings of Ministers for prayer and support being poorly attended. “It seems”, he said, “that some are more comfortable getting support from the internet and others experience, thousands of miles away, than from colleagues much closer to home”.

xxv Several interviewees spoke of the importance of the new elder training programme ‘Prepared to Serve’. Most felt this excellent programme should,

where possible, include existing Elders and should be organised annually and staffed by Presbytery rather than left to the Congregation's Minister. After all one person said, "Elders are ordained by Presbytery and not the local Congregation".

xxvi All interviewed felt that the Church has followed the "rights" culture of the day. Ministers today are as likely as the local teacher, doctor or dentist to have complaints against some aspect of their attitude or performance. However these other professions have carefully defined, graduated processes for handling tensions and complaints. Our own systems seem hidden to most members, overly bureaucratic, involving carefully written submissions even at an early stage of a process, and takes a long time. Several who have experienced commissions spoke of how they are just not user friendly, law based not relational. I understand that is exactly how they are meant to be, a Court of the Church, able to make a judgement on an issue. The relational issues are for a much earlier process; this is not understood by many congregational leaders in our Churches.

xxvii One Clerk of Presbytery spoke of the need to make information on the conciliation service much more open and available to Ministers and Elders and other congregational leaders. While this may lead to more not less complaints, trained mediators would be able, he said, to tackle issues early, and screen out those which have little merit.

xxviii Some Elders spoke of a feeling of being hurried by Conveners to fill a vacancy. Some former Conveners told me of Congregations rushing headlong into filling a vacancy, sometimes after a long steady ministry. Several conflicts are the result of congregational leaders coming to the conclusion that they have called the wrong person and now feel trapped with them. There is considerable evidence for caution after a long vacancy, perhaps even for grieving, dealing with any residual issues before a new Minister is called.

xxix Several spoke of manse families under severe stress. Feelings of being isolated, undermined and "got at," sometimes spouses feeling "cold shouldered" by those once seen as their friends, were not uncommon. While Presbytery was the body investigating the Congregation it is also the body charged with providing pastoral support. Pastoral support in this sort of situation was patchy with some Presbyteries having a reasonably active pastor pastoram programme, others much more informal and sometimes left to the Minister themselves.

xxx It seems clear from everyone I spoke to that conflict is viewed as wrong, even sinful. It is kept hidden, sometimes ignored, spoken of in hushed tones, and too often leaves people feeling helpless, sometimes angry. Some try to spiritualise conflict seeing it as an attack from the forces of evil. A situation where victory must be experienced at all costs since God is on "my" side. We need somehow to see conflict as normal, since God in His great wisdom has made us all different. How we handle it will make it a bad and negative experience or a good and positive one. The establishment of a good and functioning service to help us handle conflict well, should be seen as a sign of health in our Church, rather than the dominant view as sickness. There were no positive experiences spoken, of conflict being handled well, producing change, new growth, more real relationships, and a greater awareness of God's love and grace. It seems clear that we as a Church need to recapture the attitude and skills obvious in several Biblical models of talking, listening, searching for solutions, praying together, and above all loving, and the giving and receiving of forgiveness.

xxxii When a Minister is struggling with relationships with his leaders there is a great temptation to “use” the pulpit to address these issues. Sometimes this is more by accident than intent, by an aside to an otherwise well prepared sermon. However those leaders sitting in the pew can “hear” this as them being got at, talked down to, and corrected. Whatever the truth, there is no doubt that when trust has broken down everyone reads or hears the worst rather than the best intention into a situation. Talking and listening at a distance is always easier than sitting together and searching for agreements. There is also the danger of a Minister focusing their ministry only to those who agree with him/her rather than on the whole Congregation.

xxxiii There is no doubt that conciliation takes time involving two mediators meeting all sides separately perhaps two or three times. A conciliation hearing will bring everyone together to search for acceptable solutions not once but again several times. This process might take 30 hours including travel. However set this against the route through Presbytery – large group discussion, appointment of several people to make up a Commission, that Commission meeting with all sides separately often reading written submissions, the writing of a “finding” and the reading of this to the Congregation. Many spoke to me of the time and energy all this takes. Then sometimes there is an appeal against this finding to the Judicial Commission, involving still more people, more hearings and the writing of a finding. If informal conciliation can save some cases from this long time and energy consuming and much more public route it must be good stewardship in anyone’s eyes.

xxxiiii We really do need to find places of safe space, where Ministers can meet in an open, honest way and be mutually supportive and caring of one another. The cause of Christ is much more important than what seems like the growing competitive nature of the pastoral ministry, where I must be seen to be successful and certainly not struggling with any issues or people.

xxxv The ripples of congregational conflicts reach too many areas of our Church. These include: the selection and training of ministerial candidates, the training of Elders, care of manse families, pastoral care of Ministers, in-service training for Ministers and the knowledge and skills of Presbytery Clerks. It is tempting to make recommendations on all of the above but I have restricted myself, as I have no desire to overburden already busy people with yet more programmes, reviews and training. I have tried also in these recommendations to include suggestions for conflict prevention. We, who are all deeply involved and committed to the cause of Christ, instinctively know what is required, and it is for all of us to reflect and act with courage, determination and commitment to make a real difference when and where we can.

## **Recommendations**

### **For the Conciliation Service**

- (i) The service needs re-branded and re-launched to build on the early pioneering work in this field.
- (ii) Mediators should be trained to deliver training and awareness sessions to congregational leaders and Presbytery representatives. They should in effect be promoters of the new service. The new conciliation service



web site should carry photographs and a short bio on each mediator. Other Church media would be used for promotion and education. The writing and theology around congregational conflicts and agreements, common at the start of the service, should be made more widely available.

- (iii) I recommend 10 well trained mediators committed for a period of 4 years' service to the Church. Some will be Ministers, some lay leaders and there should be a mixture of male and female covering a wide age range. They would be used more often and would come together at least 3 days each year for further developmental training. Their role would be formally recognised by both their Congregation and Presbytery.
- (iv) It should be perfectly possible for any Elder or Minister to activate the conciliation service. Emphases should be placed on actively promoting the service throughout the Church and it becoming more acceptable and normal for the referral of new cases at as early a stage as possible.
- (v) While background preparation work with all sides in a conflict can be done on weekday evenings, evidence shows that often people are too tired for the creative thinking required when searching for and reaching solutions. It is therefore recommended that conciliation hearings should be held on Saturdays and probably at a private venue near to the Church.
- (vi) The new conciliation service should remain outside the formal legal structures of the Church. Material obtained in conciliation should not be available to Courts of the Church unless there is danger to people.

### **Recommendations for Presbyteries**

- (i) Become much more aware of the conciliation service. Establish a relationship with some of the conciliators. Understand the process and possibilities for conciliation. Clerks should take immediate action when they are aware of problems in a Congregation. Ignoring the warning sounds and signs is no longer an option. There are possibilities here to reduce already overburdened Ministers and Elders, and to develop more healthy Congregations and more fulfilled ministerial colleagues.
- (ii) Clerks of Presbytery have a vital and central role when Congregations are facing the challenges of conflict and relationship breakdowns. However, they themselves should not become involved in conciliation. They should remain outside the detail, be kept fully informed of the evolving situation and thus enabled to make clear decisions without being compromised. They are after all part of the legal structures of the Church.
- (iii) Options for Clerks of Presbytery would include: (a) Consulting informally with the Moderator of Presbytery; (b) Asking a senior colleague to find out the nature of the situation and/or to have a quiet word with someone and report back; (c) Requesting the conciliation service to do an assessment of the situation by talking to all sides and reporting back to him; (d) Having ascertained the co-operation of all sides in the situation, requesting the conciliation service to formally

- handle the case and report back when completed; (d) Keeping the Business Committee informed, as appropriate.
- (iv) It should no longer be possible for Presbytery to become formally involved in a congregational dispute unless all sides have first tried to resolve their issues locally through conciliation.
  - (v) If one or other sides are not open to conciliation, or other outside intervention, they should outline to the Presbytery Clerk their plan for resolution and restoration of relationships. This should be reviewed on a regular basis and action taken if required.
  - (vi) Clerks should make use of the trained mediators to have discussion with all sides in a dispute at the earliest possible stage, to inform and advise him/her of the possible options for further action.
  - (vii) As well as making contact with the Minister of a Congregation, the Clerk should make contact with the Clerk of Session, offering advice, counsel and prayer. The danger of only hearing one side of a situation and offering advice on that basis is very real.
  - (viii) The overwhelming advice received was that Presbytery should only become formally involved when conciliation has failed to reach an agreement. If a dispute involves points of theology or Church law then it will be for Presbytery to resolve this and conciliators might only advise on the best way to support and maintain relationships among those involved.
  - (ix) The training of Elders should have a higher priority and the “Prepared to Lead” programme should be used. Larger Presbyteries could certainly use this programme annually for new Elders with very active encouragement for existing Elders to participate. Such an arrangement run centrally by Presbytery and delivered by competent trainers would have the added advantage of underlining to elders that as Presbyterian Congregations we are responsible to and for one another. Presbyteries could also usefully require Elder training in a “finding” after a conflict where there is evidence of lack of knowledge or misunderstanding of their role.
  - (x) The pastoral care of manse families especially in times of challenge and conflict is of critical importance. How to balance Presbyteries dual role of sometimes Commission and investigation as well as pastoral care of those who feel they are being investigated is a very real issue. I am conscious that others are looking at this as part of a focused study, but talking to and meeting people across the Church for this report it is something Presbytery must not and cannot ignore. The Church of Scotland in some Presbyteries has appointed competent experienced lay people who quite simply arrange time with each Minister and their family on a rota basis. They are also available in times of difficulty. Surely within our own Presbyteries we can re-capture the pastoratum, the gift of hospitality, the listening deeply, the safe space. Unless we do we will be a poorer Church.
  - (xi) The process of calling a new Minister is a vital time for any Congregation. The temptation to hurry this along as a convener is perfectly understandable, but it is clear from conciliation cases and from interviews for this report that some have felt badly advised. The

hurrying along has badly back fired and now they are spending more time dealing with the fall out. Congregational leaders and prospective new ministers could not have too much advice and information at this important stage.

### **Recommendations for the Wider Church**

- (i) The Church will need to invest in an annual budget to cover mediator initial and on-going training and development. I believe that the new service will need staff. The budget will also need to cover the expenses of mediators, and the promotion of the service.
- (ii) There is a need to be much more open and honest about the new conciliation service, with information going not only to Presbyteries but also to all ruling elders and to the wider Church. It is also important to be realistic about conciliation and to recognise its limits. Except in certain exceptional circumstances cases which have been through any Court of the Church should not any longer be referred for conciliation. This only adds to the confusion of what conciliation is. An annual report from the conciliation service should be required and made available. The Code of the Church should affirm conciliation as the first and early step in local resolution.
- (iii) The Church should seriously consider the Church of Scotland and PC USA model of having an interim Minister for up to a year, where there has been a long ministry of say 15 years or more. This would allow a Congregation to adjust, grieve if necessary, think of themselves without the previous Minister, deal with any outstanding issues and prepare themselves for a call.
- (iv) Those with responsibility for the Elders “Prepared to Lead” training programme could look at ways in which Elders become familiar with and know how and when to access the new conciliation service. They should also understand the responsibilities and limits of their role.
- (v) It has been clear from evidence gathered for this report that selection, but probably crucially the training, of ministerial students has left some ill-equipped for leadership in today’s Church. The present post ordination training programme of Ministers in their first 5 years of service is still evolving. Somewhere in their training perspective Ministers need to develop and have re-enforced skills of relationship building, facilitating meetings and discussion groups, change management and leadership in the 21st century. These “soft skills” have it seems at times proved the most difficult to learn and develop.

I conclude with the words of Robert Warren from his book: “Being Human being Church”.

*“A Church where there is no conflict has little relevance to our society. A Church that has found a way to handle conflict creatively will be good news to all around it and in it. There is a longing to see the truth of God’s call to love being practised. Conflicts in the church can seem such a distraction from getting on with the real work; but this is the real work. When people come near such a community they will instinctively know how real the relationships are.”*

DONALD J WATTS, Convener

## PANEL ON PASTORAL CARE OF MANSE FAMILIES

*The Rev Gabrielle Farquhar reports:*

1. The work of this Panel continues its increasingly relevant role within PCI.
2. The aim of the Panel for Pastoral Care is to help meet the needs of those from Manse families in a way that aims to show the Church cares for them. The Panel recognises that some ministers, and as a result also their families, are experiencing difficult challenges within their congregations, in their faith or personally.
3. Within this structure, a small 'Care Panel' is made up of those who can be called upon to respond to a request to talk, meet up or to pray. It consists of people from a variety of backgrounds within PCI: Elders/Church members/Ministers - of varied age and gender.
4. In May a revised edition of the leaflet giving information for Manse families on such help and care, will be published. A separate leaflet, with the same objective, will be available soon after, for children and young people of the Manse.
5. The Panel recognises that it is in each Presbytery area the needs of Manse families may first be identified and met. Therefore in the Autumn it is proposed to hold training sessions in five areas around Ireland for those whose role it is to care pastorally for the Manse families within each Presbytery. It would also seem that the role of such a person needs to be clearly defined with the issue of confidentiality stressed.
6. The apostle Paul talks about the Church as the body of Christ and that if one part of the body is suffering, the whole body suffers (1 Corinthians 12v 26). Some of PCI's Congregations, Ministers and families who live in Manses are suffering. When this happens, as Paul discovered, the whole Church suffers too. This is what is actually happening today and the world outside sees it. The witness to the Gospel is being weakened.
7. The prayer of our Panel is that all the help that is available will be taken up for the sake of the Gospel and the effective witness of our Church.

## CHURCH AND SOCIETY COMMITTEE

### FROM NORTHERN IRELAND

1. A decade ago a great deal of the work of Church and Society was dominated by big political issues – on-going constitutional debate, reform of the police service, paramilitarism, caring for victims and survivors and the legacy of the past. The political landscape has changed since then. Given that there is a stable local Executive, the Committee's work in the past year has been dominated by some very different matters, though some very troubling issues such as caring for victims and survivors and the legacy of the past still remain, with much still to be done by both government and civic society alike.
2. The changed political environment led members of the Committee to a day of prayer and reflection last September, out of which the core work for the next few years was identified as being:

*'To strengthen our relationships with wider society and seek to speak God's word, based on Biblical principles, in the areas we prioritise. To think and speak a word in season, as well as respond appropriately to consultation documents'*

3. The priority areas for the next few years are:

- (i) Welfare reform which is a concern shared amongst the four main churches
- (ii) The debate on the legal redefinition of marriage and associated work on marriage
- (iii) Work on a shared and better future
- (iv) Economic matters
- (v) Rural issues

4. **WELFARE REFORM:** The Board of Social Witness is leading on this matter, and the main issues and concerns are contained in their report to the Assembly.

5. **THE LEGAL REDEFINITION OF MARRIAGE:** This issue has been a main area of activity over recent months, for there has been gathering momentum for a change in the law both in Westminster, Scotland and the Republic of Ireland to enable same sex couples to be married. The Northern Ireland Assembly debated the issue on 1 October last, when the motion before the House was defeated by 50 to 45 votes. Only one party has a policy of opposing a change in the law, with all other parties either in favour or giving a free vote to their members.

In February 2013, the Westminster Parliament passed a motion opening the way for a change in the law in England and Wales, with 2 Northern Ireland sitting MPs voting in favour, 9 against and 2 who did not vote. Whilst this proposed legislation would not affect Northern Ireland directly, it does signal a significant change in public perceptions of the rights of homosexual and lesbian couples and of the historic understanding of marriage.

Before the NI Assembly debate and the Westminster debate, the Co-Convenor wrote to all MLAs and sitting MPs in similar terms, and the text of the letter to MLAs is attached as an Appendix.

The change in public attitudes is not one which the Committee can deal with alone – for the issues raised on marriage and the family affect every Congregation and every Christian as well as wider society, and must be addressed by the whole Church, and indeed the wider Christian community. There is a good deal of on-going work being done both within PCI and across the faith sector generally, and further comment will be made at the Assembly. One example of this is that the Co-Convenor has been meeting with Presbyteries that have concerns to explore some of the issues, but it is unhappily significant that only a minority of Presbyteries seem willing to engage in these conversations.

6. **A SHARED AND BETTER FUTURE:** At various points in the past year there has been high profile civic unrest, with the bill for policing both parades and protests amounting to over £20 million. A good deal of time and energy has been invested in trying to build relationships, but it has to be said that these have proved to be very difficult to sustain in some quarters. The main political parties in the Executive continue to be unable to reach agreement on a much needed new Cohesion, Sharing and Integration strategy. The difficulties have intensified with the fact that two political groupings have left the inter party

discussions on the issue, and so the Executive is itself unable to demonstrate cross party cohesion in the publication of its own cohesion strategy. The Church and Society Committee is increasingly coming to the view that some further private and public suggestions are needed to try to help resolve this impasse, and it may be possible to make some further comment on this at the Assembly.

7. **ECONOMIC MATTERS:** The Co-Convenor for the Republic of Ireland will report on this issue.

8. **RURAL ISSUES:** The Committee is acutely aware that rural matters have not had the attention they need in recent times, and are actively seeking ways to redress the imbalance. The Moderator, Rt Rev Dr Roy Patton has taken the lead in meeting with members from rural areas to think through some of the pressing issues and intends to have further meetings in the coming months before the Assembly.

9. The Committee responded to the consultation on Lord Morrow's Private Member's Bill on human trafficking. The main thrust of that response was that the emphasis on dealing with the victims of human trafficking should be in terms of care and support, but with a robust position being taken towards the criminal elements organising this modern day slave trade.

10. In early March the opportunity was given to publicly state the Church's support for the proposed amendment to the Criminal Justice Bill, which would have made it mandatory for any abortions in Northern Ireland to be only carried out in NHS hospitals.

11. As indicated above, it is a core ministry for the Committee '*to strengthen our relationships with wider society*', and a great deal of time and energy has been put into this. Gone are the days when government would almost automatically seek the views of the Church on matters of import. In many ways that is a good change, since it enables the Committee to be somewhat more objective in its work and comment. It does however bring very significant challenges in building capacity and expertise to deal with matters that are often very complex, and (as in the debate on the redefinition of marriage) goes across the boundaries of our existing structures of PCI Boards and Committees. This is a huge task, for unless the whole of PCI sees itself as being an integral part of wider and changing society, the work of the Committee can only have limited effect in the shaping of the public policies that affect everyone. A major part of the challenge is to be every bit as clear on what we are for as to what we are against.

12. Elected representatives are constantly telling the Committee to make much more contact with them on a well-informed basis, so that they will understand the Church's views properly and be able to factor them in. This inevitably means that at Presbytery and even at local congregational level there needs to be consistent, grace filled and informed contact and relationships with elected representatives right across the board, at both local Council level and as MLAs, as well as with officials. With the reorganisation of local government due in 2015, this contact will become ever more important since the 11 new Councils will have greater powers and influence than the current 26 local Councils. With policy making and decision making much more local, the role of the Presbytery and the congregation will necessarily be greater than at present, if a Biblically informed view is to be heard across the province.

13. Individually and collectively, the members of the Church and Society Committee are challenged by the need to share with, and involve the whole of PCI – Congregations, Presbyteries, Boards and other Committees – in the Committee’s work. Unless this happens, it is clear that there will be a dearth of Biblically literate and articulate people who can speak a word both in season and out of it to wider society, much of which has turned its back on a Biblical worldview either consciously or unconsciously.

#### **FROM THE REPUBLIC**

##### **14. CITIZENSHIP, COVENANT AND CHRIST CONFERENCE:**

The goodwill generated by the Citizenship, Covenant and Christ Conference (April 2012) continued after that event. Once again the Rev Dr Lesley Carroll should be acknowledged for her indefatigable work in realising that vision. The Minister for Arts, Heritage and the Gaeltacht, expressed his gratitude for the invitation to contribute and his contribution was warmly received on the day. He is hopeful that this will be something of a template for subsequent events during the decade of centenaries. Indeed, the Co-Convener was invited to offer PCI’s experiences to the Irish Inter-Church Meeting (Theology Forum) by way of informing their own approach. It is important that PCI develop relationships with government ministers and officials to facilitate communication on issues of shared interest. It is also an indication to Presbyterians in the Republic that they are truly part of an all-island body.

15. **ECONOMIC ISSUES:** To some extent little more can be added to the plethora of reports and comments in regard to the economic situation. At one point in history it was said that just about everyone in Byzantium was a theologian; such was the interest and informed contribution readily proffered by each citizen. The same could be said for Irish society. The finer points of economics have become common fare and we all speak as if we actually understand markets, bailouts, bonds, quantitative easing and derivatives. At one level there is a sense of relief that the Irish Government has improved the State’s reputation in the world and demonstrated that Ireland is still a place to do business. Recent successes in negotiating with the Troika to improve long-term bonds and reduced interest rates has been a timely dividend. However, families are very much feeling the slow squeeze upon their incomes; house prices are varying according to region (Dublin rising, other counties continuing to fall); salaries are at best static and in many cases continuing to fall; the cost of goods is rising and the introduction of the Local Property Tax is set to add to the burden. Mortgage and credit card arrears remain a massive issue and the continual stream of emigrants (especially from rural areas) is having an impact on communities. The impact will of course be far-reaching. Generations will have to pick up the tab for reckless lending and reckless borrowing. While Irish citizens have generally met this crisis with a sanguine disposition, there are indications that people are reaching their limits. The Trade Unions have rejected the Croke Park Agreement II and are on a collision course with a government that still has to find public sector savings. And people generally are on a sharper fuse as a result of the stress they are under. That said, sectors of the economy have demonstrated great resilience, with the agriculture sector and IT continuing to be a world-beater. Churches are not immune for this: our people are feeling the pinch, cuts

are being made, projects revised, and budgets readjusted. Congregations are having to be extra vigilant in their approach and yet a great deal of quiet work goes on to aid others. Their generosity and their ingenuity is to be commended.

16. **LEGAL REDEFINITION OF MARRIAGE:** Comment has already been made in this report on the issues of redefining marriage. Suffice to say that a similar letter was sent by the Church and Society Committee to the leaders of the political parties in the Republic. While most eventually managed to acknowledge receipt, none sought to engage with the comments made or arrange to discuss PCI's concerns. The fact is that promoting such an agenda is considered to be political astute. Politicians are going with the popular mood as they see it. And much of the debate, particularly on television, tends to get reduced to a slanging match over who can raise a child. Some spokespersons have made an attempt to delve deeper into the essence of what it means to be human (male and female) in God's image, but it is an uphill struggle. The Committee thanks those who have responded to invitations by the media to contribute to the debate. Nevertheless, it would certainly appear that the Commission on Constitutional Reform will move towards redefinition.

17. **ABORTION LEGISLATION:** Another challenging issue has been the recent debate on abortion. Such has been the national embarrassment over the death of Savita Halappanavar earlier this year, and the suggestion that this could have been avoided had Ireland's abortion laws been less rigid, that the government was forced into taking action. The Inquiry continues, but officials are suggesting that legislation and guidelines are already being developed to aid medics in applying the referenda decisions to clinical cases. For some this will be the thin edge of the wedge, while others will see it as an important stepping stone towards further liberalisation. Some TDs have made no bones about the fact that they want to see abortion on demand, but most are seeking only to clarify the issue to avoid any more tragedies like this. As part of that official discussion The Moderator, Rt Rev Dr Roy Patton and the Very Rev Dr Trevor Morrow presented PCI's position to the Oireachtas Committee. Again the Committee is grateful for their clear and dignified contribution. It is always immensely difficult to present a position that, on the face of it, appears callous and insensitive; undoubtedly there are women in Ireland who really do need to have particular advice and support in respect of their pregnancies, but cognisance must be taken of the results of abortion liberalisation elsewhere and tread very carefully. PCI's representatives did just that.

18. **MONAGHAN CONFERENCE:** The Church and Society Committee organised a special gathering of southern representatives at the Four Seasons Hotel in Monaghan on 22 November 2013. The aim was to tease out the big issues facing Presbyterians and the Presbyterian Church in this jurisdiction. As the Co-Convener has indicated on several occasions, it is very difficult to engage Presbyterians south of the border in the work and opportunities of the Committee. On rare occasions where "something should be said", it is then more difficult to articulate a commonly held position or to speak with some degree of clarity and freshness. The Conference identified the following issues of concern:

(i) The economy:

- Big economic questions;
- Implication of policy related to 'cuts';
- Increasing rich vs. poor divide in the state.



- (ii) Welfare Reform:
  - Need for retraining opportunities;
  - Incentive to work without punishing those who genuinely need benefits.
- (iii) Health issues:
  - Increasing divide between those with health insurance and those without – justice issue;
  - Running down of public bodies – hospitals, nursing homes etc;
  - System at breaking point – HSE shambolic;
  - Staff under huge stress;
  - Rural isolation in health care e.g. Donegal (little access to Altnagelvin).
- (iv) Education:
  - Squeeze on small schools – especially rural primary schools and rural secondary schools;
  - Pressure on Boarding Schools with a Protestant ethos.
- (v) The effects of immigration – drain of young people away from Ireland.
- (vi) Rural issues - isolation means all of the above are intensified e.g. lack of employment, generally poor services (inc transport, hospitals and schools).
- (vii) Redefinition of marriage.
- (viii) Constitutional Convention.
- (ix) Environmental Concerns – moved off centre stage because of economic problems.
- (x) Threat to Ireland's Aid budget and danger that 'developing world' issues will be further marginalised.

Issues are all very well, but what are the solutions? Once again the delegates identified the following:

- (i) Church and Society Committee should meet on a regular basis in the Republic; The General Assembly should come to Dublin as the capital city to raise the public square profile.
- (ii) Are PCI structures for ROI fit for purpose? The former Synod is greatly missed; could it be re-established? Presbyteries are too large (geographically) to fulfil many normal roles of Presbyteries.
- (iii) Key papers on biblical principles on many of the points above would be helpful and would be generally applicable north and south of the border: Economic matters, Justice issues relating to: 'cuts agenda'; health provision.
- (iv) Could one key person in each Presbytery be the 'Church and Society Agent' and relate to the ROI Church and Society Convener?
- (v) Need to encourage Presbyterians, in ROI especially, to see involvement in 'Church and Society' issues listed above as part of their calling in the mission of God.

Translating something of those aspirations will be a task for the whole Church, and it is critical that the PCI is seen to be the all-island body that it is. Symbols are very powerful and the history of this island illustrates how that power can be destructive. However, symbols can also be affirming. The tangible effect of the General Assembly meeting routinely in Dublin would be significant. It would therefore be important for the Assembly to explore this

possibility with representatives of the Church and Society Committee and the relevant Presbyteries, as a key aspect of PCI's strategy towards revival across the whole island.

## APPENDIX

### Letter to MLAs

*With the Northern Ireland Assembly shortly due to debate a Private Member's motion on changing the legal definition of marriage, the Church and Society Committee of the Presbyterian Church in Ireland has asked me to write to you personally, and to all other MLAs, so that you are fully aware of stated position of the Presbyterian Church on this matter.*

*On the 22nd March 2012 the Clerk of our General Assembly, the Rev Dr Donald Watts, wrote to the Prime Minister in the following terms:*

*The General Board of the Presbyterian Church in Ireland has instructed me to write on behalf of the Church to express its strong support for the retention of the present legal definition of marriage as "the permanent and lifelong union of one man and one woman, to the exclusion of all others".*

*The General Board is the most representative body of the Church, which has the authority to speak for the Church when the General Assembly is not in session. In writing to you the General Board is repeating the accepted teaching of the Church, reflected in a report to the General Assembly of 1979. The Presbyterian Church in Ireland would urge you not to consider any change to the present definition of marriage.*

*Last month I wrote, as Convener of the Church & Society Committee, to the leaders of all the parties represented in the Assembly appraising of them of our letter to the Prime Minister and stating:*

*We would wish to emphasise strongly that this is not merely an issue of conscience for Christian people and Christian churches, but a very significant one for the whole of society. Contrary to much public comment, the proposals for so-called gay marriage are not merely part of a debate on the equality agenda, but ones which effectively demolish generations and centuries of societal norms established on Judaeo-Christian values. The steady erosion of such values, with minimal debate about the worldview replacing them, causes us the very greatest concern.*

*We recognize that some, particularly within the LGBT community, feel that the current legal definition of marriage should be changed on the grounds of equality. We would however contend that this is not in fact an issue of equality, as all of the significant legal benefits and rights available through marriage are already equally available through civil partnership. It would be entirely inappropriate to demolish a fundamental building block of society, such as the historic view of marriage, when such a step is not actually necessary. We would therefore ask you to resist the pressure to support any change in the legal definition of marriage.*

*I would be more than happy to talk this over with you if that would be of help.*

NORMAN HAMILTON, ALAN BOAL, Co-Conveners

## PRIORITIES COMMITTEE

1. The Priorities Committee has had a year mainly of consolidation and keeping the “Fit for Purpose” themes under review.

2. “**A Prophetic Voice** – confidently proclaiming where (the PCI) stands and who it stands beside in a society which is increasingly secular and often opposed to Christian values and lifestyles”, has been the 2012-13 theme. In seeking to assess the impact this has had on General Assembly Boards it is recognised that some on-going initiatives, already in the planning, clearly relate to the theme. An example of this would be the Board of Mission Overseas “Ears to Hear” Conference. Most Boards have in some way reflected on the Prophetic Voice idea in planning their work.

3. It is more difficult to assess the impact at Presbytery and Congregational level. Presbytery Clerks were asked to send what information they could glean on the use made of the theme by Congregations, but returns were patchy. The only firm figure is that 123 Congregations ordered the “God Speaks” material, but others may well have downloaded it from the internet. Anecdotally the response was very positive. Some Presbyteries themselves used the materials for worship or discussion. The DVD clips seem to have been particularly appreciated.

4. “**A Place of Transformation** – where people do not leave as they have entered but are challenged and changed, having encountered the living God present in the worship and the lives of his people” is the theme for 2013-14. For the past year an inter-Board group has been developing plans at a Church-wide level. The resource material, including DVD clips, will be called “Threshold”; based on Acts 10 and 11. A “Threshold” is a place of transition, where boundaries are crossed. Some of the “Thresholds” indicated in Acts will be explored by biblical reflection from the Rev Dominic Smart and stories of crossing boundaries from around the Church. The resource will be flexibly written to allow for its use in house-groups, midweek meetings and Sunday services.

5. **General Assembly:** In discussion with the Business Board the Committee recommended that the Wednesday evening theme at the General Assembly should bring together ideas of “Transformation and Culture”. This was readily endorsed by the incoming Moderator and so the theme of Transforming Culture will be explored in the City of Culture.

6. **Prayer initiatives** must clearly underpin the “Fit for Purpose” project and these can and should be varied. Now that the new PCI website is operational some prayer topics refer to the “Fit for Purpose” themes. The Committee encourages their use by individuals but also corporately at prayer meetings and Sunday services. The “Fit for Purpose” project was launched by inviting people to pray on a Friday in the Chapel of Assembly Buildings and this attracted a small but faithful group. Now the impetus has moved on and it is hoped praying for the Church in general and “Fit for Purpose” themes in particular will become an on-going commitment of Church members.

7. The Priorities Committee has more recently been looking at some **financial questions**, especially asking how new initiatives can be encouraged when so much of the available finance is already committed to existing work. The research is on-going and the Committee hopes to report on this next year.

8. Two Panels set up at the request of the Priorities Committee will report separately – the Structures Review to report in full and Consultations to indicate more a direction of travel. The General Board has agreed that the remit of Consultations should be widened to include consideration of some of the important concepts identified during the Structural Review consultations.

## STRUCTURES REVIEW PANEL

*The Rev Dr Donald Watts reports:*

### Introduction

1. The remit given to the Panel conducting the Structures Review was reported to the General Assembly, 2011, as follows:

- *To consider the structures and processes that are needed to ensure:*
- *That the General Assembly is able to formulate policy effectively and in relation to its identified priorities at any given time;*
- *That the structures are sufficiently flexible and adaptable;*
- *That the structures allow for both representation and effectiveness;*
- *That there are agreed lines of leadership responsibility;*
- *That a positive relationship is established and maintained among the Boards, Presbyteries and Congregations;*
- *That the process of decision-making in Boards will encourage the wide engagement of congregational members;*
- *That the wider talents of congregational members are identified and utilised.*

2. Following consultation with the existing Board and Presbytery leaderships, including three focus groups held in the Autumn of 2011, the Panel reported to the General Assembly, 2012 on its work and conclusions to date. The following is an extract from that report:

*Out of the discussions have come certain concepts which seem to be key to any re-structuring. The word ACCOUNTABILITY frequently appears, especially in the Presbytery responses. However, it is understandably used in a number of different contexts meaning slightly different things. The primary accountability must be to the General Assembly which appoints the Boards (and some Committees), receives reports from them and must approve their work. Yet it is clear that Presbyteries also feel that Boards should have an accountable relationship to them and indeed to Congregations. The Panel has considered further the nature of the relationship between the Boards and the Courts of the Church – Congregation (Kirk Session), Presbytery, General Assembly – which must always be one of openness, trust and transparency.*

*Some Presbyteries have been realistic in recognising that there is not only a relationship gap between the Boards and Courts of the Church, but also between Presbyteries and Congregations. This may be increasing and often leaves Congregations feeling isolated and without support.*

*All Congregations, of course, are represented at the General Assembly where Boards, in theory, are called to account. But it is clear that something more is needed. It is equally clear that what is not needed, or welcomed, is direction. The*

*Panel suggests that the key concept here is COMMUNICATION. There needs to be a regular flow of communication in both directions. Congregations need to make the central structures aware of their needs, hopes and achievements. Boards need to provide fresh thinking, information and guidance. There needs to be a creative interchange of ideas and in this internet age work needs to be done to find ways to provide a regular and helpful flow of communication around the Church. This may well include people going out from the centre, by invitation, to encourage local leadership in specific areas of their work.*

*There also clearly needs to be a greater sense of ownership of the work of the Boards by Presbyteries and perhaps here the key concept is ENGAGEMENT. In the past there has been a heavy emphasis on representation, but many Presbyteries acknowledge that this can be nominal and ineffective. There is a growing realisation that what is needed is genuine engagement with Presbyteries. At the very least there needs to be regular reporting at Presbyteries, by Presbytery nominees, of the work of the Board to which they have been appointed. Consultations with Presbyteries by Boards on areas of their work are useful at times, but Presbyteries need to find realistic ways of dealing with them and the central administration needs to ensure that the workload for Presbyteries is reasonable.*

3. Three Working Groups were set up to look at the three big concepts which were identified and how they might be encouraged and enhanced by any structural change – Communication, including directly with Congregations; Engagement, particularly with Presbyteries; Accountability, specifically to the General Assembly. If these three concepts are centrally embedded in the life and work of the Church at all levels, there should be much greater ownership of the decisions that are made and the policy that ensues. The Working Groups reported in June and their insights have strongly influenced the thinking of the Panel. Their reports now need to become the basis for strategic thought, not only by the Structures Review Panel but by others responsible for the structuring of the General Assembly; communication throughout the Church and the development of Presbyteries. The reports will be passed on to those with these responsibilities, but some initial comments are:

### **Communication**

4. Communication is vital at all levels of Church life. Without effective two-way communication no structural change will make a significant difference to effective decision-making. Congregations, in particular, often feel isolated and remote from where decisions are being made. There is a sense of impotence to influence policy decisions being taken at Board and Assembly level. Presbyteries are often seen as a block to rather than a conduit for information.

The recommendations of the Working Group include:

- The need for a professional, co-ordinated communications strategy as a matter of priority.
- The “centre” needs to communicate to Congregations how it is here to serve their needs; to help and inform them. Resources need to be produced in a much more “user friendly” manner. The diversity of congregational situations should be borne in mind; there is no one-fits-all solution.

- The “centre” must genuinely be willing to listen to output from Congregations and be seen to be responsive to it. This input will include – congregational needs in mission and ministry; views on specific policy formation; requests for advice/support/training; sharing experiences/challenges/successes; models for networks; priorities.
- Appropriate means of communication will include – web; e-mail; direct mailing; personal contact; social media; media; the Briefings and Church Magazines.
- Ideally contact in a Congregation should be with one “Link Person”, with correspondence copied to the minister. The blockages identified as sometimes hindering effective communication are (a) the Minister, (b) the Presbytery.

### **Engagement**

5. Engagement will not take place unless there is effective communication, but it involves a greater commitment than simple communication. The discussions of the Engagement Working Group led to the identification of several areas that are central to encouraging the participation that is needed from everyone to ensure a healthy and vibrant Church, moving forward together with consistency, enthusiasm and purpose.

#### **(a) Presbytery and Board Engagement**

6. The current engagement that takes place between Presbyteries and Boards is at times very sparse. When there are issues to be addressed in reports sent down by the General Assembly for discussion at Presbytery level there can be quite enthusiastic involvement when the issues are substantial. Outside of this formal process however the level of engagement may not stray much beyond attempting to find someone who is willing to let their name be put forward for membership of the Board!

In seeking to address this issue noted several key points were noted:

- **Presbytery Representation on Boards:** The way in which representation currently works often militates against true engagement. With the desire to take up their quota of places a Presbytery can find itself placing people on Boards with which they have no deep interest or little capacity to assist.
- **Information Flow:** Even with this difficulty resolved the flow of information would still be crucial. At the moment this is often restricted to reports that are already presented to the General Assembly being discussed at Presbytery level, often after lengthy discussion within the Board of which Presbytery has heard very little. In part this could be due to the pressure of time for Presbytery business, but it could also be a result of the representatives from the Presbytery not being members of the Court and therefore no report could be provided at an earlier stage, even if there was the enthusiasm to do so.
- **Involvement with Boards:** In the mind of some there are difficulties in how true involvement with Boards can take place. This can flow

from the perception that Board meetings are often an opportunity to approve what has already been discussed and formulated behind the closed doors of steering groups or Assembly Committees. There also does not appear to be any recognised or approved means of having input into the work of a Board before a formal report is produced for discussion at a wider level.

- **Timing of Boards:** This issue has two distinct aspects. The first involves the fact that some who would be keen to be involved in Boards would struggle to attend due to their timing – often during normal working hours. The second issue revolves around the fact that Boards generally only meet twice a year, often leaving large gaps in which preparations could be made for more involvement.

**(b) Presbytery and Congregational Engagement**

7. At this level there also appears to be a disconnect that is hampering true engagement in the wider work and witness of PCI. Some of this is centred on similar issues to that of Presbytery involvement with Boards, but the issues are often more personal and local in nature. These include:

- **Flow of Information:** For many there is little or no knowledge of anything that goes on outside their Congregation and this is largely due to a lack of information making it as far as the Congregation. In seeking to address this, the issue of information being provided to Presbytery is a crucial step that can then be extended to congregational level.
- **Representation:** Two extremes can limit the usefulness of congregational representation at Presbytery level. Those who once appointed never leave which can get to the point where their presence is neither personally nor corporately beneficial. However, the constant turnover of new faces can also present issues as there is very little background knowledge being stored away for future use when something similar or difficult is happening.
- **Presbytery Identity:** Thought should be given to helping establish the idea of Presbytery as more than simply a ‘Court of the Church that meets for business. The holding of meetings to highlight key areas or provide practical help with specific issues could greatly assist a wider knowledge and involvement in PCI. There are already models that take this seriously within Presbytery-Youth movements and PW Link meetings where fellowship and encouragement are definitely part of the vision. Maybe Presbyteries ought to be seeking to follow this example and involve folk from every Congregation in meetings that are inspirational, instructive and designed to provide spiritual fellowship.

**Accountability**

8. This Working Group commented: Good governance is intended to ensure that an organisation, whether in the secular or religious world, fulfils its purpose or mission, achieves its intended outcomes and operates in an effective, efficient and ethical manner. Good governance requires an organisation to ensure that:

- Its mission and purpose are clearly defined;
- Its competence and powers are clearly set out;
- Its accountability and reporting lines are clearly defined;
- Its procedures and decision making rules are set out in appropriate policy statements;
- Its governing body has the requisite skills to provide effective leadership and direction;
- Its governing body develops appropriate policies and plans to achieve its mission and purpose;
- Its governing body monitors the organisation's performance against objectives and targets;
- Its management has the necessary skills and is under the control of and accountable to the governing body.

9. In the case of the Presbyterian Church in Ireland, the governing body is the General Assembly. Although the General Assembly operates through a network of Boards etc., it retains its overall authority and control. Boards have no independent existence and should be held accountable by the General Assembly for the discharge of their duties. These duties include the formulation of draft policy for the consideration of the General Assembly and responsibility, as appropriate, for policy implementation and delivery. In regard to the latter, the General Assembly should monitor and evaluate policy implementation so that policy can be adapted to meet changing circumstances. Reporting mechanisms to the General Assembly should therefore enable the Boards to fulfil effectively their "accounting" responsibilities.

10. However, the General Assembly is singularly ill equipped to carry out its remit, by virtue of its size and infrequency of meetings (once a year). Time for the consideration of Boards' reports is short and consequently policy debates rarely explore issues in depth, let alone oversee and monitor implementation. There has arguably been a dumbing down in the quality of debate, while the annual meeting timetable provides little opportunity for speedy reaction to events in the outside world. There is little time to showcase the work of Boards or to secure an input from visiting delegates. The General Board does have some authority to act on behalf of the General Assembly between meetings, but this authority is limited to "exceptional matters".

11. The General Assembly is a particularly unwieldy instrument for monitoring, let alone evaluating, the performance of Boards, which should lie at the heart of accountability. Moreover, the structure of Boards reporting directly to the General Assembly creates a silo mentality, making it difficult to work across the organisational boundaries of Boards, not least in the achievement of cross cutting goals such as those associated with the General Assembly's decisions in regard to "Priorities".

12. In the light of these far-reaching comments the Panel brings the following recommendations:

#### **(A) WORKING METHODS AND REPORTING**

(i) Many of the reports from the Working Groups recognise that to review the Board and Committee structures of the General Assembly without also reviewing the way the General Assembly receives and deals with reports



will only partially deal with the issues and weaknesses of the present system. Similarly, if the new Councils are genuinely to engage with Presbyteries there will need to be fresh thinking on the role and functioning of Presbytery. While this paper indicates a direction of travel for those reviews it is seen by the Panel as the beginning of a process and not the end.

*(This report will now refer to Councils, rather than Boards, as this is the preferred name for the new bodies.)*

(ii) Some suggestions have been made which may enable the General Assembly to fulfil its accountability function more effectively:

- All the work of the General Assembly should be infused by prayer and Bible Study.
- Each new Council should have a clearly defined and specific remit and be asked to report on both future strategy and the implementation of past decisions.
- On major policy issues and other appropriate issues the Assembly should be presented with a number of alternative strategies to discuss in order to come to a decision. In each case the strengths and weaknesses of a particular course of action should be outlined by the Council.
- For this purpose it will often be appropriate to provide opportunities for less formal but more comprehensive discussion of policy in seminars or small groups.
- Every Council shall report in writing to the General Assembly every year. New mechanisms will be found whereby members can raise questions on these reports. The Business Committee shall decide on how major strategic business from the Councils shall be brought to the Assembly each year and structure the agenda accordingly.
- It may be helpful for Councils to hold “information” seminars or conferences prior to the Assembly, but this would require co-ordination among the Councils.
- Councils shall restrict their reports to strategy and implementation, not “showcasing” their work.
- Written reports should focus first on the decisions to be made and secondly on implementation of previous decisions. More general descriptive material, if necessary, should come later in the report. Each report should begin with an Executive Summary.
- Room should be found at the General Assembly for cross-council discussion of topics, especially those identified as priorities.
- An opportunity should be found either at the General Assembly or on other occasions to celebrate the work of the Presbyterian Church in Ireland.

### **Relationship of Councils to Presbytery**

(iii) While the relationship of Councils to the General Assembly is one of accountability, the relationship to Presbytery is best summed up as engagement. The Presbytery must feel engaged by the work of the Council and the Council must be receptive to the views of Presbytery. Some of these issues are dealt

with in the section on membership and appointment, but other issues needing discussion are:

- If there is to be a fruitful relationship Presbytery will have to find time for discussion of and reporting on the work of the Councils. It has been suggested that each Council should write a brief report after its meetings which can form the basis for the Presbytery nominee to report back to the Presbytery. This allows for some co-ordination of the information going back to Presbyteries.
- Councils may also wish to arrange “roadshows” or “focus groups” on a Presbytery or area basis to inform Presbyteries about their work. These will need to be co-ordinated so that Presbyteries are not overloaded.
- A mechanism should be found whereby a Presbytery may raise issues at the General Assembly, to be referred to a Council for further work and discussion.

### **Structure of Council Meetings**

(iv) If the above relationships are to be fostered it will mean changes to the working methods of all the bodies concerned, i.e. General Assembly, Presbytery and the Councils themselves. Much of what has been said about the structuring of the General Assembly will also apply to the Councils. Some particular issues to be addressed by the new Councils will be:

- a new style of Assembly reporting
- the presentation of reports with options;
- ensuring the involvement of members, with no sense that decisions have already been made;
- the timing of Council meetings to allow people to attend;
- providing clear and informative agendas;
- the use of electronic communication for consultation with members;
- reports to be sent to Presbytery representatives after Council meetings
- the use of small group discussion, conferences and seminars.

### **Wider Relationships**

(v) For the Councils to be effective their work will need to be known and understood at all levels of Church life, not least in Congregations. As well as some formal consultations with Kirk Sessions, usually carried out by the Presbyteries, more informal channels of communication need to be utilised. These should include the effective use of the Website and publications, including video-clips, as well as the regional-type events and focus groups already mentioned. It is recommended that each Congregation should have one link person (as well as the minister) who would have the task of disseminating material to the appropriate people within the congregation.

## **(B) MEMBERSHIP AND APPOINTMENT OF COUNCILS AND COMMITTEES**

(i) The earlier discussion with Presbyteries made clear that the present arrangement for Presbytery representation on Boards does not result in ownership

of and engagement with their work. There are many reasons for this but some relate to the way in which members are nominated and appointed. Often the person sees the appointment as being helpful to Presbytery rather than having a passion and commitment to the task.

(ii) Throughout the discussion there has been an emerging consensus that while the Presbyteries need to be able to appoint one member of Presbytery directly to a Council, they should also be asked to submit the names of other members of congregations within the Presbytery who would have useful input to offer to one or more of the Boards or Committees. Presbyterian Women and SPUD should also have the right to submit names for nomination. These nominations should have a mix of gender, age and experience. The Nominations Committee, which is proposed for the General Council, will then be able to propose members to Councils and Committees from this pool of representatives nominated by the Presbyteries, PW and SPUD. It is anticipated there should then be less need for central appointments, although the Nominations Committee would be allowed to consider other names, if necessary, to provide a balanced Council or Committee, or to provide relevant expertise. All Councils and Assembly Committees shall be appointed by the General Assembly.

(iii) The member of Presbytery directly appointed to a Council shall have the responsibility to report back to the Presbytery on the work of the Council and to report to the Council any feedback from the Presbytery on the work it is doing, or in the mind of Presbytery should be doing. The member shall only remain on the Council so long as s/he is a member of the Presbytery i.e. the nomination shall change at the General Assembly subsequent to the person no longer being a member of Presbytery.

(iv) The Nominations Committee shall be a Committee of the Assembly reporting through the General Council. It shall be appointed for a 5-year term and no member shall serve for more than 2 terms. Its membership shall be: Moderator, Clerk, Deputy Clerk of Assembly and one member nominated by each Presbytery. For its initial appointment the Presbyteries with an even number in the Directory shall be asked to nominate a minister and those with an odd number an elder. Presbyteries should consider age and gender in making nominations.

(v) Councils and all Committees shall be appointed for 4-year terms and no-one other than ex-officio members shall serve for more than 2 consecutive terms. To avoid a complete change of Council membership after 4 years the initial appointment of those directly nominated by the Presbytery shall be 6 years and then all nominations shall be for 4 years. Where a member is replaced during a 4-year term the replacement shall serve for the remainder of that term and is eligible for one more term.

(vi) At present there is a plethora of Assembly Committees, Board Committees, Panels, Working Groups etc. This should be simplified to Assembly Committees, appointed by the General Assembly; Council Committees, appointed by the Council for tasks which will be continuing; Task Groups appointed by the General Assembly or a Council for a specific, time-limited task, normally lasting no longer than 3 years; Panels appointed to consider on-going areas of work.

(vii) There is a strong sense coming through the various reports that Councils should be as small as is practicable. To help achieve this members of Committees shall not be ex-officio members of Councils. The Moderator and Clerk of the General Assembly shall be ex-officio on all Councils, Committees,

Panels and Task Groups. The Council Convener and Secretary shall be ex-officio on that Council and on all of that Councils' Committees, Panels and Task Groups. Conveners of Committees reporting to a Council shall be ex-officio on that Council. Secretaries of Committees shall have the right to sit and deliberate. Where other ex-officio membership is necessary it should be agreed by the Nominations Committee.

(viii) Each Council should normally have a Business Committee appointed by the Council from among its members to organise business, to take limited routine decisions where necessary between Council meetings and to transact any business specifically delegated to it. Unless given power to issue, all such business must be ratified at the next meeting of the Council. The Business Committee shall not act as an "Executive" Committee, or take decisions which are already within the remit of another Committee, Panel or Task Group.

(ix) An Assembly Committee and a Council Committee shall have at least ½ membership made up of members of the relevant Council, but note above the arrangements for the appointment of the Nominations Committee. A Task Group or Panel shall have at least 1/3 membership made up of members of the relevant Council.

(x) When the Nominations Committee has received nominations from Presbyteries it shall make up the membership of all Councils and Assembly Committees, having regard for a balance of experience, ordination, gender and age. A Council may appoint its own Committees and Task Groups but as an aspiration, at least 1/3 of the membership of all groups appointed should be ministers/non-ministers; at least 1/3 should be women/men; and the Nominations Committee shall provide a strategy for increasing the number of younger people.

(xi) Each Council shall have one member directly nominated by each Presbytery and other members proposed by the Nominations Committee, except for the General Council. The membership of the General Council shall be the Clerk of Presbytery and one other member (non-minister if Clerk is a minister and v-v) appointed directly by the Presbytery together with a number of other nominees provided by the Nominations Committee.

(xii) A Convener shall be appointed to each Council and Committee who should normally serve for 5 years. The Convener of a Task-Group should serve for the life of the Task-Group; i.e. normally not more than 3 years. The Nominations Committee shall nominate Conveners, having advertised the posts on the PCI Website. No-one should normally hold more than 1 Council or Committee Conventership at a time, nor more than 2 consecutive Conventerships on the same Council. This does not apply to convening Task-Groups. A retiring Council Convener should not normally be appointed to another Council Conventership within 3 years

(xiii) When the general principles above are agreed by the General Assembly it will be the responsibility of the Structures Panel to recommend the size of each Council, ratify the number of its Committees and agree whether or not these need to be appointed by the General Assembly.

## **(C) CONVENERS AND SECRETARIES OF COUNCILS**

(i) One issue which has been raised a number of times during the structures discussion has been the responsibility and relationship of Conveners and Secretaries. This needs to be clarified before new Councils are appointed.

(ii) **Convener:** The Convener of a Council is appointed by and responsible to the General Assembly for the work remitted to the Council by the General Assembly. S/he should write (at least in its final form) and present the report to the Assembly and answer questions on it. S/he is responsible for leading the thinking of the Council on issues of policy and strategy and should work with the Secretary to ensure implementation of all Assembly and Council decisions. The Secretary of the Council will report to the Convener on matters of policy and implementation.

(iii) **Secretary:** As a full-time, employed official of the Presbyterian Church in Ireland the Secretary is responsible for the effective administration of the Council, implementing decisions and communicating (in co-operation with the Convener and others) the vision of the Council. S/he will deal with much of the correspondence and be responsible for calling and minuting meetings. S/he will have responsibility for all staffing matters within the Council, and be responsible in management terms to the Clerk of the General Assembly/General Secretary. Broadly speaking, in matters of policy and implementation the Secretary is responsible to the Convener; in matters of staffing and performance the Secretary is responsible to the General Secretary. At least annually the Convener and General Secretary should meet to discuss together the workload and performance of the Council Secretary.

## **(D) PROPOSED COUNCILS OF THE GENERAL ASSEMBLY**

### **1. THE GENERAL COUNCIL**

The areas of work falling within its remit will be:

- (a) acting on behalf of the General Assembly between meetings, as appropriate;
- (b) co-ordinating the work of all Councils:
  - co-ordination of work not in the remit of other Councils;
  - co-ordination of work which overlaps two or more Councils and which is not the responsibility of another Council to co-ordinate.
- (c) facilitating the process of nominations to Councils etc:
  - allocation of the 'general nominations' from Presbyteries to Councils (i.e. allocating those people not nominated to specific Councils by Presbyteries);
  - nomination of Conveners of Assembly Councils (with appropriate co-operation with the Council involved);
  - oversight of general matters relating to nomination of Councils and Committees to the General Assembly.
- (d) ordering business of the General Assembly:
  - dealing with and licensing where appropriate all business to the Assembly;
    - recommending an order of business to the Assembly;
    - making all arrangements for the accommodation and discharge of the Assembly business;
    - nominating corresponding members and delegates to other Churches;
    - examining the records of all the Presbyteries and Assembly Councils.

- (e) drawing up priorities for the work of the General Assembly:
- in discussion with the Presbyteries and other Councils, recommending priorities to the General Assembly;
  - through a suitable reference group independent of other Councils to:
    - report that the work of the Councils is consistent with the priorities agreed by the Assembly;
    - report that the United Appeal allocations are consistent with the priorities agreed by the Assembly;
    - report whether each Council is focussed on the work allocated to it by the General Assembly.
- (f) recommending to the General Assembly each year a United Appeal for mission:
- allocating each year a proportion of that Appeal to each Presbytery;
  - setting budgets for each Council receiving support from the United Appeal;
  - approving payments to the Councils;
  - providing publicity materials for the United Appeal for mission.
- (g) preparing general Church policy or statements on Doctrine for submission to the General Assembly.
- (h) advising the Moderator and Clerk on matters of sensitivity for the Church:
- providing assessors to sit with a lower Court if it invites help in cases of difficulty;
- (i) developing relationships with other Churches:
- monitoring those inter-church bodies of which PCI is a member.
- (j) ensuring that support services, as outlined below, are being provided to the Councils efficiently and effectively and dealing with any related policy issues.

### General Assembly Support Services

Support services will be provided centrally through a range of specialist staffing units, working in conjunction with small Panels where appropriate. The General Council, operating through a dedicated committee, will ensure that these support services are provided in an efficient and effective manner and will deal with any policy issues that are required.

<b>FINANCE SERVICES</b>	<b>PENSIONS &amp; ASSESSMENTS</b>	<b>PROPERTY</b>
Accounting	Congregational Assessments	Assembly Buildings Conferencing and Mall Management
Payroll & Pension Admin	Ministers Stipends and Allowances	Assembly Buildings Property Maintenance Health and Safety
Congregational Statistical Return	Act as 'employer' to Pension Scheme	Other 'central property' maintenance (as required)
Budgeting & Cost Allocations		Retired Ministers House Fund

<b>IT</b>	<b>HUMAN RESOURCES</b>	<b>CREATIVE PRODUCTION</b>
System support and development	Policy development and training	Corporate branding, policy development and publicity
Policy development, compliance and training	Recruitment, disciplinary and grievance	PCI Web Site
Procurement and disposal	Job evaluation, appraisal and personal development	Resources material, Herald Magazine, Points for Prayer

## **2. COUNCIL FOR CHURCH IN SOCIETY**

The areas of work falling within its remit will be:

- (a) Identifying current issues which the Church needs to address; helping to develop PCI's thinking in these areas and communicating the General Assembly's views in the public square (for clarity this will include all aspects of public policy including education, youth, children's, social and ethical issues);
- (b) Developing relationships with the Westminster and Dublin Governments and Parliaments and the Northern Ireland Executive and Assembly, making representations to them on behalf of the Church and responding to consultations from them (for clarity this will include all aspects of public policy including education, youth, children's, social and ethical issues);
- (c) Developing relationships with civic society;
- (d) Providing nominations to education and other state bodies where the Church is a stakeholder;
- (e) Working with the press and media office to ensure the Church's view is heard in the public square.

## **3. COUNCIL FOR TRAINING IN MINISTRY**

The areas of work falling within its remit will be:

Looking after all aspects of leadership training for ministers and elders including responsibility for:

- (a) Selection, training and on-going development of full-time ministers;
- (b) Pastoral Care of ministers and manse families;
- (c) Selection, training and on-going development of auxiliary ministers and accredited preachers;
- (d) Selection and initial training of deaconesses including probationary period;
- (e) Management of Union College (with certain property matters delegated to the relevant support body if desired);
- (f) Training in relevant aspects of ministry and leadership for ruling elders, including the provision of materials for initial training;
- (g) Providing a conciliation service.

#### 4. COUNCIL FOR CONGREGATIONAL LIFE AND WITNESS

The areas of work falling within its remit will be:

- (a) Seeking to support the on-going life, mission and witness of congregations in their work with all age-groups, through casting vision, assisting in development, offering training and both providing and signposting models of good practice and resources in key areas such as:
  - worship;
  - discipleship, nurture and teaching;
  - pastoral care;
  - evangelism and outreach in the community, including social outreach;
  - co-operative working with others
  - involvement in global mission.
- (b) Specific responsibility for ensuring the strategic development within PCI of:
  - youth and children's ministry;
  - young adults' ministry;
  - support for the family (including PCI Family Holiday);
  - marriage and counselling services;
  - Presbyterian Women
- (c) Responsibility for encouraging and resourcing congregations in:
  - building supportive links with local schools;
  - supporting Christians in the workplace;
  - being proactive in the work of good relations.
- (d) Responsibility, in co-operation with other Councils, for providing Congregations with support and training in specific areas, such as:
  - finance, health and safety and personnel issues;
  - disability awareness;
  - church architecture issues;
  - Taking Care.

#### 5. COUNCIL FOR MISSION AND MINISTRY IN IRELAND

The areas of work falling within its remit will be:

- (a) Developing PCI's strategic priorities in all-age mission in Ireland and planning initiatives at a General Assembly level where appropriate;
- (b) Determining conditions under which Congregations shall be linked, vacant pastorates filled or supplied, associate pastorates established, special ministries provided, and dealing with such other matters as the Assembly may from time to time refer to it. (This will include all of the main responsibilities outlined in Code Pars 128 and 274)

***Note: For the purposes of (b), above, the Council shall have Assembly powers, i.e. act as a Commission.***

- (c) Considering new Church development and Church planting;
- (d) Overseeing all aspects of the work of the Home and Irish Mission, including the Irish Mission Fund;
- (e) Approving additional pastoral personnel, as appropriate;
- (f) Overseeing the deployment and on-going support of Deaconesses;
- (g) Supporting a chaplaincy service in the Forces, Hospitals and Hospices



and Prisons;

- (h) Supporting mission and ministry in Universities and Colleges through chaplaincy services.

## 6. COUNCIL FOR GLOBAL MISSION

The areas of work falling within its remit will be:

- (a) Supporting the mission and service of PCI offered by Congregations working together through the General Assembly in global mission including:
- (i) Developing mission overseas, including developing partnerships with Churches and sending personnel;
  - (ii) Promoting world development issues, including providing for an annual appeal;
  - (iii) Leading thinking within PCI and communicating agreed policy in the public square with regard to issues of global concern, such as the environment, race relations, international relations.

## 7. COUNCIL FOR SOCIAL CARE

The areas of work falling within its remit will be:

- (a) Delivering an effective Social Care service *on behalf of* the Presbyterian Church in Ireland and to the wider community in partnership with appropriate organisations, in the areas of:
- **Older People Services:** Residential Care, Nursing Care, Day Care, Respite Care, Supported Housing and the implementation of the Care in the Community initiative;
  - **Disability Services:** Residential Care, Day Care, Respite Care, Supported Housing and the implementation of the Care in the Community initiative;
  - **Criminal Justice:** Management and professional oversight of Thompson House;
  - **Substance Abuse:** Management and professional oversight of Carlisle House and Gray's Court.

*Note: All public policy issues will be dealt with by the Council for Church in Society and all direct support of congregations (through the provision of resources and training) will be carried forward by the Council for Congregational Life & Witness.*

- (b) Overseeing policy development and administration of Taking Care.

*Note: Taking Care training and conferences will be organised through the Council for Congregational Life & Witness.*

- (c) Supporting the ministry of the Kinghan Church.

## (E) TRANSITION AND STAFFING ISSUES

1. If the recommendations of the Structures Report are accepted at the General Assembly 2013 it would be intended that the new Councils will be appointed and active from General Assembly 2014. Presbyteries will need to be asked to make their nominations accordingly and the new Nominations Committee will need to be appointed at the General Assembly 2013. For this one year it will report to the General Board.

2. The Boards will continue to meet 2013-14 and the present staffing arrangements similarly continue. However, during that year Council Conveners and Secretaries will need to be identified for appointment. The task of identifying the Conveners could be given to the Nominations Committee. Permission should be sought at the General Assembly 2013 for the General Board to provisionally agree nominations for Council Conveners (who will become Conveners designate).

3. The Structures Panel needs to give thought to the number of Council Secretaries to be appointed and their Council responsibilities. It may be possible for the Clerk to cover both the General Council and Church in Society Council, with the additional appointment of a Public Policy Officer on a lower pay-scale. Each of the other Councils would have its own Secretary, but not all on the same scale as some would have considerably more responsibility than others. A Deputy Clerk might be the Secretary to the Training in Ministry Council.

4. It would be helpful if a Convener designate and Secretary of each Council could be identified as early as possible in the 2013-14 year. For this purpose the General Assembly should be asked to appoint a "Finance and Staffing Commission" to agree, following on from the Structures Review Panel Report, job descriptions and personnel specifications for Council staff and where appropriate to make the appointments. On all staffing matters the Commission will take advice from the Head of Personnel.

5. The Structures Panel also needs to provide general guidelines and a draft outline for the structuring and working arrangements of the Councils, while recognising that each will be different. The General Board will then be in a position to appoint small Council Task Groups to work with the Convener designate and Secretary, when appointed, of each Council to plan for a structure within the Council.

6. When these Council Task Groups have reported, the "Finance and Staffing Commission" should be tasked with agreeing initial budgets, staffing levels and making other preparatory arrangements for the Councils.

7. The Councils should all meet in June 2014 to receive and finalise reports on their remits, structure and methods of working.

8. An approximate time-line would be:

April-May 2013	Presbyteries asked to provisionally nominate a Nominations Committee. (Par1) Structures Panel to report on number of Council Secretaries and their responsibilities. (Par3)
June 2013	General Assembly to agree new Councils, appoint Nominations Committee and Finance and Staffing Commission. (Par4)
June-August 2013	General Board to receive the guidelines report from the Structures Panel, appoint Council Task Groups and agree the job description for a Convener of each Council. (Par5) These to be advertised for interview by the Nominations Committee.
September 2013	Nominations Committee to interview and recommend Conveners designate.

July – December 2013	Finance and Staffing Commission to agree initial staffing arrangements for each Council and appoint Council secretaries. Council Task Groups to report to the General Board.
September-December 2013	Finance and Staffing Commission to recommend reallocation of budgets (Par 6)
January-March 2014	Presbyteries to nominate to new Councils.
March-April 2014	Nominations Committee to nominate new Councils.
June 2014	Councils appointed. Each Council to meet and receive a report on possible structuring, budgets and staffing.

### CONSULTATIONS PANEL

*The Rev Dr Donald Watts reports:*

1. The work of the Consultations Panel was stalled for a time while the wider issues of the relationship between Presbytery and Congregation were being discussed by the Structures Working Groups, particularly the one on “Engagement”. That report is now available and the General Board agreed to widen the remit of this Panel, so that it may consider how best Presbyteries should usefully engage with Congregations and with the new Councils (if appointed). It is hoped that the Panel will meet to consider how best to progress its wider remit before the Assembly.

## GLOBAL CONCERNS COMMITTEE

### Introduction

1. Part of the task of the Committee is to flag up issues in communities and how the Church should be thinking about it from a Biblical point of view. Many issues are standing items on the agenda of the Committee.

2. This report will focus on three areas of the work of the Committee, as it is presented by the three Panels:

- Environment Panel
- Building Good Relationships Panel
- Race Relations Panel

### ENVIRONMENT PANEL

*The Rev Dr Robert Buick reports:*

1. A planning meeting was held on Thursday, 7 March to arrange a number of visits for the Spring and Summer. Ethel White brought a report to the Panel on her attendance at the last ECEN meeting in the Netherlands.

2. Recent events reaching the news have highlighted a number of areas which have concerned environmentalists for some time:

- Widespread flooding and adverse weather: Many may debate whether recent climatic events have been due to global warming, but climate change predictions based on even mild Global Warming have indicated changes in weather patterns, particularly in regard to rainfall and the severity of climatic extremes which will be a direct result. It is likely that we may already have passed the point of no return, in that fossil fuel consumption and greenhouse gas emissions have already made a significant change to our weather, and are now beyond our ability to control. However, it is clear from recent events that the implications of climate change has largely been ignored by national and local government.
- Widespread flooding is only in part due to greater rainfall. Lack of adequate planning control has located much recent property development on the flood plane of rivers. Excessive development of built up areas increases the run off of heavy rainfall, and drainage of previously marshy areas for productive agricultural land means that no longer there is a mechanism to absorb the variation in rainfall on a region. Unbridled development linked with disregard for environmental issues has resulted in heartbreak and loss for many communities within the British Isles.
- Horse meat in processed foods demonstrates the dangers associated with “food miles”. “Cheap” meat products were being sourced across Europe for use in processed “convenience” foods. Apparently horse meat which had been slaughtered in Romania was being shipped to France and then processed and shipped on to other European countries where it was used to manufacture frozen foods, and then shipped on to local supermarket stores, being described as “beef” products. This long food chain was open to corruption, for it was no longer easy to identify where the meat used had come from.

3. From an environmental point of view, the shorter the food chain, the less environmental damage is caused and the greater the supervision of processes and production is possible. This scare has caused a change in the buying habits of many consumers, away from supermarkets to favour local butchers with greater levels of tracability for the produce they sell. This is good news for the local agricultural industry which is well regulated and produces high quality products at a cost not significantly higher than many questionable products.

- UK energy shortages: The imminent shutdown of a number of old fossil fueled power stations in UK (due to EU restrictions on emissions) means increased reliance upon gas, which is admittedly a cleaner fuel and therefore less damaging to the environment. However, this will leave the UK short of electricity generating capacity and at the mercy of gas supplies which can widely vary in price and often come from often politically volatile areas of the world. Successive governments have failed to use the time available to adequately increase energy production from renewable sources such as wind, wave and solar, and the very long build and commissioning times, not to mention safety and environmental concerns regarding nuclear power stations, has left

the country vulnerable to future energy price hikes and even power cuts, which have traditionally been associated with less developed countries. The warnings regarding the many benefits of cleaner, greener energy sources sounded by the environmental lobby were ignored. Associated with this is the need to reduce national energy consumption through often simple measures such as improved insulation of domestic and commercial properties.

4. In times of prolonged economic downturn, environmental concerns are often put on hold because of the higher costs associated with implementation of appropriate measures. Such thinking may be beneficial only in the short term but delay in addressing such issues inevitably results in wider damage to economy, environment and quality of life for individuals. Jesus' warning (Matt:6:24), "You cannot serve both God and Money" remains as true and relevant today as it was two thousand years ago.

## **GOOD RELATIONS PANEL**

*The Rev Stephen Johnston reports:*

1. The work of the Panel is an on-going work in several areas.
  - Our society is fractured in all sorts of ways. The last few months have once again revealed the depth of these fractures. In the midst of this disheartening picture, the Presbyterian Church in Ireland continues to believe that Building Good Relations is a Biblical and Gospel thing to do. It is a key aspect of our discipleship in a divided society. The Panel encourages Churches and individuals to be actively involved in this important Kingdom work.
  - Over the last year the work of Good Relations within PCI was displayed at the "Active in the Community" Exhibition (October 2012) and the Churches Resource Exhibition (February/March 2013).
  - The Good Relations Conference was organised for 16 March 2013 and took place in the Lisburn Methodist and Community Centre. The keynote speakers were the Very Rev Dr Stafford Carson and Dr Duncan Morrow.
  - The Panel welcomes the appointment of Mr Keith Hamilton as the Director of the Irish Churches Peace Project and looks forward to this wider grassroots work complementing the work of Good Relations within PCI and wider society.
  - Presbyteries and Kirk Sessions are urged to follow the example of the denomination in mainstreaming this matter of Building Good Relations. In particular, Ministers and Elders are encouraged to give a lead within their Congregations about the strategic importance of this Gospel work.
  - If anyone has a particular query about the work of Building Good Relations within PCI, they are encouraged to contact the Chairperson, the Rev Stephen Johnston [sjohnston@presbyterianireland.org](mailto:sjohnston@presbyterianireland.org) or 028 41762321.

## RACE RELATIONS PANEL

*The Rev Richard Kerr reports:*

1. The integration of immigrants is a significant challenge facing the Presbyterian Church. Congregations need to examine how they welcome and accept newcomers into full participation in and ownership of congregational life. Inevitably, it involves being intentional in their commitment to ensuring full integration and cohesion. This demands compromising on cultural aspects of Church practice, without losing doctrinal integrity.

- Damian Jackson, a member of the Panel, has completed his PhD research on how Congregations have made immigrants welcome. His findings affirm that ownership is a key factor in immigrants being truly welcomed and accepted into the Congregations which they attend.
- The resource *“and you welcomed Me”* is now available. Using personal first-hand stories of immigrants who are members of PCI’s Congregations, it provides examples of good practice and brings a challenge as to how welcome is offered. The DVD is accompanied by a resource to be used by Kirk Sessions or small groups and includes Bible Study material, guidance for developing a welcoming Congregation and pointers to additional information. We encourage Congregations to make use of this material which complements the “place of transformation” theme.
- The economic situation, especially in the ROI, continues to impact the support provided to ensure the integration and protection of immigrants. The Panel is concerned that cuts may jeopardise the capacity of immigrants, especially those in their second generation, from being fully part of society.
- The Panel continues to be involved in co-ordinating the chaplaincy to Larne Immigration Detention Unit. This has led to valuable opportunities to minister to those facing removal from the UK.
- In conjunction with Church and Society Committee the Panel responded to the consultation to Lord Morrow’s Private Members Bill regarding Human Trafficking. On behalf of the Presbyterian Church the Panel voiced broad support for the Bill and in particular its emphasis on the protection of the victims of trafficking and its commitment to addressing the demand factors, including prostitution.
- The Panel continues to maintain links with the Churches Asylum Network in the ROI and Embrace in NI. The Panel congratulates Embrace on its 10th Anniversary and note their appreciation of this support. Embrace continues to provide valuable resources for use by Churches. [www.embraceni.org](http://www.embraceni.org)
- PCI also maintains its long-standing links with Diakonia Council of Churches and Vuleka Trust in South Africa and stand with them as they seek to build a multi-racial society.

ANNES NEL, Convener

## CHURCH RELATIONS COMMITTEE

1. The Committee has met several times over the past session. In general discussion it has raised concerns about how to respect and renew relationships with those to whom PCI is deeply connected historically, such as the Church of Scotland and the United Reformed Church. There is the question of how to communicate the many events and connections that go on during the year, not least receiving and passing on information. All this presents several challenges.

2. The following is an attempt to give some of that information from the different bodies and communities of whom PCI is a member.

### IRISH COUNCIL OF CHURCHES (ICC)

3. The AGM took place in March in Derry/Londonderry. This included a walk through the religious history of the city.

4. There have been a number of changes to the ICC staffing over the past year. Philip McKinley's project on local ecumenism came to an end last summer. This, together with Adrian Cristea's integration project ending in October, means there are no members of the ICC working in the Republic at all. Both men had a profound effect on the ground, particularly in Dublin.

5. The work of the Boards and Fora continue. The start of the Irish Churches' Peace Project also allows for new possibilities for local initiatives in building peace and reconciliation.

### IRISH INTER-CHURCH MEETING (IICM)

6. The theme for the 89th Annual meeting was 'Beyond Anger', with Mr Tony Brown as the keynote speaker. The meeting sought to wrestle with the social crises facing all in Europe today. Tony Brown pointed out that the current crises should be a warning for the Churches to rethink and redevelop a moral framework. Part of the response by the Irish Council of Churches, in specific the Church in Society Forum, was to develop a paper entitled 'Ethical Investment Study'. By contacting the Inter Church Centre, a copy can be sent (48 Elmwood Avenue, Belfast BT9 6AZ).

### WORLD COMMUNION OF REFORMED CHURCHES (WCRC)

#### **Executive Committee, World Communion of Reformed Churches 2012**

*The Rev Cheryl Meban reports:*

7. The Executive Committee met 10-17 May 2012 in Berastagi, North Sumatra, Indonesia. The meeting was very well organised, members were warmly welcomed and ably served by a passionate group of young pastors and vicars. Police escorts for senior members of the team were disconcerting, but highlighted both the hospitality and the religious tension and uncertainty of this vast and diverse country.

#### **8. The Executive Committee:**

- Appointed a search committee for next General Secretary, moderated by the Rev Dr Sheilagh Kesting;

- Endorsed agreements with Council for World Mission for strategic partnership;
  - Received reports from regions and from John Knox centre;
9. **Re Finance:**
- Appointed a new Treasurer – Johann Weusmann;
  - Appointed Stephens Lytch as volunteer Director of Development for one year, with a view to making a paid appointment upon successful evaluation at May 2013;
  - Approved budget and authorised Officers to adjust up to 5%, to keep in line with real income in October; (Adjustments in excess of 5% to be decided by Executive Committee.)
  - Agreed to review financial management systems and risk assessment and sound administrative procedure;
  - Adopted fair contributions grid; (Those giving above the grid are encouraged to continue doing so.)
  - Agreed plans to encourage financial participation, and to enforce the constitutional provisions for suspension of non-paying “members”.
10. **Update:**
- Council for World Mission has granted WCRC £1 million as start up for its Endowment/Stabilization Fund. The challenge now is for further fundraising to build this Fund. There is an expectation that every member of the Executive Committee should be part of this work. (This will not be an easy expectation to bear, given the straightened circumstances of a number of dedicated excom members. The Executive appointed a volunteer Development Director, the Rev Steve Lytch to further engage this process.)
  - The CWM also granted £75,000 per year for the next five years for the Justice and Partnership Office of the WCRC.
11. **On Relocation:**
- Appointed a task force of four people to fully research relocation options and make recommendation to Officers within six months. The Executive Committee is to vote upon one final recommendation.
12. **Update:**
- Voted in November to relocate to Hannover.
13. **On Theology:**
- Encouraged all regions to prioritise communion.
  - Encouraged Executive secretary for theology to develop Mission consultations giving priority to Christians under pressure from other religious groups.
  - Prioritised Catholic-Reformed dialogue, Pentecostal-Reformed Dialogue.
  - Received positive reports from the Global Institute of Theology held in June in Indonesia point to encouraging on-going leadership development work, inspiring young theologians to think in global terms.
14. **On Justice:**
- The Rev Dora Arce has been working from Cuba as a part time consultant.



### 15. Update:

- Dora relocated to Geneva in January 2013 thanks to additional funding from Council for World Mission, with some support from WCRC Europe and Kerk in Actie. She is organising a global Consultation on Human Trafficking in Cuba 16-23 March 2013. The Rev Cheryl Meban is to attend from Europe.

## CONFERENCE OF EUROPEAN CHURCHES (CEC)

*The Rev Dr Donald Watts reports:*

16. The 4th Assembly of the Conference of European Churches will meet in Budapest from 3-8 July 2013. The General Assembly has previously appointed the Rev Dr Donald Watts, Rev Lorraine Kennedy-Ritchie and Mr Mervyn McCullagh to attend. The main business will be to discuss major restructuring of the organisation. A summary of the report to be discussed is as follows:

### Summary

#### **Understanding the CEC of today**

- (i) The Europe of today is radically different to the one that CEC first encountered in 1959. CEC has found it hard at times to adjust to this changed environment. The Lyon Assembly's decision to launch a further review process indicates that past restructurings provided only partial answers to the environment CEC now faces and is likely to face in the future.

#### **Preparing CEC for the Europe of tomorrow**

- (ii) If the last twenty years have been disruptive the next twenty years are likely to accelerate and exacerbate many of the trends being witnessed today. The challenge is to look beyond the immediacy of CEC's current difficulties to see afresh what it might mean to be CEC in 2030, and to plan accordingly. To do so, the Revision Working Group believes that CEC must re-configure itself as a networked fellowship of Member Churches that is itself one part of a larger ecumenical and civil society network.

#### **Agreeing a new narrative for CEC**

- (iii) To be an effective agent of change in today's networked world, CEC needs to have clear and coherent vision, mission and values statements. These statements should remain consistent over the life of CEC and be used to determine the strategic objectives agreed by CEC's General Assemblies. A clear and common understanding as to why CEC exists will contribute to the better stewardship of the resources that CEC has at its disposal. This should increase the ownership of CEC and the willingness of Member Churches to invest further in CEC.

#### **Agreeing a new organisational model for CEC**

- (iv) To deliver on its vision and mission CEC needs coherence and simplicity in its governance and management structures. It needs a small decision making General Assembly consisting of Member Churches that meets once every four years. This is necessary in order to ensure accountable leadership and the good management of the organisation.

- (v) CEC needs a small Governing Board consisting of no more than 12 expert representatives to oversee the functioning of CEC and to ensure that the strategic objectives agreed by the General Assembly are followed through in the annual work programmes.
- (vi) CEC needs one Director to act as the chief executive of the organisation with responsibility for managing the resources of CEC to deliver the strategic objectives through the annual work programmes.
- (vii) CEC's work needs to be taken forward by a Brussels based Secretariat that can deliver programmatic research and development, and manage CEC's external relations with European institutions.

#### **Developing a new organisational culture for CEC**

- (viii) These strategic and organisational changes will count for nothing if the culture underpinning CEC does not also change.
- (ix) Member Churches need to appreciate the difference between governance and management and ensure that the boundaries between the two do not collapse. The Secretariat's working culture must be one of collaboration. The emphasis must be on collaborative workings across the organisation in order to deliver specific strategic objectives that have been agreed by the General Assembly.
- (x) At an operational level there needs to be close collaboration between CEC's Secretariat, Member Churches and other Church/ecumenical related bodies and networks. The Secretariat needs to harvest the expertise of CEC's Member Churches and Church related bodies. New opportunities need to be provided for Member Churches to learn from one another.

#### **The road ahead**

- (xi) The Renewal of CEC is the result of over two years' reflection and discussion which at times raised fundamental questions as to CEC's DNA and its future sustainability.
- (xii) The RWG holds that CEC can be an agent of change in Europe if it sets itself an ambitious agenda and introduces the necessary changes to its governance structures and management processes. The Renewal of CEC presupposes however that Member Churches intend to stay committed to CEC and want to build on the achievements of the past. The consultation exercise will test this presupposition.
- (xiii) The Renewal of CEC does not solve all the problems and challenges facing ecumenism in Europe today – that was never the remit – but it does provide a realistic, viable and affordable framework for the future of CEC. It provides Member Churches with the means to muster the collective will to define common interests and objectives, to coordinate their efforts, to agree on how to share costs, to mobilise support, and to strengthen their common witness in the Europe of today and the Europe of tomorrow.

### **COMMUNITY OF PROTESTANT CHURCHES IN EUROPE (CPCE)**

*The Rev Dr Donald Watts reports:*

- 17. It was not possible to send a delegate to the last Assembly of the

Community of Protestant Churches in Europe which met in September 2012 in Florence. A summary of its work was presented as follows:

### Summary

#### General

- (i) “Free for the Future – Protestant Churches in Europe” was the theme addressed by the Community of Protestant Churches in Europe – Leuenberg Church Fellowship (CPCE) at its 7th General Assembly, hosted in Florence from 20-26 September 2012 by the Evangelical Waldensian Church – the Union of Methodist and Waldensian Churches and the Evangelical Lutheran Church in Italy.
- (ii) The previous General Assembly in Budapest, in 2006, had emphasised the CPCE’s essence as a fellowship of worship, and practised this to the full. In harmony with the statement in the Report of the Presidium that the “close fellowship of the churches is most tangible whenever we gather to worship together”, the Florence gathering was also set within a framework of services of worship, each day’s work being opened and closed with prayer as well as pausing for the daily prayer for peace at midday. The 220 participants, among them 95 delegates, were able to experience the impressively authentic Protestant way of life in this predominantly Catholic country, dating back as it does in part to the pre-Reformation era, Reformation era, as they worshipped together on Sunday in the Waldensian Church and then strolled around the city in groups, and again at the hosts’ evening of celebration, not to mention the many spontaneous exchanges that took place.
- (iii) The ecumenical importance of the CPCE was quite evident in the words of greeting delivered by General Secretary Olav Fykse Tveit (World Council of Churches), Metropolitan Emmanuel (representing the Ecumenical Patriarchate of Constantinople and President of the Conference of European Churches), Rev Douwe Visser (World Communion of Reformed Churches), General Secretary Anthony Peck (European Baptist Federation), Msgr Matthias Turk (Pontifical Council for Promoting Christian Unity) and Rev Jonathan Gibbs (Church of England). All made pointed reference to the way in which the fellowship with the CPCE has grown and intensified over the years, calling for united witness and service in the face of the current crises afflicting this continent. A concerted effort to be true to the cause of the Reformation in our own times was considered to be a significant priority for the coming years.
- (iv) Rosangela Jarjour, General Secretary of the Fellowship of Middle East Evangelical Churches (FMEEC) spoke very movingly of the current dramatic situation of Christians in the Middle East and asked for the support of the CPCE’s member churches in prayer. The Assembly took this opportunity to frame a statement about the situation of Christians in the Middle East.
- (v) It was a particular pleasure for the General Assembly to welcome the Protestant Lutheran Church in Ecuador as a new member. The Assembly also appreciated the signing of an agreement with the Conference of

Protestant Churches in Latin Countries of Europe (CEPPLE) through which this community of West and South European churches now form a regional group of the CPCE. They join the existing three regional groups, the Southeast European Group, the Northwest Group and the Conference of the churches along the Rhine, as well as the network of churches in Northern Europe.

**Work undertaken in Florence**

- (vi) The Presidium and General Secretary of the CPCE delivered two very comprehensive reports to the Assembly.
- (vii) The Presidium highlighted the church fellowship experienced by the member churches, in which the “community ... in teaching and learning together” provided by the doctrinal discussions has played a key role from the very outset, as the very essence of the CPCE’s work. During the period under review, the formal statements issued by the CPCE addressing contemporary ethical dilemmas have also played a key role, serving to broaden public awareness of the “Protestant voice in Europe”.
- (viii) The General Secretary acknowledged the keen involvement of young ecumenists in the work of the CPCE, as reflected in the reports “Stand up for justice” and “Ecclesia simpler reformanda”. He also made particular reference to the activities of the regional groups as an “important form of genuine church fellowship”.
- (ix) The main theological address to the General Assembly was delivered by Co-President of the CPCE, Michael Beintker. He reminded those gathered of the quintessential and perennial foundations laid down by the early Christian meaning of fellowship. Freedom for the future can only be born from commitment to Christ, the presence of the Spirit of God and our love for one another. This meaning of fellowship – as we experience it too in the CPCE – can open the way towards ever-converging paths between the churches, in our broader ecumenical relations as well.
- (x) Cristina Comencini, well-known film director and author, reflected on the role of women in society and in the church today. She concluded that we do not have freedom in either church or society, if women are not equal to men.
- (xi) The findings of the doctrinal discussions and other reports compiled over the previous six years were debated with great vigour in the six different study groups and the proposals for specific new undertakings examined with great care. The conclusions of the study groups have been incorporated into this Final Report. The response to the work to date has thus provided a basis for identifying new perspectives for the future.
- (xii) Two half-day sessions were devoted to the forum “Europe’s churches turn to the future”. Assisted by further experts, the General Assembly concerned itself with various reform projects that have been launched by individual member churches and assessed them in the light of the forthcoming anniversary of the Reformation. The forum culminated in the discussion and adoption of a call entitled ‘Europa Reformata: 500

Years of Reformation in Europe'. The General Assembly also debated and approved a declaration "Free for the future. Responsibility for Europe".

18. The Community of Protestant Churches in Europe, which was previously called the Leuenberg Fellowship, also celebrated this year the 40th Anniversary of the signing of the Leuenberg Agreement. The following statement was issued to mark the anniversary:

**Statement on the 40th Anniversary of the Leuenberg Agreement**

19. Forty years ago, on 16 March 1973, the 'Agreement between Reformation Churches in Europe' (the Leuenberg Agreement) was adopted in the Leuenberg conference centre, situated in the hills near Basel, Switzerland. The over 100 Lutheran, Reformed, United, and pre-Reformation churches who have subsequently signed the Agreement, in doing so declared pulpit and table fellowship with one another and committed themselves to fellowship in witness and service. On the occasion of the anniversary, the CPCE Council acknowledges the Leuenberg Agreement as its foundational document and recalls its lasting significance for the churches in Europe.

- (i) The Leuenberg Agreement calls the church to be mindful of its vocation. It places the Gospel as "the message of Jesus Christ, the salvation of the world" (LA 7) at the centre of all its statements and thus reminds the churches of the ground of their existence and the basis of their unity.
- (ii) The Leuenberg Agreement calls the churches to reconciliation. This includes the understanding of the churches over theological issues, which has taken place in the doctrinal conversations of the CPCE; work which continues in further conversations. This reconciliation also includes finding ways to overcome conflicts within the church fellowship. As sisters and brothers at the Lord's Table the churches experience themselves as a worshipping fellowship. As such, they are time and again encouraged in their service within the world and to stand up for justice and peace.
- (iii) The Leuenberg Agreement calls for ecumenical dialogue. It calls for the re-examination of doctrinal differences and doctrinal condemnations in conversation with other churches, to determine whether these continue to apply and remain church dividing. This approach has also been productive in other interdenominational dialogues, e.g. the Joint Declaration on the Doctrine of Justification by the Roman Catholic Church and the Lutheran World Federation of 1999.
- (iv) The Leuenberg Agreement calls for "responsibility to promote the ecumenical fellowship of all Christian churches" (LA 46). The model of the Leuenberg Church Fellowship, "unity in reconciled diversity", has been applied in other denominational and geographical contexts since 1973. 1997 saw the Methodist Churches of Europe join on the basis of the Agreement through their signing of an additional agreement. The Declaration of Amman by churches in the Middle East and "A Formula of Agreement" by churches in the USA are other examples of the impact of the Leuenberg Agreement. The relationship

between reconciled diversity and visible unity will be considered in the conversations between the CPCE and the Pontifical Council for Promoting Christian Unity that began in February 2013.

- (v) The Leuenberg Agreement calls the churches to “responsible service in the world”. This includes standing up for “justice and peace on earth between individuals and nations” (LA 11). The CPCE churches have increasingly learned to coordinate their social and ethical engagement and to raise the voice of Protestant churches in Europe.
- (vi) The process of realizing church fellowship is not concluded, but confronts the churches with new tasks again and again. Thus the Leuenberg Agreement is a call to deepen the fellowship that has been realised, for that fellowship stand the test of time in the face of new challenges, and for this fellowship to be fruitful in service in the world. The Protestant churches in Europe, as a community, stand for a concentration on the spiritual, cultural and social foundations of Europe, especially in times of crisis.

The Leuenberg Agreement encourages the churches to pray for one another, to support one another and to worship with one another.

LORRAINE KENNEDY-RITCHIE, Convener

## **COMMITTEE FOR THE RECEPTION OF MINISTERS AND LICENTIATES**

1. The Committee meet on two occasions during the year.
2. The Board agreed the recommendation of the Committee: that a ‘cut off’ age for reception into PCI be set; that candidates received should be eligible to receive a Call by the age of 55 and as a two year assistantship is mandatory that would mean that no one should normally be received after their 53 birthday and that the status of PCI Ministers returning from ministry outside the Presbyterian Church in Ireland be considered separately as a two year assistantship may not be necessary.
3. In an attempt to make interviewing procedures more robust the Board accepted the following recommendations from the Committee with regard to those applying to be received into PCI from other Churches that:
  - (a) Prior to coming for formal interview, normally all candidates should:
    - (i) Fill in an initial enquiry form.
    - (ii) Come at the candidate’s own expense and be prepared to spend time in Ireland to experience PCI in a guided programme organised by PCI.
      - This will normally be for a period of one week, including a Sunday and accommodation would be organised by PCI (as a charge on PCI if necessary).
      - The candidate will conduct Sunday worship, preach and be assessed.
      - The candidate will meet with the Director of Ministerial Studies.

- (iii) Produce a written reflection on their visit to PCI immediately after their return home.
  - (iv) At this point the candidate, if he/she wishes to proceed, will fill in the formal application form.
- (b) At the time of formal interview, normally all candidates should:
- (i) Meet with the Board of Christian Training's Vocational Consultant and complete the relevant tests (some of these will be taken on-line in advance).
  - (ii) Be interviewed by an interview panel of the Committee on the Reception of Ministers and Licentiatees, who will have before it the formal application form, references, the Vocational Consultant's report. The panel will also meet with the Vocational Consultant immediately after the interview has taken place and before a decision is made.
  - (iii) Normally this interview will take place approximately one year after a candidate has submitted their initial enquiry form.

4. The List of Ministers and Licentiatees without charge was reported by Presbyteries as follows:-

<i>Presbytery</i>	<i>Name</i>	<i>Recommendation</i>
Ards	Rev Dr SI Dennis	To be retained as Minister without Charge.
	Rev CD Mawhinney	To be retained as Minister without Charge.
	Rev Graeme McConville	To be retained as Minister without Charge.
	Rev David McKee	To be retained as Minister without Charge (retired).
Armagh	Rev JWP McConnell	To be retained as Minister without Charge.
Ballymena	Rev JD McGaughey	To be retained as Minister without Charge.
North Belfast	Rev LH Eagleson	To be retained as Minister without Charge.
	Rev CI McKnight	To be retained as Minister without Charge.
	Rev WA Shaw	To be retained as Minister without Charge.
	Rev WM Smyth	To be retained as Minister without Charge (retired).
	Rev FW Vincent	To be retained as Minister without Charge.
South Belfast	Mr David McCarthy	To be retained as Licentiate without Charge.
	Rev KA Drury	To be retained as Minister without Charge.
	Rev JD Maxwell	To be retained as Minister without Charge.

Belfast East	Rev DR Baker	To be retained as Minister without Charge.
	Rev RA Crooks	To be retained as Minister without Charge (retired).
	Rev W J Harshaw	To be retained as Minister without Charge.
	Rev Dr Eliz Jamison	To be retained as Minister without Charge (retired).
Carrickfergus	Mrs Linda Keys	To be retained as Licentiate without Charge.
Coleraine & Limavady	Rev JD Mark	To be retained as Minister without Charge (retired).
Derry/Donegal	Rev KG Patterson	To be retained as Minister without Charge.
	Rev Stanley Stewart	To be retained as Minister without Charge.
	Rev JC Teeney	To be retained as Minister without Charge.
Down	Rev JM Casement	To be retained as Minister without Charge.
	Rev RN Stewart	To be retained as Minister without Charge (retired).
	Rev GR Stockdale	To be retained as Minister without Charge.
	Rev S Armstrong	To be retained as Minister without Charge (retired).
	Mr MC Cowan	To be retained as Licentiate without Charge.
Dromore	Rev Kiran Wimberly	To be retained as Minister without Charge.
Iveagh	Rev EG McAuley	To be retained as Minister without Charge (retired).
Route	Rev William Brown	To be retained as Minister without Charge (retired).
	Rev Dr Victor Dobbin	To be retained as Minister without Charge (retired).

5. The following reports were received from Ministers in Recognised Service.

*The Rev Dr Ruth Patterson reports:*

In September 2012, Restoration Ministries moved from its office in St Brigid's, Derryvolgie to our permanent home here in 19 Harmony Drive, Lisburn. Our work of prayer, spiritual direction, prayer ministry and retreat days continues. I have personally been encouraged by the increasing number of invitations to share what we have learnt over the years, not only in Ireland but also in France, Canada and United States of America. Much of my time is now spent speaking at retreats and conferences. The ministry of peace and reconciliation continues to be a vital and most relevant work.



*The Rev Dr Paul Bailie reports:*

Mission Africa (The Qua Iboe Fellowship) is one of Ireland's oldest mission agencies, and in 2012 we had a series of celebrations to mark our 125th anniversary, culminating in a celebratory rally in Carnmoney Presbyterian Church in September 2012. We look forward with humble yet confident expectation to the years ahead, praying that God might continue to be pleased to use the mission for His sovereign purposes.

The mission concentrates on four areas of ministry: evangelism and Church planting; the strengthening of existing Church bodies through theological education; medical mission, with particular emphasis upon HIV/AIDS work; and compassionate ministry amongst disadvantaged and abused children. These ministries are carried out in partnership with various evangelical African denominations, and often with like minded western mission agencies.

We give thanks that there has been a slow but steady rise in missionary personnel over the past number of years, many of whom are from Presbyterian Congregations. We continue to operate a successful short-term programme of teams and gap placements. We also continue to operate branches in Scotland and England. Mission Africa is a member of Global Connections (the Evangelical Missionary Alliance) and Mission Agencies Partnership. I am particularly pleased to report a close working relationship with BMO.

As Chief Executive I have responsibility for strategic planning, administration of personnel, finance and partner relations, and I am particularly involved in promoting theological education in Africa through colleges and conferences.

I am also grateful to be able to record that my status as a Minister in recognised service permits me to play an active role within my Presbytery (Ards) and the Boards of the Church; I am particularly glad to serve the Church through part-time teaching at Union Theological College and participation in the Accredited Preacher Scheme.

IVAN J PATTERSON, Convener

## **AD-HOC COMMITTEE ON ELDERS' TERMS**

1. The Committee continued its work throughout the year and presented a report to the General Board at its meeting in January. As a consequence of the discussion that took place at that meeting and on the Board's recommendation the Committee has sent out the document appended below to Presbyteries and Kirk Sessions for their consideration and comment requesting that responses be returned by 30 June. This means that it is not possible to bring proposals to this year's General Assembly, as had previously been intimated, but the Committee anticipates bringing a report to next year's Assembly having given due consideration to the responses that have been received.

2. If the Assembly so approves the Rev Dr RB Savage will take over as Convener of the Committee.

JOHN M FINLAY, Convener

## APPENDIX

### Introduction

#### 1. The formal brief

The Committee's remit is "to consider the possibility of Ruling Elders serving on a Kirk Session for a set period of time" [Minutes 2010, p44, resolution 8] and an interim report was presented to the General Assembly of 2012 [Reports 2012, p68 and Minutes 2012, p 47]. In that interim report the Committee made it clear that it was concerned with "the role of Kirk Session and that of a Ruling Elder" and particularly "that Kirk Session ideally ought to be a manageable unit which, in conjunction with the Minister, would be able to think strategically, determine spiritual direction and make leadership decisions on behalf of the Congregation."

#### 2. The background

The practice of the Church has been that the size and composition of Kirk Session has been determined by pastoral responsibilities and the need for every Elder to have a district which he/she can manage. The result is that many Kirk Sessions are considerably larger than the ideal size for efficient discharge of their other main responsibility, that of giving leadership to the Congregation. Some Kirk Sessions have attempted to resolve this problem by appointing small sub-committees to provide leadership but this is unsatisfactory for a number of reasons\*. Recently the opinion that, while Kirk Session remains responsible for the pastoral care of the Congregation, this does not mean that the members of Kirk Session are solely responsible for delivering that care, has become widely accepted throughout the Church. The excellent work of the BCT Panel on Pastoral Care has demonstrated how this may be done without in any way diminishing the importance of the Eldership. The remit of this Committee complements the work of the Panel on Leadership as it applies to the leadership given by Kirk Session.

#### 3. The Committee is not

- 3.1 Proposing any change in the role or responsibility of Kirk Sessions.
- 3.2 Making any change to the office of the eldership.
- 3.3 Imposing any change on Congregations who wish to continue with the present system.
- 3.4 Suggesting any other changes in the eldership except for those specified here, in all other respects the eldership is unchanged in Congregations which adopt the scheme.

#### 4. Reasons for the proposed scheme

- 4.1 There are Congregations who have concluded that the size of their Kirk Session makes it too unwieldy to give effective leadership.
- 4.2 Some people who could be effective Elders decline to serve because of the open-ended nature of the commitment.
- 4.3 It would be an advantage to have a method for introducing new blood into Kirk Sessions without either enlarging the Session or waiting for serving members to retire or die.

4.4 There are circumstances in which Elders would welcome a sabbatical without the finality implied in becoming an Elder Emeritus.

4.5 If at an election Congregations “make a mistake and bring someone on the Session who does not have the gifts, [or] the maturity in Christ, we have a graceful way for them to leave the session.” (review of term eldership in Presbyterian Church of Canada)

### **The Proposed Scheme**

1. Regular elections to Kirk Session will be held every five years with half the membership retiring.

2. Not every Elder in the Congregation will be a member of Kirk Session.

3. Ruling Elders will be elected to serve on Kirk Session for a term of five years using either of the two methods described in the Code.

4. Ruling Elders may serve for two consecutive terms and, upon completion of ten years service, will be eligible for re-election only after five years have elapsed.

5. Those elected to Kirk Session shall be ordained by Presbytery if not already Ruling Elders, those previously ordained will be installed.

6. When the scheme is introduced into a Congregation, to establish the cycle whereby half of the members of Kirk Session leave every five years, half of the initial membership of Kirk Session shall be elected by the Congregation and these members shall be eligible to be elected for a second term. Half of the initial membership shall be appointed by the existing Kirk Session from among its current membership to serve for the initial five years, but those so appointed will not be eligible to be elected in the next election.

7. The present arrangements for Elders to be or become *Elder without Charge* or *Elder Emeritus* would continue unchanged.

8. While only members of Kirk Session could represent the Congregation at Presbytery and General Assembly, Elders not on Kirk Session could continue to carry out other Elders' duties, including to serve on Boards and Committees, Interim Kirk Sessions and to visit and to serve communion within the Congregation.

9. If a Congregation concluded that Elders serving on Kirk Session for a fixed period no longer served its need, it could revert to all Elders serving for life with the consent of the members of the Church and Presbytery.

### **Conclusion**

The Committee brought proposals to the General Board in January. The General Board directed that the proposals, in this amended form should be sent to Presbyteries and Kirk Sessions for comment. The Board also decided that the Committee should give an explanation of its reasons for bringing the proposals and that comments should be made to the Convener by 30 June 2013.

## AD-HOC COMMITTEE ON PLANNED GIVING

### THE GRACE OF GIVING

1. The Grace of Giving locates our generosity as a response to God's generosity. All are invited to be generous, like God. At the same time the words of Jesus say: "From everyone to whom much has been given, much will be required; and from the one to whom much more has been entrusted, even more will be required" (Luke 12.48). These words have special relevance for members of the PCI since spiritually and financially we are amongst the most privileged people on the earth. The intention behind the "Grace of Giving" initiative is not reluctant imposition but joyful and dynamic liberation.

2. **The 2012 General Assembly** passed the following resolutions:

1a. That the General Assembly commend the "Grace of Giving" initiative to the whole Church.

1b. That the General Assembly, conscious of the difficulties in which people may find themselves in the current recession, call Congregations to be aware that there may be individuals and families with whose basic needs local Congregations may be able to assist.

1c. That the General Assembly request ministers to preach and teach regularly about the importance of Christian generosity as a percentage of what is received.

1d. That the General Assembly, while bearing in mind that circumstances vary widely, encourage Presbyterians, in the exercise of their joyful freedom and responsibilities, to consider setting aside in the region of at least 10% of their income (after tax) as a target for their Christian generosity.

3. **What has the Committee done since then?**

3a. Since Ministers are crucial to the effective implementation of this initiative, in July the Committee circulated a package of material to all Ministers in active service, to a number of retired Ministers, to Licentiates and to the staff and students in Union College. The material was circulated in this form so that it did not get lost in a thicket of emails. However, since some Ministers find it useful to have the material available through emails, the Committee sent as much material as it could by that means as well.

3b. The material included details of where to find and download the background resource material for this initiative in the **Annual Reports** to the 2012 General Assembly, as well as details of the Assembly resolutions.

3c. **A reading list** with a variety of emphases was included. **The following booklets and leaflets** were included with sources for those who wished to order more copies.

*The Grace of Giving* by John Stott. – [www.10ofthose.com](http://www.10ofthose.com)

*Giving for Life* – [www.parishresources.org.uk/givingforlife](http://www.parishresources.org.uk/givingforlife)

*Stewards in a Slump* – [www.themoneyrevolution.net/slump.htm](http://www.themoneyrevolution.net/slump.htm)

*Struggling with Debt: Christians against poverty* – [www.capuk.org](http://www.capuk.org) Tel: 0800 328 0006

*Ministers were later referred to the free Board of Christian Training leaflet on "Giving".*

3d. Ministers were referred to the following web resources

- (i) **The Church of Scotland:** “Challenge to the Church. National Stewardship Programme”. There are two programmes offered by the Stewardship and Finance Department – *“Creating and developing a Stewardship Season in your Congregation”* and *“Giving for Growth”*. These guidelines are also on the Church of Scotland website – [www.churchofscotland.org.uk/resources/subjects](http://www.churchofscotland.org.uk/resources/subjects)
- (ii) **The Diocese of Liverpool** in the Church of England has produced a very full programme entitled *Giving in Grace* - [www.givinginGrace.org](http://www.givinginGrace.org)
- (iii) **The Salvation Army** offers a programme based on the scriptural principle of tithing, which is entitled *“Give to Grow£ – for further details e-mail: [misiondevelopment@salvationarmy.org.uk](mailto:misiondevelopment@salvationarmy.org.uk)”*
- (iv) **‘Stewardship’** – [www.stewardship.co.uk](http://www.stewardship.co.uk) offers *“Seasons of Giving”*. [www.stewardship.org.uk/money/downloads/resources/Discover%20Seasons.pdf](http://www.stewardship.org.uk/money/downloads/resources/Discover%20Seasons.pdf)
- (v) Pro-vision- Promoting joy and generosity. [www.creedireland.com/pro-vision](http://www.creedireland.com/pro-vision)
- (vi) 50 ways to encourage faithful giving – [education@stewardship.org.uk](mailto:education@stewardship.org.uk)

#### **After the summer of 2012**

4. Since the General Assembly commended this initiative to the whole Church, the Committee has been in touch with the Board of Mission in Ireland and the Board of Youth and Children to ascertain if any of the emphases in this initiative can be incorporated within their plans for 2013-14 when the Fit for Purpose theme for the year will be “Transformation”.

The Committee believes that the General Assembly’s long term goal should be to “Transform the Culture of Christian Giving in the Presbyterian Church in Ireland”.

5. Articles on the subject have been published in Wider World and the Herald, the most recent one explaining what happens to the offerings made to God through the FWO envelopes, the United Appeal for Mission and the World Development Appeal.

6. Helpful leaflets and comments about the experiences of some Congregations have been shared with the Committee. The Mission Statement of Holy Trinity Brompton was simply stated “Aim High; Give it away; Enjoy it with others; Bow the knee”.

7. In this time of austerity food banks are known to operate in some areas and some Congregations are participating in the “Christians against Poverty” programme as practical demonstrations of the “Grace of Giving”.

8. Admiration was expressed for the leaflet “Challenge to the Church”, with a covering letter from the Moderator of the Church of Scotland, prepared for circulation to every member and adherent in support of the National Stewardship Programme. A similar leaflet could be prepared for all members with a covering letter from the Moderator of the General Assembly in 2013-14 year. The leaflet would need to be clear, accessible, imaginative, challenging and express gratitude and thanks. Such a leaflet would take the message beyond the General Assembly to the people.

9. **Survey:** At the end of February 2013 the Committee sought to ascertain, by way of an email survey, if Ministers had preached on the subject or used any of the circulated material in sermons, mid-weeks, or bible studies. Additionally the Committee sought to learn from the experience of any Congregation which has addressed the challenge of Christian Giving in an organised way. Finally, the Committee asked to be put in touch with any Congregation which would consider introducing an organised and sustained initiative on the issues of “The Grace of Giving”, using a programme and resources like those described in the Diocese of Liverpool website <http://www.givinginGrace.org>. The results of the survey should give some indication of the usefulness and effectiveness or otherwise of this initiative.

### **The way ahead**

10a. The Committee does not believe that a mandatory comprehensive Church-wide centrally organised campaign on this issue would be welcomed or commend itself to Congregations.

The key is through leadership, teaching and modelling, holding the vision before people in an inspiring way. Narrative, story-telling and personal witness are persuasive means of influencing people.

10b. Nevertheless, if progress is to be made, the Committee believe that if our long term goal is to “Transform the Culture of Christian Giving in the Presbyterian Church in Ireland” appropriate initiatives will be necessary. It will be necessary for the prayerful attention of the General Assembly, the General Board, Presbyteries and the Ministers and Elders of the Church to be drawn to this challenge, but care must be taken not to inundate Ministers and Congregations with more material than they will welcome or find useful. Every Congregation should decide how this issue will be addressed in its local situation.

10c. Presbyteries could invite members of the Committee to be given the opportunity to explain and enthuse people regarding this initiative so that Elders, who are not members of the General Assembly, become aware of this life enhancing opportunity. The Committee will continue to drip feed the issue into the consciousness of the Church so that the Culture of Christian Giving in the Presbyterian Church in Ireland will be transformed over time.

10d. If a number of Congregations respond positively to the possibility of introducing an organised and sustained initiative on the issues of “The Grace of Giving”, using a programme and resources like those described in the Diocese of Liverpool website, the Committee will seek to assist them as a group if that is possible.

11. The issue of Christian Giving should be raised during vacancies by the Union Commission and the Vacancy Commission and routinely as a part of the regular consultation process.

12. **The Diocese of Liverpool “Giving in Grace”.** Having studied a number of resources available to Congregations who might wish to introduce an organised and sustained initiative on the issues of “The Grace of Giving”, the material produced by the Diocese of Liverpool commended itself to the Committee. It has an appealing and inspirational approach. It contains a rich resource of material, including sections for Children and Teens. The whole

resource runs to 1000 pages, so it will be necessary to select which parts are relevant. The material can be adapted to our structures and Congregations can make use of all or part of the resource. The Diocese has decided to make this resource “open and free” to anyone who wishes to use it. All they ask is that the source be acknowledged and if any Congregation gets benefit from it, that a donation be made to a local charity that deals with local poverty.

Here is a brief edited summary of the material.

12a. “Giving in Grace” *helps Christians make the connection between the call to generous giving and their own personal journey of faith. Secondly Giving in Grace makes connections between our giving and the ministry and mission needs of the Church. The resources are grouped into the five essential strands or building blocks of the programme:*

*Preaching; Leadership; Prayer; Interaction; Communication*

#### A. PREACHING

*Preaching plays a strategic and foundational role within Giving in Grace. The Bible generally and Jesus in particular have much to say about money and possessions. In preaching about money the focus is never simply to balance the books. Instead preaching speaks of an encounter with grace and an invitation to be caught up in the gracious giving of God. “Living in Grace” is a preaching resource to help Congregations reflect on aspects of our lives, our own personal needs and spirituality, our calling as members of families, of Churches, of local communities and, for many but not all, our work – paid or voluntary. Four preaching tracks are available to suit the tradition and worship patterns of all Churches. One track is based on passages from St Matthew’s Gospel, a second is based on Paul’s extended teaching about giving in 2 Corinthians chapters 8 and 9 and a third on passages from St Luke. A fourth track is based on the Exodus narrative and has a greater emphasis upon all age worship.*

#### B. LEADERSHIP

*There is a joy and a freedom in giving that can set a Church free in worship and ministry. But it will rarely happen if leaders do not lead and personally identify themselves with the cause. Giving in Grace will not be effective, resources for ministry will not be released and spiritual freedom will not be enjoyed by the Church if the leadership choose not to lead in this area of money. It is vital that the leaders within the Church understand and practice giving above all else as an act of worship.*

*Many years ago Westminster Abbey was in need of refurbishment to the tune of £1,000,000. A creative campaign was planned: a million people giving £1 each; simple, achievable and obvious. The King would give the first pound, Winston Churchill the second. It could not fail – but fail it did! When the appeal was launched and the two most influential donors had given it was exactly £2 away from nothing. It seemed an unreachable goal and if it mattered so little to the King and Prime Minister, why should it matter to anyone else?*

#### C. PRAYER

*Giving in Grace is a programme which should be rooted in prayer. Resources include intercessions, liturgical resources and ideas for assisting corporate and individual prayer around giving and money. What we do with our money,*

*including our giving, cannot be excluded from our Christian discipleship so praying about giving matters. Without prayer at the heart of Giving in Grace we run the danger of divorcing it from the spirituality of both individual Christians and the ethos of the Church. Thinking, talking and acting with integrity around money is not a necessary evil but a natural part of the worshipping, praying, missionary life of the Church.*

#### **D. INTERACTION**

*By Interaction we simply mean creating space and providing resources for Church members to learn and grow together in this area of financial discipleship. Discipleship is always a journey that we take and make together. Most of the significant moments on our spiritual journey, moments of change, challenge, of Gospel choice have involved the witness, encouragement or presence of other people.*

#### **E. COMMUNICATION**

*All communication through the written word is based around the principle of differentiation, offering different literature for the core, Congregation, and fringe groupings within the Church. Each of these types of Church member will come from a different perspective on their faith. Careful preparation of the communication literature is essential. It should be simple and accessible, reflecting the biblical nature of the programme and not looking like a funding appeal. The written communication states the facts and critically makes the challenge to individual Church members to respond.*

**12b. THEOLOGY:** *If we knew to whom we were giving, our gifts would be marked by joy, the cheerful giving of which St Paul speaks. A climate where money talk is constrained, even suppressed by scarcity and fear of causing offence and all too often focused on Church buildings is not conducive to understanding money as a gift and giving as a grace. Giving in Grace is not about fundraising. It is about giving in response to God's love and overwhelming generosity; giving as an act of worship and thanksgiving; giving to enable us to share in God's action in his Church and world ... being caught up in the gracious giving of God.*

**12c. MONEY POSES THE QUESTION** *of Lordship in a unique and particularly pointed way. Martin Luther once said that we need three conversions – OF THE HEART, OF THE HEAD AND OF THE WALLET. Precisely because our money is so necessary and important to us for living it becomes so difficult for us to extend the Lordship of Jesus into this sensitive area of life.*

**12d. MONEY MATTERS TO TEENS:** *Our teenagers are a part of our Church and should not be excluded from Giving in Grace providing the approach is sensitive to their needs. Young people experience a significant amount of advertising pressure and a great deal of peer pressure. The range of disposable income that they have varies tremendously and the youth groups they attend range from bible based study groups attended by the children of committed Church going parents to open youth clubs for teens who rarely attend Church.*

**12e. MONEY MATTERS TO CHILDREN:** *We should not automatically decide to exclude a key issue from our teaching of discipleship! Just because many adults are unwilling to engage with financial discipleship is no reason to avoid the issue among our children. Our children are no less influenced by the consumer culture than adults. A 2004 survey found that by the age of 10 children*



*were becoming shopaholics with a passion for designer labels. In a culture of easy credit, powerful advertising, peer pressure and spiralling debt, our children need to develop a mature approach to the handling of financial matters. Learning to give is the most formative and significant part of creating a wholesome attitude to money and possessions.*

## **AD-HOC COMMITTEE ON UNION COLLEGE**

1. At the meeting of the General Board on Monday 3 January 2013, the Very Rev Dr Alastair Dunlop, Convener of the Union Theological College Management Committee (UTC), informed the Board that there are major repairs needed to the stonework at Union Theological College. It was anticipated that a greatly enhanced scheme of grant-aid for the repair of listed buildings would shortly be introduced. This could well be of great benefit in the carrying forward of necessary stone-work repairs at UTC. There were various options that need to be explored and as these will not only have implications for UTC, but ultimately for PCI as a whole, the office-bearers of the UTC Management Committee requested that an ad-hoc Panel be established under the General Board to bring forward recommendations as to the best way to proceed. The following Panel was appointed:

The Moderator and Clerk (Convener); the Very Rev Dr Alastair Dunlop (UTC Management Committee Convener); the Revs Noble McNeely (BCT Convener), Trevor Gribben (BCT Secretary), Stephen Moore (UTC Finance, Property & Administration Sub-Committee Convener) and Tom Conway; John Hunter, Clive Knox and Dougie Crowe.

The Panel met on two occasions, Monday 4 March 2013 and Tuesday 9 April 2013.

2. At its first meeting the Panel noted that the grant aid available for repair of listed buildings had recently been significantly increased from a maximum of £50,000 per phase to a maximum of £500,000 per phase, at the increased rates of 45% for repair work and 75% for professional fees. (This scheme for an increased level of grant aid was an initiative of the Northern Ireland Executive to help stimulate the construction industry and would be available until 2015.) The Panel considered a detailed report on the stonework repair that was necessary (previously drawn up for the UTC Management Committee by Alastair Coey Architects), a report outlining a possible phasing of the necessary work to enable grant aid to be maximised (commissioned by the Panel and drawn up by Alastair Coey Architects and Cooke & Ketye, Quantity Surveyors) and an outline report of the financial position of UTC, including any investments that could be realised and used for the repair work. The Panel agreed that it was to the benefit of the whole of PCI that a scheme be drawn up, agreed and progressed, to enable the Church to receive the maximum benefit from the grant aid that was available. The Deputy Clerk, Rev Trevor Gribben, was asked to contact the Architect and Quantity Surveyor regarding a series of specific questions and the Financial Secretary, Mr Clive Knox, was requested to draw up an options paper regarding funding of the scheme.

3. At the Panel's second meeting Mr Alastair Coey (Architect) and Mr John Harrigan (Quantity Surveyor) were in attendance, outlined in detail the

proposed scheme for repairs (now covering three separate phases to maximise grant aid available for each phase) and answered a range of questions. After they withdrew, Mr Clive Knox presented a paper covering a range of options for funding. The basic cost of the three phases proposed was as follows:

	<b>Cost</b>	<b>Grant</b>	<b>Net</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Phase 1	928,800	448,920	479,880
Phase 2	1,020,600	493,290	527,310
Phase 3	522,450	252,518	269,932
	<hr/> 2,471,850	<hr/> 1,194,728	<hr/> 1,277,122

It was noted that there could be a saving of between £50,000 and £100,000 on phase 2, dependant on listing building consent relating to the type of finish required.

4. The Panel noted that UTC had some investments at its disposal which seemed to be unrestricted, but if all of these were to be used, it would result in a shortfall of £47,000 in UTC revenue income each year. It was agreed to recommend to the General Board that UTC should be asked to realise a proportion of its unrestricted investments towards the project, while noting that additional funding would be necessary. It was further noted that UTC had an on-going annual revenue commitment of £47,000 towards pension of former staff members. Some £25,000 of this annual cost was to cover the pensions of Ministers who were serving the General Assembly in special work as Professors at UTC. Following detailed discussion, it was agreed to recommend to the General Board that the General Assembly be requested to transfer this annual commitment to the Retired Ministers Fund.

5. The Panel noted that one option was to request the General Assembly to fund all or even part of the scheme through an additional assessment. It was unanimously agreed that this option should not be taken forward in the light of current pressures on congregations. It was recognised that the Trustees of the General Assembly had a substantial fund to be allocated at the Trustees discretion. It was therefore agreed to recommend to the General Board that the General Assembly's Trustees be requested to consider giving a significant grant towards the scheme for the repair of stonework at the General Assembly's Theological College.

6. The Panel noted that, to ensure that a three phase scheme had the potential of maximising available grant aid, the professional advisors had indicated that the first phase would have to begin by June/July 2013, requiring an almost immediate decision to proceed. It was agreed to recommend to the General Board that the UTC Management Committee be given permission to begin the first phase of the repair scheme immediately. It was noted that UTC has at its disposal the necessary investments to fund this first phase, even if the Trustees feel unable to contribute significantly towards the overall three phase scheme. However, to ensure that a difficult 'cash-flow' situation did not arise, it was agreed to recommend to the General Board that any necessary overdraft, for cash-flow purposes only, be put in place by the Board of Finance and Personnel.

DONALD J WATTS, Convener

**FOR INFORMATION****PRESBYTERIAN HISTORICAL SOCIETY**

*The Presbyterian Historical Society is not under the jurisdiction of the General Assembly. This report is for information only.*

*The Rev Ivor Smith reports:*

1. In addition to the usual varied programme of lectures and the production of the annual Bulletin, the Society, since the autumn, has so far published one addition to the Mini Biography series – Dr James Glasgow by Professor Bill Addley (cost £3). We are also working on the production of Dr Joe Thompson's lecture on Presbyterianism in Armagh in co-operation with the Congregation of The Mall.

2. The Symposium on the Ulster Covenant at Malone in September was quite successful, though unfortunately it clashed with similar events on the same evening. At least some of the papers will soon be available on the website.

3. We are involved in the preparation of a leaflet on Presbyterianism in Derry intended primarily for members of the General Assembly meeting there this June. To tie in with the UK City of Culture both the Field Trip in June and two of our lectures will also be held there.

4. The contents of our Library, together with Union College Library, the Strong Room, and one or two other collections have recently been surveyed by a firm of archivists.

5. Visitors or telephone enquiries are welcome at our premises, 26 College Green, Belfast, BT7 1LN; Tel. (028) 90727330. The opening hours are Tuesday and Wednesday 9.30am-1pm; 1.30pm-4.30pm; Thursday 9.30am-1pm. We are greatly indebted to our Librarian, Miss Valerie Adams, for her invaluable work on behalf of the Society.

**RESOLUTIONS**

1. That the Report be received.

**Appointments**

2. That the Rev TD Gribben be appointed Clerk-Designate of the General Assembly.

3. That the General Assembly appoint the following as a reference group to be available for support to and consultation by the Clerk of the General Assembly: Moderator, Previous Moderator, Convener of the General Council (if appointed).

4. That the Clerk-Designate be permitted to attend all Board and Committees on the same basis as the Clerk.

5. That the Very Rev Dr JS Carson be appointed Principal of Union Theological College.

**Doctrine**

6. That in the light of the Doctrine Committee report the General Assembly instruct the Church Architecture Committee not to accept plans for the permanent installation of baptismal tanks.

7. That the General Assembly note the Doctrine Committee report on the Support of Ministers.

**Moderator's Advisory**

8. That the General Assembly note the intention of the Moderator's Advisory Committee to initiate discussions on human sexuality.

9. That the General Assembly provide a grant of £3,000 for the Conciliation Service in 2013 and authorise the General Board to provide a realistic budget for training, development and promotion of conciliation in 2014.

10. That the General Assembly instruct the Structures Review Panel, or other appropriate body, to consider the co-ordination and promotion of conciliation in any review of staffing responsibilities.

11. That the Conciliation Report, especially the recommendations for Presbyteries, be sent to Presbyteries and Kirk Sessions for consideration and comment, to be returned to the Clerk of Assembly by 31 December, 2013.

12. That the Clerk of the General Assembly be instructed to consider ways in which The Code could affirm conciliation as an early step in the resolution of disputes and report to the next Assembly, with Code changes if appropriate.

13. That the Union Commission be instructed to consider the Conciliation Report, especially the sections on the vacancy process and calling a minister, and report with recommendations to the next Assembly.

14. That the General Assembly encourage the Board of Christian Training to continue to consider ways to promote an ethos of conciliation during ministerial and elder training and development.

**Pastoral Care**

15. That the General Assembly encourage each Presbytery to recognise and support the person whose role it is to care pastorally for its Manse families.

**Church and Society**

16. That General Assembly encourage the Church and Society Committee to initiate a consultative process with Presbyteries in the Republic of Ireland to explore ways of raising the profile of PCI in the public square.

**Structures Review**

17. That the General Assembly recognise the centrality of the three key concepts for any structural change: Accountability, Engagement and Communication.

18. That the General Assembly adopt the proposed Council structure from 2014 and authorise the General Board to agree detailed remits and working structures for each Council.

19. That the General Assembly appoint a Nominations Committee, as outlined, with the following membership: (in Board and Committee Booklet).

20. That the General Assembly appoint a Finance and Staffing Commission as outlined with the following membership: (in Board and Committee Booklet).

21. That in the light of the Structures report the remit of the Consultations Panel be widened to consider how best Presbyteries may usefully engage with Congregations and Councils.

22. That in the light of the Structures report the Business Board be instructed to consider ways in which the business of the Assembly may allow for greater engagement and accountability and report to the next Assembly.

### Global Concerns

23. That the General Assembly commend the resource “... *and you welcomed me*” and encourage its use by Congregations.

24. That the General Assembly approve the following grants from the Incidental Fund:

Vuleka Trust (South Africa)	£750
Diakonia Council of Churches (South Africa)	£750
Embrace (NI)	£1,000
Churches’ Asylum Network (ROI)	£500
Total	£3,000

25. The General Assembly approve the following grants from the Incidental Fund for the Environment Panel

PCI membership fees of Eco-Congregation Ireland	£500
Delegates attendance at environmental Conference	£600
Panel Expenses	£500
Total	£1,600

### Church Relations

26. That the General Assembly appoint the following to:

ICC Executive – Revs John Brackenridge, Lorraine Kennedy-Ritchie, Trevor Gribben.

Irish Inter-Church Committee – Revs Lorraine Kennedy-Ritchie; Trevor Gribben.

27. That the following grants (approx.) be made:

Irish Council of Churches	£20,000
Irish Inter-Church Meeting	£11,000
World Communion of Reformed Churches	£13,000
Conference of European Churches	£5,500
Conference of European Churches (Assembly)	£2,000
Community of Protestant Churches	£1,250

### Reception of Ministers and Licentiatees

28. That the General Assembly adopt the recommendations of the Reception of Ministers and Licentiatees Committee on Ministers and Licentiatees without charge.

29. That the General Assembly approve the changes in interview procedure and eligible age for call contained in the report of the Committee on the Reception of Ministers and Licentiatees.

### **Elders**

30. That the resignation of the Very Rev Dr JM Finlay as Convener of the Ad-Hoc Committee on Elders' Terms be accepted; that he be thanked for his services and the Rev Dr RB Savage appointed in his place.

### **Grace of Giving**

31. That the General Assembly direct Presbyteries, Kirk Sessions and Congregational Committees to address the challenge contained within the "Grace of Giving" initiative.

32. That the General Assembly recommend the Diocese of Liverpool's "Giving in Grace" programme as a comprehensive resource and requests congregations to consider making use of it or some similar programme.

33. That the General Assembly recommend that the issue of Christian Giving be raised during vacancies by the Union Commission and Vacancy Commissions and routinely as a part of the regular consultation process.

34. That the General Assembly authorise the Committee to produce a clear, accessible, imaginative and challenging leaflet for every member of the church on the theme of "The Grace of Giving" expressing gratitude and thanks with an accompanying message from the Moderator and that it be a charge on the Incidental Fund.

### **General**

35. That the following budgets be authorised to be paid from the Incidental Fund:

General Work of the Board	£12,000
Church and Society (general)	£2,000
Panel on Pastoral Care of Manse Families	£500
Priorities Committee	£10,000
Good Relations Panel	£2,000
Churches Legislation Advisory	£2,400

36. That the General Assembly transfer the pension commitment of the Board of Christian Training in respect of retired ministers who served as Assembly Professors to the Retired Ministers Fund.

37. That the General Assembly request the General Assembly's Trustees to positively consider the request for a significant grant towards the schemes of repair of stonework at Union Theological College.

38. That a grant of £17,750 be paid from the Incidental Fund to the Presbyterian Historical Society.

39. That the General Board with its associated working Committees for the ensuing year, be appointed in accordance with Par 272 of the Code as follows:

# JUDICIAL COMMISSION

Convener: THE CLERK

1. Since the last General Assembly the Judicial Commission has met on twenty-three occasions, with further meetings planned. This has demanded an enormous commitment of time and emotional energy in hearing the appeals of fifteen ruling elders against Presbytery decisions relating to situations in three Congregations and conducting enquiries in two Congregations. The Church is indebted to the Chairman, Mr Mervyn Morrow QC, and other members of the Commission who have so willingly given of their time to prayerfully consider each of the situations brought to the Commission.

2. It should be noted that the Judicial Commission can only consider problems when they are referred to it by a Presbytery, or on appeal. Even then, the Commission will normally only deal with the specific questions asked of it. The Commission therefore welcomes the initiative of the Moderator's Advisory Committee in opening up the whole question of an early resolution of issues through conciliation.

3. Following discussion at the last General Assembly, the Judicial Commission has decided this year to report details of Findings in private. A separate, confidential booklet will be provided to Members of Assembly as a supplement to this report. However, the basic outline of each case is being reported.

## **FIRST LURGAN ENQUIRY UNDER THE CODE PAR 161**

4. Last year it was reported that Appeals had been brought by the Minister and Clerk of Session of First Lurgan related to a Finding of the Armagh Presbytery. The Judicial Commission had heard the Appeals, but determined, pursuant to The Code paragraph 20(1)(b) and (e), to investigate matters in the Congregation under The Code paragraph 161. The Appeal Findings are now published in the confidential booklet.

5. In two weeks in June 2012 the Commission heard first from the Minister, currently serving members of Kirk Session and members of Kirk Session who had resigned; then from representatives of Presbytery. In the light of this preliminary enquiry it decided to initiate a further enquiry under The Code paragraph 224.

6. In two meetings in September 2012 the Commission prepared for and conducted a meeting to which all members of the Congregation of First Lurgan were invited. A questionnaire was issued to each of the members present and the responses analysed. On the basis of the information gleaned thus far, on the first Saturday in November 2012 each of the current members of the Kirk Session was interviewed individually with one exception who was on holiday. He was interviewed at the next meeting on 16 November, following which a Finding was formulated. This was finalised at a meeting on 20 December 2012 and read to the Minister, members of Kirk Session and representatives of Presbytery. A slightly shortened version was read to the Congregation by the Very Rev Dr

David Clarke on 13 January 2013. The full Finding is now published in the confidential booklet, with the omissions of the version read to the Congregation indicated thereon in parenthesis.

### **CAIRNALBANA APPEALS**

7. It was also reported to the last Assembly that the Judicial Commission was hearing Appeals from Elders in Cairnalbana Congregation against decisions of the Ballymena Presbytery. This concerned two Elders, Mr Nathaniel Rea and Mr David Morrow, who had been found guilty of contumacy by Presbytery and deposed from the office of the Eldership, and six Elders, Messrs Brian Alexander, Albert Davison, Ian Mills, Mervyn Rea, Charles Robinson and John Robinson who had been found guilty of contumacy and suspended from exercising the office of the Eldership until they submit satisfactory evidence of repentance. The Findings in each case are now published in the confidential booklet.

### **NEWCASTLE APPEALS**

8. Three letters of appeal against a Finding of the Iveagh Presbytery, involving five appellants, who are members of Newcastle Kirk Session, were sent to the Judicial Commission by the Acting Clerk of the Iveagh Presbytery. It was decided to hear all five appellants – Messrs Keith Graham, Lindsay Graham, Laurence Hamilton, William Hamilton, Tom Pollock – together on their common grounds of appeal and if necessary Mr Pollock separately. Mr Pollock later indicated that he did not wish to have a separate hearing. Arrangements were made and the Appeals heard on 30 January 2013. Following two further meetings for discussion a Finding was finalised on 25 March 2013. The Judicial Commission was deeply saddened to learn of the death of one of the appellants, Mr Lindsay Graham, following the hearing but before issuing the Finding which is now published in the confidential booklet.

### **CAIRNALBANA ENQUIRY UNDER THE CODE PAR 224**

9. Following a referral by the Ballymena Presbytery under The Code Par 224(2)(c) as to the usefulness of the ministry of the Rev SW Dickinson in Cairnalbana Congregation, the Judicial Commission initiated an enquiry under The Code paragraph 224. On 22 November 2012 it received a submission from representatives of the Presbytery and resolved to meet with members of the Congregation in Cairnalbana on 12 December and with the Rev Stephen Dickinson on 20 December 2012. At a further meeting for discussion it was agreed to meet with the current members of the Kirk Session and suspended members of Kirk Session in separate groups on 25 January 2013. On 15 February, following further discussion, it was agreed to meet with the interim Kirk Session of Glenarm to hear their views. Following the hearing of the Glenarm Elders a draft Finding was discussed. It was finalised on 27 March 2013 and read that evening to the Minister, members of the Kirk Session and Congregation at three separate meetings. The Finding is now published in the confidential booklet.

### **HIGH STREET, ANTRIM APPEALS**

10. Two Notices of Appeal against the verdicts and sentences imposed on them by the Templepatrick Presbytery were lodged by two Elders, Mr Ian



Saunders and Mr John Creighton. Both had been found guilty of contumacy by Presbytery and suspended from the office of the Eldership for two years. The Appeals were heard together on 15 February 2013 and following discussion over two meetings the Finding was finalised and read on 25 March 2012. The Finding is now published in the confidential booklet.

### **GENERAL**

11. The Judicial Commission dealt with correspondence during the year and reviewed Overtures for transmission to the General Assembly. It clarified issues on the sharing of documentary evidence during an Appeal which should be clearly identified by the Presbytery concerned as being issued for appeal purposes only. It is also considering a change to The Code relating to the removal or suspension of Elders from office in a Congregation and will report in the Supplementary Reports.

### **RESOLUTION**

1. That the Report be received.

## **SPECIAL COMMISSION**

Convener: THE CLERK

1. It was not necessary for the Special Commission to meet.

### **RESOLUTION**

1. That the Report be received.

## **NOMINATION COMMISSION**

Convener: THE CLERK

1. It was not necessary for the Special Nomination Commission to meet.

### **RESOLUTION**

1. That the Report be received.

# UNION COMMISSION

Convener: Rev WJ HENRY  
Secretary: Rev PE GAMBLE

1. This report summarises the work of the Union Commission from March 2012-March 2013. Matters dealt with include: the terms of leaves to call granted to 22 charges; the reviews of the financial terms in various leaves to call; the terms of linkage and amalgamation effected by the Commission; and reports on the work of the internal Committees of the Commission.

## **Creating Sustainable Ministry Arrangements**

2. A brief encounter with the monthly workload of the Commission makes it very apparent that the religious landscape has changed not to mention Presbyterianism. The Commission continues its role in the stewardship of resources with which God has blessed his Church. The scriptures challenge the Church to use these resources wisely and not to waste them (Mt 25:14-30; John 6:12; 1 Peter 4:10).

3. When Leave to Call is granted in situations where the stipend paid is less than the Appropriate Ministerial Minimum then augmentation is needed to bring the Minister's remuneration up to that level. The Commission would place on record the generosity and efforts that many Congregations have made to ensure that the drain on CMF funding has been reduced as far as possible. It is apparent when Congregations come to the Commission that Congregations are aware of the changed situation the Church finds itself in and are realistic about how this impacts the local Church. The on-going 7 year reviews of stipend further facilitate the aspiration of many Congregations to be self-supporting.

4. It is part of the Presbyterian DNA that the strong support the weak and increasingly the Commission is conscious that it needs to target the spend of CMF resources. The factors that influence the final decision of the Commission centre around the mission of the Church – encouraging small but vibrant communities of faith in a particular location where there is vast potential; or where due to sheer isolation no other option for linkage or partnership is an option.

5. There is a limit however, to how much can be provided in any situation, and new options for the future provision of ministry must be explored such as part time ministry arrangements or in a linkage or still larger linkage possibly with the help of accredited preachers.

## **Reviewable Tenure**

6. Oftentimes when a Congregation seeks Leave to Call, but accepts they are not as strong as they once were and in reality should consider a linkage immediately, they view Reviewable Tenure as the second prize which they are content to take – perhaps with the motto “a bird in the hand is worth two in the bush”. It is the view of the Commission that Reviewable Tenure should be considered more purposefully; and once granted, with the parameters set for ultimate review, that the present ministry has a very specific edge and goal. The

challenge then is that the Church must not simply extend these tenures because it is an easier option rather than facing up to hard choices immediately, which may be a reconfiguration of ministry. Huge numbers of man hours, and not to mention emotional angst, have been expended by Presbyteries on these issues and it is appropriate that this is acknowledged.

### **Presbytery Strategy**

7. The Commission would express a note of heartfelt appreciation to many Presbyteries who have faced up to the changing circumstances and have attempted to lead Congregations along a new path. The Commission is conscious that such processes are not without pain and indeed call many to make new sacrifices or witness in changed arrangements. Smaller Congregations should take note of the changes in terms of linkages and ministry provision that many much larger Congregations are presently considering. It ought to be noted that the average number of families per Minister is now 263 and that must be a factor in the thought process in situations where present linkages or individual charges seeking Leave to Call are much less than this figure. Presbyteries ought to be encouraged to take the long term view about how they might redistribute ministry within their bounds or, with the assistance of the Commission, beyond their bounds to ensure sustainable ministry. The Church must reflect deeply how to proceed in all these situations and to that end the Union Commission would ask for the prayers of the denomination as it seeks, not to set out change for change's sake, but to create a viable and sustainable vision of ministry for the contemporary context in which the Church exists.

### **Deferred Linkage guidelines**

8. It has often been expressed that the Commission moves slowly but it may simply be the case that no options are presently available that may assist in creating new sustainable ministry opportunities. However, it may be known that a neighbouring Congregation is due to become vacant in the near future due to a ministerial retirement. A new option of Deferred Linkage has been adopted by the Commission (guidelines appended) to potentially speed up the process for some presently vacant Congregations where it is judged that in the future these Congregations would be better linked and they could call a Minister under Deferred Linkage. The benefit for the presently vacant Congregation is that progress is made immediately towards filling the vacancy and for the other Congregation(s) is that they have a say in the calling of the Minister and not just being grafted into a linkage at a later date upon the retirement of their present Minister.

### **Union Commission Internal Committees**

9. During the year the remits of each of the internal Committees (Manses, Expenses and Fees, Reviews and Additional Pastoral Personnel) were reviewed and updated.

### **CONGREGATIONS LINKED**

10. During the year 1 linkage was agreed:

**Glastry and Kircubbin**

## Terms of linkage

- (a) That the Congregations of Glastry and Kircubbin be linked as from 1 March 2013 or some other appropriate date.
- (b) Each Congregation shall maintain its separate identity with its own Kirk Session, Congregational Committee and Finances.
- (c) Each Congregation shall have the right to appoint representatives to the Superior Courts of the Church.
- (d) In the choice of a Minister the two Congregations shall act as one Congregation and the two Kirk Sessions as one Kirk Session.
- (e) There shall be stated services each Sunday as follows: Kircubbin at 10.15 am and Glastry at 11.30am or at such other times as the two Kirk Sessions acting together shall determine.
- (f) That the Stipends (2013) be: Glastry £22,500 and Kircubbin £10,000; and initial ministerial expenses: Glastry £5,250 and Kircubbin £2,400.
- (g) That Holiday Supplies, and other shared expenses not included in (f) be borne in the proportions 5/7 Glastry and 2/7 Kircubbin.
- (h) That Rent, Rates, Taxes and Maintenance of the Manse (or residence for the Minister) be borne in the proportions 5/7 Glastry and 2/7 Kircubbin.
- (i) That the directions of the Union Commission be observed in respect of the Manse and Manse property.

11. The following Congregations were linked on deferred linkage Terms.

**Carndonagh, Malin, Greenbank and Moville:**

1. The following terms will apply to the deferred linkage Leave to Call **before** the retirement of the Rev Gilbert Young or the demission of his charge:

- (a) In the choice of a Minister the four Congregations shall act as one Congregation and the four Kirk Sessions as one Kirk Session;
- (b) Each Congregation shall have the right to appoint representatives to the Superior Courts of the Church;
- (c) Deferred Linkage, Reviewable Tenure Charge (Review 7 years from the installation in Greenbank and Moville);
- (d) It is accepted that the Minister installed in Carndonagh and Malin automatically becomes the Minister of Greenbank and Moville on the retirement of the Rev Gilbert Young or the demission of his charge;
- (e) The Minister will reside in Carndonagh Manse;
- (f) Carndonagh and Malin initial Stipend and expenses as follows:

	Stipend	Expenses
Carndonagh	€10,500 (2012)	€5,600
Malin	€6,500 (2012)	€3,600

- (g) Holiday Supplies, and other shared expenses not included in the total expenses allowance are borne in the following percentages: Carndonagh 62.5%, Malin 37.5%.

2. The following are the anticipated final terms for the deferred linkage after the retirement of the Rev Gilbert Young or the demission of his charge:

- (a) That the Congregations of **Carndonagh, Greenbank, Malin and Moville** be linked from the date of the retirement of the Rev Gilbert Young or the demission of his charge;
- (b) Each Congregation shall have the right to appoint representatives to the Superior Courts of the Church;
- (c) In the choice of a Minister the four Congregations shall act as one Congregation and the four Kirk Sessions as one Kirk Session;
- (d) There shall be stated services each Sunday as follows: Carndonagh: 10.30 a.m., Greenbank 12 noon, Malin 12 noon, Moville 10.30 a.m. or at such other times as the four Kirk Sessions acting together shall determine provided any permanent change to the times of stated services is approved by the Presbytery;
- (e) That the Minister shall be responsible for no more than two of those stated services each Sunday unless agreed otherwise by four Kirk Sessions and the Presbytery;
- (f) The supply fees to fund the conduct of the services not taken by the Minister, or by any additional worker funded from non-congregational funds, to be a shared expense divided between the four Congregations using the percentages specified for the total expense allowance of the Minister;
- (g) The Minister shall reside in Carndonagh Manse. That rent, rates, taxes and maintenance of the Manse be borne in the proportions (i) Carndonagh 30%, (ii) Malin 25%, (iii) Greenbank 25%, (iv) Moville (20%);
- (h) Carndonagh, Malin, Greenbank and Moville initial stipend be set as follows:
- |              |                       |
|--------------|-----------------------|
| Carndonagh   | €7,500 (2012)         |
| Malin        | €5,000 (2012)         |
| Greenbank    | €6,500 (2012)         |
| Moville      | € 5,000 (2012)        |
| <b>Total</b> | <b>€24,000 (2012)</b> |

The above stipend rates for the deferred linkage have been set at a level to allow sufficient local funds to cover the cost of a supply to preach in two of the Congregations each week. The Central Ministry Fund shall augment this total stipend to meet the current Appropriate Ministerial Minimum Stipend [2012] = €35,241 – €40,533.

- (i) The initial ministerial total expenses allowance will be based on the following percentages:  
Carndonagh 30%; Malin 25%; Greenbank 25%; Moville 20%  
Total Expense allowance is calculated as 125% of the Recommended Travel Allowance [2012 =€11,875].
- (j) That Holiday Supplies, and other shared expenses not included in the total expenses allowance be borne in the proportions Carndonagh 30%, Malin 25%, Greenbank 25%, Moville (20%).

Any difficulties arising out of the interpretation of these financial terms because of an extended vacancy or any other cause shall be referred to the Union Commission for decision. All financial implications in the deferred linkage begin

at the point of the retirement of the Rev Gilbert Young or his demitting of the charge.

### **CONGREGATIONS AMALGAMATED**

12. During the year one amalgamation was agreed:

#### **Immanuel and Nelson**

The 2012 General Assembly amalgamated these Congregations; the Union Commission set the terms:

1. That the Congregation of Nelson Memorial be amalgamated with the Congregation of Immanuel under the name Immanuel, the date of amalgamation to be no later than 31 May 2014 (as agreed by the Presbytery of North Belfast in consultation with the Union Commission), on the following terms:

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 Nelson Memorial Church Building, Halls and surrounding grounds, any other property owned by Nelson Memorial Congregation and any investments and bank accounts in the name of Nelson Memorial Congregation.

4. Dispersal of Assets:

- (i) Church building, Halls and surrounding grounds, and any other property owned by Nelson Memorial, to transfer to the North Belfast Urban Mission Trust;
- (ii) £10,000 to the amalgamated Congregation;
- (iii) the remaining amount, following the payment of the £10,000, to be paid in the following proportions: 80% to the North Belfast Urban Mission Trust Fund; 10% to Board of Mission in Ireland without stipulations; and 10% to the Board of Mission Overseas without stipulations.

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

- (a) That the amalgamated Congregation will remain responsible for any Nelson Memorial liabilities following dispersal of the assets.

### **LEAVE TO CALL A MINISTER**

13. This is only a summary; there may well be conditions attached to the Leave to Call which are not recorded here. These might include Reviewable Tenure, Restricted List, additional income for the Minister, etc. Such additional conditions are recorded in the minutes of the Commission and notified to the Presbytery and the parties concerned. When a figure is set the date denotes when Leave to Call was granted. This figure will increase automatically under the Tyrone Memorial. 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.

<b>Congregation</b>	<b>Stipend</b>	<b>Expenses</b>
Downshire, Carrickfergus	£BMM	£7,200
Toberkeigh	£AMM	£7,875
Howth & Malahide	€29,000 [2012]	€10,000
1st Rathfriland	£27,000 [2012]	£7,875
2nd & 3rd Rathfriland	£25,000 [2012] or AMM (whichever is the greater)	£7,875
Terrace Row	£35,000 [2012]	£7,875
Dunluce	£AMM	£7,875
Newtownbreda	£40,000 [2012]	£7,800
1st Ballymoney	£33,000 [2012]	£7,860
Carndonagh	€10,500 [2012]	€5,600
& Malin	€6,500 [2012]	€3,600
Seskinore	60% £AMM	£4,710
& Edenderry	40% £AMM	£3,510
Drum	€15,500 [2012]	€4,600
Cootehill	€9,000 [2012]	€2,100
& Kilmount	€7,500 [2012]	€2,100
Mountjoy	£22,500 [2012]	£5,906
& Drumlegagh	£7,500 [2012]	£1,969
1st Bangor	£39,000 [2012]	£7,875
Wellington	£38,500 [2012]	£8,000
1st Islandmagee	£23,500 [2012]	£7,875
Hyde Park	£20,500 [2013]	£5,300
& Lylehill	£9,000 [2013]	£3,000
Tullycarnet	£17,500 [2013]	£6,300
Kilkenny	€33,500 [2013]	€9,425
Naas (Part-Time)	€8,670 [2013]	€2,500
Conlig	£BMM	£7,000
Galway	€8,500 [2013]	€2,500

(Note: BMM = Basic Ministerial Minimum; AMM = Appropriate Ministerial Minimum)

#### **LEAVE TO CALL AN ASSOCIATE MINISTER**

High Kirk	£AMM	£3,000
-----------	------	--------

#### **PERMISSION TO EXTEND ASSOCIATE MINISTER TERM**

Knock	£25,500 [2012]
Hamilton Road	£AMM

#### **EXTENSION OF REVIEWABLE TENURE MINISTRIES**

14. The Presbytery of Dublin and Munster facilitated that the Reviewable Tenure Ministries in the neighboring Congregations of Greystones and Arklow be reviewed at the same time. Reviewable Tenure Ministry in both Congregations was extended by 7 years until December 2019. The Presbytery has undertaken to engage with the Congregations and BMI at an early stage to update Mission Plans to set appropriate goals for the present ministries.



15. Reviewable Tenure Ministry in Newington was extended for 5 years until 31 October 2017; on the understanding that the Presbytery of North Belfast would discuss the criteria of ministry along the York Road/Inner Shore Road area.

16. Reviewable Tenure Ministry in Ballygomartin was extended for 6 years until 19 March 2019.

### **STATED SUPPLY ARRANGEMENTS**

17. During the past year the Commission has renewed a number of previous nominations for a further period in co-operation with the appropriate Presbytery. One new Stated Supply arrangement in Tobermore and Draperstown has been agreed.

### **Defaulting Congregations and Part-time Ministry Terms**

18. The Commission clarified its view during the year where it is operating under Par 318 in dealing with a Congregation in default of assessments. In the situation where it is a linked charge and the other Congregation is not in default then the Minister can continue as Minister (part-time) in the non-defaulting Congregation under changed Terms.

### **REVIEWS COMMITTEE**

*The Rev Peter Gamble reports:*

19. In accordance with Par 236(2) of the Code and arising out of other circumstances, the Reviews Committee reviewed the stipend of the following Congregations:

#### **MAY 2012**

<b>Congregation</b>	<b>Stipend</b>
Lissara	No change
1st Bailieborough	No change
Trinity, Bailieborough	No change
Corraneary	No change
Mourne	No change
Faughanvale	£27,500
Lowe Memorial	No change
Glastry	AMM
1st Magherafelt	No change
Drumgooland	69% £AMM
Kilkinamurry	31% £AMM
Cloughey	Suspend review
Portaferry	Suspend review
Hazelbank	No change
Kilkeel	Review 2014
2nd Limavady	No change
Myroe	No change
Roseyards	No change

Aghadowey	No change
Crossgar	No change
Loughbrickland	£15,600
Scarva	£9,000
Greenwell Street	No change
Raffrey	No change
Elmwood	No change
Ballywillan	£34,000
2nd Newtownhamilton	Review 2013
Creggan	Review 2013
Belvoir	Suspend review
Muckamore	No change
1st Holywood	No change
1st Bangor	No review
Main Street, Garvagh	No change
Killaig	No change
Woodburn	No change
Loughmorne	No change
Lucan	No change
Donemana	No change
Request for reduction in stipend: Ballygomartin	No review

## NOVEMBER 2012

Congregation	Stipend
Belvoir	Review 2014
New Mossley	Increase by £1,000 pa for 3 years. Review in 2015
Tartaraghan	Increase by £1,000 pa for 2 years.

## MANSES COMMITTEE

*Mr Alastair Giffen reports:*

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

21. The Congregation of First Ballymena was given permission to demolish its existing manse which was deemed to be in a poor state of repair, and to rebuild on the same site.

22. The Congregations of Abbey, Monkstown; St Andrew's, Rosetta; and Orangefield were each given permission to sell their existing manse and purchase suitable replacements.

23. The Congregation of Warrenpoint, which is linked with Rostrevor, was given permission to sell its existing manse and to hold the proceeds of the sale in a separate account pending a decision regarding future manse requirements in the area.

24. The Congregation of Drumbo was given permission to sell a portion of manse land, with all proceeds from the sale going to the Church Hall rebuilding fund.

25. The Congregation of Bushmills was given permission to proceed with an exchange of land between itself and its neighbour, the Old Bushmills Distillery.

26. The Congregations of Ballyblack and Dervock were both given permission to lease, or to extend the term of a previously agreed lease of the manse.

27. The Congregations of Ballygowan, Clogherney and Sixmilecross and Waringstown have continued to keep the Commission advised of progress as they have sought to provide replacement manses.

28. In addition the Manses Convener gave advice on a variety of other matters relating to manses or manse land, including advice regarding the apportionment of costs where a manse is shared between two or more linked Congregations. In such cases, costs which could be deemed to be on-going maintenance should be shared among the Congregations involved, whereas those which could be classified as being alteration or improvement should more fairly be borne by the manse-owning Congregation alone.

29. Congregations are reminded that, before letting a manse in a vacancy, the permissions of both Presbytery and the Union Commission are required, together with the drawing up of a proper legal tenancy agreement. It is also strongly recommended that the detailed professional survey of the vacant manse be carried out before any tenants move in so that the eventual Leave to Call is not delayed.

30. It is the responsibility of the Commission to ensure that the Manse will be in proper condition prior to Leave to Call being granted; accordingly Presbyteries are reminded that a full survey of a vacant Manse is required prior to an appointment with the Commission being granted. It has become apparent that an old document on Manse Guidelines which was simply a gathering together of various General Assembly reports relating to Manses is woefully outdated and even contradictory in places. It is the mind of the Commission that these should be binned. New manse guidelines is currently a work in progress.

31. The Commission would also remind Presbyteries that when decisions are being taken with regard to the possible sale of a manse and the replacement of the same, or a major refurbishment of an existing manse when there is not a vacancy in the Congregation concerned, then it is strongly recommended that another Minister of Presbytery be appointed to chair all meetings relating to manse issues until the replacement or refurbished manse is ready for occupation.

## **EXPENSES AND FEES COMMITTEE**

*The Rev Robert Bell reports:*

### **Travel Expenses**

32. The Commission, through its Expenses and Fees Sub-Committee, gives guidance to Congregational Committees about Travel Expenses and bases its recommendations on information available from the motoring organisations, on an average of 14,400 business miles per year. For 2013, in the context of significant increases in motoring costs, the recommended figures are as follows:

Northern Ireland: £6,650

Republic of Ireland: €10,000

33. Ministers recording a higher business mileage should be paid more, while a lower amount may be appropriate to those who do not record as many business miles.

34. For a number of years the Union Commission has been working on the principle that total ministerial expenses, which include other work related expenses as well as travel costs, should not normally exceed 125% of the recommended travel allowance. Therefore for 2013 this works out as follows:

Northern Ireland: £8,312

Republic of Ireland €12,500

35. Under the Inadequate Expenses Grant scheme, Ministers may receive grants up to the appropriate limits set for travel in Northern Ireland and Republic of Ireland.

### **Supply Fee**

36. The level of the Supply Fee is determined by the Code, Par 238, and for 2013 this is £90 (€150), and £61 (€100) where only a single service is supplied in one Congregation.

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

## **ADDITIONAL PASTORAL PERSONNEL COMMITTEE**

### *The Rev Philip McCrea reports:*

38. In the past year the Union Commission gave permission for fourteen new additional pastoral personnel posts and also gave permission to a further three extensions to existing posts. These posts include work with children, young people, families and communities. Other posts relate to community evangelism and work in pastoral care.

39. The Union Commission updated its Guidelines for the Employment of Additional Pastoral Personnel in June 2012 and circulated them to Ministers. All the information required to request permission to employ or extend the employment of additional pastoral personnel is contained in the Guidelines. The Guidelines should be used in conjunction with Peninsula Business Services when seeking to create a new post or extend an existing one. The order of approvals for new posts or extensions should be Peninsula, Presbytery and then Union Commission. All documentation and approvals should be with the Convener of the Additional Pastoral Personnel Committee two weeks prior to the Union Commission meeting at which approval is sought. Kirk Sessions are reminded that permission should be sought to extend an existing post three months prior to the date of the end of the present contract.

40. Presbytery has a very important role in the oversight of the employment of Additional Pastoral Personnel. Presbytery must give its approval for the creation of new posts and for the extension of existing ones. Guidelines for Presbyteries on their role in the Employment of Additional Pastoral Personnel were drawn up and circulated to Presbytery Clerks.

41. 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'. Being under the authority of Presbytery it is essential that Ministers receive permission from Presbytery in order to undertake this work if it exceeds six hours.

42. New Salary Scales were agreed by the Union Commission at its February meeting (see Appendix 2).

### UNION COMMISSION PERSONNEL

43. The Commission recognises the service given by the Conveners of its internal Committees. During the year the Rev William Henry and the Rev Peter Gamble moved on from their positions as Secretary and Convener of the APP Committee respectively; the Rev Dr Michael Barry retired as Convener of the Reviews Committee.

## APPENDIX 1

### GUIDELINES: DEFERRED LINKAGE

#### **Extract from The Code: Par 274 (6)**

*(d) Where it is decided that within five years from the date of the leave to call the vacant congregation/s shall be linked with another congregation or congregations where there is still a minister in active duty (hereafter referred to as – the other congregation or congregations), the Commission may issue leave to call to the vacant congregation/s on deferred linkage terms.*

- (i) The Union Commission will have power to direct that in the choice of a Minister the vacant congregation or congregations and the other congregation or congregations shall act as one congregation and the Kirk Session as one Kirk Session.*
- (ii) The rights and entitlements of the active minister/s in the other congregation or congregations shall not be adversely affected by this arrangement.*
- (iii) When the minister/s in active duty retires or ceases to be minister/s of the other congregation or congregations in the deferred linkage the Union Commission shall agree final terms of linkage and the Presbytery arrange a service of installation in the other congregation or congregations.*
- (iv) If the minister called to the original vacant congregation in the deferred linkage resigns his charge, the same procedure as above will be followed.*

#### **Negotiations:**

It should be noted that “final terms” are to be agreed by the Union Commission at the point where the final stage of the deferred linkage is reached; however for the sake of clarity and certainty there will usually be a need to reach an understanding with the parties about the details of the linkage before Leave to Call is given to the vacant Congregation. If that is not done the Commission could find itself in the situation where the Minister has been installed in

Congregation/s A, but when the Minister of Congregation/s B retires or ceases to be the Minister, all kinds of fundamental issues are raised which may call the arrangement into question. There has to be a balance between (a) flexibility which will allow some minor adjustments to be made in the final terms to reflect the developing situation and (b) clarity which will allow the parties to know what the eventual arrangements will be and thus avoid misunderstandings and potential disappointment when the final terms are agreed. The understandings reached should be expressed in anticipated terms which should be agreed by the Presbytery and Kirk Sessions and “noted” by the Union Commission which will formally agreed the final terms of linkage before the second installation.

**Issues to be addressed:**

- (a) The form and funding of any assistance which is to be provided to the Minister following the second installation. This should deal with the legal framework –under the Code and where appropriate under secular law - appointment, supervision and housing (Stated Supply, Temporary Assistant to the Minister under Par 81(3), APP, and provisions of supplies are amongst the possibilities).
- (b) The number and timing of services of worship to be provided.
- (c) Financial arrangements (including stipend and expenses) both leading up to the second installation and following the full implementation of the linkage after that installation.
- (d) The manse to be occupied by the Minister both before and following the second installation.
- (e) Any financial arrangements connected with the redundant manse- where it is a Home Mission Congregation the property rights of BMI must be explained.

**Procedures:**

1. The Presbytery should be strongly encouraged to extend the remit of the Vacancy Convener and Vacancy Commission to be responsible for the “anticipated vacancy” in the Congregation/s eventually to be linked. That Commission and Convener to be responsible for all matters concerning the vacancy and anticipated vacancy including completion of any forms and production of mission plans if not already available.

2. Position of the Minister who remains in post. The Union Commission Convener and or some other person appointed by him should meet with that Minister to gather any useful background information about the situation, to answer any questions about the process and to acknowledge that he continues as the Minister of one of the charges involved. However the Presbytery should appoint another Minister, as above, to lead the Congregation through the application process for deferred linkage.

3. Congregations always have a right to come to a full Commission meeting to make a case for Leave to Call. However the Commission should operate with flexibility concerning the need for Congregation/s to appear before the full Commission meeting. It is possible that the vacant Congregation will already have presented a case for Leave to Call before the full Commission. If there has been a visit of a Union Commission delegation to the area and

consultation with the Kirk Session/s, the Congregation/s to be linked should not necessarily be required to visit the Commission itself. The Office-bearers of the Commission are authorized to take a decision on this matter.

4. Where the vacant charge has comparatively recently completed vacancy forms, these should be accepted with updated figures – possibly provided through a copy of the most recent statistical sheet. The Congregation to be linked on the retirement of their Minister should be required to complete the Deferred Linkage (Minister to retire) Forms.

**Visit to the area.** The Union Commission should appoint a delegation to visit the area and to consult with the appointed representatives of the Presbytery and with the Kirk Sessions. A joint meeting of all the Kirk Sessions concerned should be accepted as “consultation with the various Kirk Sessions “. However, under the supervision of the Presbytery, any anticipated terms should be put to separate meetings of all the Kirk Sessions concerned and the resolution passed concerning those anticipated terms reported to the Union Commission. The provisions of Par 274 (6), including the role of the Congregation eventually to be linked in the choice of the Minister should be carefully explained. If all the Congregations concerned are Home Mission Congregations the particular procedures to be followed should be outlined (see Appendix 6 in Vacancy Handbook).

**APPENDIX 2**  
**2013 SALARY SCALES FOR ADDITIONAL PASTORAL PERSONNEL**

	Sterling salary pt	Euro salary	Level of responsibility of post	Qualification attained by employee or level of experience
<b>Band A</b>	£16,839 (5) £17,442 (6) £18,051 (7) £18,657 (8) £19,428 (9) £20,029 (10)	€26,410 (5) €27,356 (6) €28,311 (7) €29,261 (8) €30,470 (9) €31,413 (10)	Mostly direct work with children, young people or adults under close regular supervision; low management responsibility for people or projects.	Obtained or working towards OCN level 2&3 qualifications, PCI Youth/Children's Ministry Course or similar qualification in the relevant field; Where this level of qualification is not held, demonstrated experience in this field of activity may be deemed equivalent.
<b>Band B</b>	£21,003 (11) £21,956 (12) £22,939 (13) £23,955 (14) £24,649 (15+)	€32,940 (11) €34,435 (12) €35,977 (13) €37,570 (14) €38,660 (15+)	General responsibility for specific areas of programme and ministry oversight; graduating and less closely supervised responsibility for programmes, strategy, volunteers or leaders.	Appropriate recognition of attainment or working towards undergraduate or postgraduate theological study or professional qualifications (including Youth & Community, teaching qualification or other related professional qualifications such as counselling or social work). Where this level of qualification is not held, demonstrated experience in this field of activity may be deemed equivalent.

**Please note:**

1. This salary scale was initially based on the JNC Youth and Community work scale (2009) for the UK and has since been updated annually. The RoI salary scale will be the appropriate salary point multiplied by the RoI Ministerial Minimum (€35,941) and divided by the NI Ministerial Minimum (€22,916) ie. Uplifted by PCI's agreed percentage for RoI cost of living differential.
2. The above rates are deemed to apply to a minimum of 37.5 hours per week. For employees working less than 37.5 hours per week a pro-rata rate is applicable.
3. The APP Convener of the Union Commission should be contacted for the most up to date figures and for advice on their interpretation.



**APPENDIX 3****DRAFT GUIDELINES FOR PRESBYTERY CLERKS ON THE  
ROLE OF PRESBYTERIES IN THE EMPLOYMENT OF  
ADDITIONAL PASTORAL PERSONNEL**

Presbytery has a very important role in the oversight of the employment of Additional Pastoral Personnel. Presbytery must give its approval both for the creation of new posts and for the extension of existing ones. This is indicated through the Clerk signing the relevant request forms. Presbytery approval is never a formality and these guidelines are designed to help Presbyteries work through their part in the process, prior to approving any request, in order to avoid pitfalls or difficulties with employment law at a later date.

**Presbytery in its role should:**

1. Encourage all Ministers to read the Union Commission Guidelines for Congregations and Presbyteries regarding the Employment of Additional Pastoral Personnel (March 2011 and updated June 2012)

2. In the case of a new request, ensure that all documentation is presented to them before giving their approval for the post. This will include a request for approval of a new APP post form (Appendix C in UC Guidelines, signed by the Moderator or Clerk of Session), a job description, a personnel specification, the terms and conditions, a draft advert and final confirmation of Peninsula approval.

3. In the case of a request for an extension to an existing post, ensure that all the documentation is presented to them three months prior to the ending of the present contract. This will include a request for an extension of an existing APP post form (Appendix D in UC Guidelines, signed by the Moderator or Clerk of Session), any changes to the job description, the terms and conditions and final Peninsula approval for these changes.

4. Ensure that the appointment is in agreement with the Congregation's Mission Plan and/or with Presbytery's recommendations through its Consultation with the Congregation.

5. Consider that while the job description is drawn up by the Kirk Session, Presbytery should ensure that it is satisfied with its general terms.

6. Ensure that the Congregation has the resources to meet the financial commitment of the post or that appropriate funding is in place. This may include looking at the Congregation's accounts.

7. Inform the APP Committee and the Union Commission if a Congregation is augmented, in which case a Board of Mission in Ireland report is then required. Presbytery should ensure that the Congregation make contact with BMI in order that this can take place.

8. Once a post is approved by the Presbytery at its meeting, all documentation should be passed on to the Additional Pastoral Personnel Committee, ensuring that it is with the Convener at least two weeks prior to the monthly stated meeting of the Union Commission.

9. When the documentation supporting the request for approval of a new APP post or an extension of a post comes to the APP Committee, the

Committee will satisfy itself that these checks have been carried out. The Clerk of Presbytery's signature is essential showing that Presbytery has carried out its responsibilities and recommends the approval of the creation or the extension of the post.

**ASSESSMENTS ON FULLY CONSTITUTED CHURCH EXTENSION  
CHARGES – 2013**

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

<i>Church</i>	<i>Fully Constituted</i>	<i>Families (†)</i>	<i>Assess 2013 £</i>	<i>Spec. Sources £</i>	<i>Income* £</i>
Movilla	2001	238 (179)	268	71,850	148,435
New Mossley	2005	112 (95)	142	34,963	144,945
Ballysally	2007	160 (80)	120	41,200	130,635

† Families contributing at least £5.00 per annum

\* As from 2012 Income includes all Organisational Income

**ASSESSMENTS ON CHURCH EXTENSION CHARGES – 2013**

<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>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Taughmonagh	-	16,006	4,802	2,401	1,601	960	9,764

## LICENTIATES — 2013

Licentiates are paid 75% of the Ministerial Minimum = £17,187 plus House Allowance pa (single - £702; married - £1,002) if applicable. House Allowance is shared equally between the Congregation and CMF

## FIRST YEAR – From 1 January, 2013

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Licensing</i>	<i>Ministers Stipend</i> £	<i>Congregations Contribution</i> £	<i>C.M.F.</i> £
Fitzroy	† J Abemethy	27.05.12	31,500 (25%)	8,226	9,663
Newmills	† A Boreland	10.06.12	28,647 (25%)	7,513	10,376
Hamilton Road	* D Burke	02.06.12	42,700 (30%)	13,311	4,878
Dundonald	* S Cowan	27.05.12	39,900 (30%)	12,471	5,718
Connor	* M Currie	17.06.12	34,475 (25%)	9,120	9,069
Craigy Hill	* M Dodds	17.06.12	31,000 (30%)	9,801	8,388
McCracken Memorial	* F Forbes	24.06.12	35,171 (s/a)	8,000	10,189
Moir	* S Hamilton	10.06.12	30,000 (30%)	9,501	8,688
Cooke Centenary	* C Heron	17.06.12	28,000 (30%)	8,901	9,288
Culnady	* N Kane	24.06.12	18,000 (30%)	5,825	9,617
Swatragh	* N Kane	24.06.12	3,200 (30%)	1,036	1,711
1st Newtownards	* E Kirwan	10.06.12	31,170 (30%)	9,852	8,337
Drumachose	* I Linton	03.06.12	24,146 (s/a)	4,250	4,844
Derramore	* I Linton	03.06.12	12,330 (s/a)	4,250	4,845
1st Carrickfergus	* R McCormick	10.06.12	39,948 (30%)	12,485	5,704
Ballywillan	* G McCracken	27.05.12	34,000 (30%)	10,701	7,488
1st Larne	* A Moore	10.06.12	36,484 (30%)	11,446	6,743
Richhill	* B Preston	10.06.12	36,117 (30%)	11,336	6,853
McQuiston Memorial	* G Simpson	24.06.12	32,000 (30%)	10,101	8,088
2nd Broughshane	* M Simpson	03.06.12	32,004 (25%)	8,502	9,687
West Church, Ballymena	* P Kerr	10.06.12	39,900 (s/a)	9,471	8,718

\* Married House Allowance

† Single House Allowance

# No House Allowance - House provided by Congregation

s/a Special Arrangement

## LICENTIATES – 2013

Licentiates are paid 80% of the Ministerial Minimum = £18,332.80 plus House Allowance pa (single - £702; married - £1,002) if applicable. House Allowance is shared equally between the Congregation and CMF

### SECOND YEAR – From 1 January, 2013

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Licensing</i>	<i>Ministers Stipend</i> £	<i>Congregations Contribution</i> £	<i>C.M.F.</i> £
Enniskillen	* R Beacom	26.06.11	24,187 (25%)	7,031	12,304
The Mall, Armagh	* T Boyd	03.06.11	34,280 (30%)	11,471	7,864
Portstewart	* A Buick	05.06.11	31,904 (s/a)	6,600	12,735
Scarva St., Banbridge	* S Burke	29.05.11	35,918 (s/a)	6,600	12,735
Joymount	† R Collins	05.06.11	36,308 (30%)	11,970	7,075
Malone	† D Conkey	12.06.11	37,150 (30%)	12,239	6,796
Hillsborough	* A Conway	26.06.11	38,079 (30%)	12,686	6,649
1st Holywood	* A Ditty	29.05.11	36,500 (30%)	12,181	7,154
Dungannon	* J Dunn	17.06.11	35,622 (30%)	11,900	7,435
Regent Street	* J Frazer	12.06.11	36,157 (30%)	12,071	7,264
West Church, Bangor	* A Galbraith	06.06.11	39,000 (30%)	12,981	6,354
Maze	* A Graham	29.05.11	27,240 (30%)	9,218	10,117
1st Magherafelt	* K Hibbert	29.05.11	31,858 (s/a)	6,600	12,735
1st Ballymena	* S Hibbert	13.05.11	36,000 (30%)	12,021	7,314
Ballee	* J McConaghie	05.06.11	22,416 (25%)	6,553	12,782
Killinchy	* E McKenzie	26.06.11	36,137 (25%)	10,258	9,077
Killead	† S McNie	29.05.11	16,961 (25%)	4,754	4,763
Loanends	† S McNie	29.05.11	16,961 (25%)	4,754	4,764
Carryduff	* S Moore	12.06.11	33,000 (30%)	11,061	8,274

Templepatrick	* S Morrow	05.06.11	36,550	(25%)	10,370	8,965
Greenwell Street	* J Mullan	26.06.11	36,251	(30%)	12,101	7,234
Molesworth	* G Orr	12.06.11	29,524	(s/a)	6,600	12,735
St Andrew's	* P Orr	05.06.11	29,198	(s/a)	6,600	12,735
1st Saintfield	* O Patterson	19.06.11	35,105	(30%)	11,735	7,600
Glendermott	* B Smyth	19.06.11	33,032	(25%)	9,420	9,915
Wellington	* N Stewart	24.06.11	39,999	(30%)	13,301	6,034
Gardenmore	* L Webster	03.07.11	36,000	(30%)	12,021	7,314

\* Married House Allowance

† Single House Allowance

# No House Allowance - House provided by Congregation

s/a Special Arrangement

## LICENTIATES – 2013

Licentiates are paid 85% of the Ministerial Minimum = £19,478.60 plus House Allowance pa (single - £702; married - £1,002) if applicable. House Allowance is shared equally between the Congregation and CMF

### THIRD YEAR – From 1 January, 2013

<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	* P Bovill	30.05.10	36,137 (32%)	12,065	8,416
Stormont	* J Boyd	15.05.10	40,974 (32%)	13,613	6,868
Killfennan	* J Cowan	20.06.10	31,526 (32%)	10,589	9,892
Bangor – West (to 25.1.13)	* P Douglas	20.06.10	39,000 (32%)	889	514
Ballygowan	† D Edwards	25.06.10	36,750 (32%)	12,111	8,070
Harmony Hill	* H Freeburn	06.06.10	36,198 (32%)	12,084	8,397
High Kirk	† R Houston	06.06.10	39,661 (32%)	13,043	7,138
Second Comber	* G Maclean	06.06.10	41,100 (32%)	13,653	6,828
Kirkpatrick Memorial	* D McCullagh	27.06.10	38,000 (27%)	10,761	9,720
Legacurry	* M Proctor	13.06.10	34,072 (32%)	11,404	9,077
Ballyclare	* N Smyth	20.06.10	34,200 (32%)	11,445	9,036
Rathcoole (to 30.4.13)	† S Glendinning	21.06.09	25,703 (s/a)	0	6,727
Hamilton Road	† M McKeown	07.06.09	42,700 (32%)	4,722	1,578
Fisherwick	† K Viner +	21.06.09	38,999 (32%)	0	20,481

\* Married House Allowance

† Single House Allowance

s/a Special Arrangement

# No House Allowance - House provided by Congregation

**ASSOCIATE MINISTERS – 2013**

<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	26,000.00	26,000.00	n/a	8,984.00
DW Leach	Hamilton Road	22,916.00	22,916.00	2,000.00	7,818.00
DM Spratt	First Bangor	22,916.00	22,916.00	500.00	7,818.00
AJ Dunlop	First Portadown	22,916.00	22,916.00	500.00	7,818.00
AD Mullan	Mourne	25,500.00	25,500.00	n/a	8,795.00
LA Wilson	First Comber	22,916.00	21,325.00	1,000.00	7,818.00

Following the change in Basis of Assessment for Congregations, there are no longer assessments on Associate salaries for CMF, RMF, WMF and PDF. Congregations are however now charged full Pension costs for their Associate, although during the first four years of the implementation of the new Basis of Assessment, rebates are paid for all existing arrangements to ensure that the additional cost does not exceed 10% in the first year and this initial rebate is tapered for a further three years.



**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 £6,650 or RI €10,000, within the terms of res 3, p 70 General Assembly Minutes, 1988.
3. That the guidelines on Deferred Linkages be noted.
4. That the guidelines for Presbyteries on the Appointment of APPs be noted.
5. That the Union Commission be appointed for the ensuing year in accordance with Par 128 of the Code as follows:

**OVERTURE ON THE BOOKS****Anent Par 128(1)**

It is hereby overtured to the General Assembly to enact that in Par 128(1) the Convener of the Pensions and Assessments Committee (Board of Finance and Personnel) be added to the membership of the Union Commission and that the term “Strategy for Mission Convener” be substituted for the term “the Convener of the Home and Irish Mission Committee”.

SA MATTHEWS

**OVERTURES TRANSMITTED****Anent Par 82(4) of the Code**

It is hereby overtured to the General Assembly to enact that in Par 82(4) of the Code the words “let or sold” be deleted and the words “let, sold or provided as security” be substituted in their place.

**Anent Par 274(8) of the Code**

It is hereby overtured to the General Assembly to enact that in Par 274(8) of the Code the word “involved,” be deleted and the words “involved and except when Par 274(5)(c)(v) or Par 318(3)(d) is applicable,” be substituted in its place.

WJ HENRY

# BOARD OF MISSION OVERSEAS

Convener: Rev CA MEBAN  
Secretary: Rev WS MARRS

## ‘Serving a mission-hearted Church’

1. The General Assembly (2005) approved the vision, purpose, values and strategic priorities of the Board of Mission Overseas (BMO). Its vision is “*to serve a mission-hearted Church, in step with the God of mission, reawakened to the missionary nature of God’s Word, placing mission at the heart of all it is and all it does, from the end of the pew to the ends of the earth.*” Its purpose is “*to proclaim Christ and his universal reign: educating our church in God’s purpose for His world; enthusing our members to witness to Christ world-wide; enabling all to share their lives and gifts across cultures.*” BMO seeks to uphold four core values of being God-centred, people-focused, Church-based and forward-thinking, and to concentrate and focus the on-going work of BMO in four strategic areas of priority namely: Mission Engagement; Outreach Initiatives; Leadership Development; and Compassionate Ministries – each providing a remit for four General Assembly Committees, themselves served in turn by the Steering Committee operating as the Business Committee of the Board.

### **Steering Committee (SC)**

**Para 2 to 32**

Main Issues: Fit for Purpose aspirations; Hearing the prophetic voice of God; The place of Transformation; Partner Church visits and visitors; Staffing; Mission personnel; Finance.

### **Outreach Ministries Committee (OMC)**

**Para 33 to 48**

Main Issues: Mission through education; mission through peace building.

### **Leadership Development Committee (LDC)**

**Para 49 to 54**

Main Issues: Evolving leadership development practice; Featured partnership; Leaders in training.

### **World Development Committee (WDC)**

**Para 55 to 66**

Main Issues: World Development Appeal; Moderator-supported special appeals; “Enough Food for Everyone – IF”.

### **Mission Involvement Committee (MIC)**

**Para 67 to 81**

Main Issues: Resources, training and teams.

**STEERING COMMITTEE (SC)**

2. “There are prophetic voices from outside of Ireland that PCI needs to hear and BMO would like increasingly to facilitate their amplification within PCI’s Congregations, Boards and College.” (BMO 2012 Report to GA)

3. “During the night Jacob got up and took his two wives, his two servant wives, and his eleven sons and crossed the Jabbok River with them. After taking them to the other side, he sent over all his possessions. This left Jacob all alone in the camp, and a man came and wrestled with him until the dawn began to break.” (Genesis 32:22-24)

4. Wrestling in the dark aptly captures, in a phrase, SC’s work during 2012-13. SC has wrestled with demands on time and resources, endeavouring to hear God’s prophetic voice for the Board and the wider Church, as well as for the Board Committees and for individual situations. Staff shortages and illness have reduced the number of events BMO could host. Meanwhile structures review processes (external to the Board) helped to focus the mind of SC on core tasks.

5. The four strategic priorities identified in paragraph 1 have remained firm anchors for all BMO’s service, while the core work of the four General Assembly committees has involved addressing those priorities. Thanks are due to the administrative and executive staff, and to volunteers, the Committee conveners, Committees and Working Groups, all of whom contribute time, resources, creativity, generosity and a spirit of good will, to make possible the large amount of work carried on in the name of BMO and PCI overseas.

6. “Normal” issues involving personnel, staffing, political and security developments, financial concerns and the overall direction of the Board have dominated work during the past year. However, SC’s work has also been coloured by the various stages of development of the Review of Structures going on in the background. A working group of non-staff members of SC are meeting to identify the essential work of BMO and the staffing required to undertake this, with a view to ensuring that core work will be clearly identifiable and ready to be taken forward, whatever structures are agreed by the General Assembly 2013.

7. The 2012 BMO report promised a “prophetic voice”-themed conference in September. After many reconfigurations, this became the highly successful and prophetically challenging “Ears to Hear?” conference on 28 November (See LDC report). SC took time to consider the table groups’ comments and responses to input from four Leaders in Training (LIT): Jorum Mugari, Andor Ferko, Szuszi Soos and Maqsood Kamil. Jorum Mugari’s Zimbabwean story illustrated a crisis of leadership, a crisis of detachment and a crisis of abandonment – all crises which amounted to God’s distressing answer to the Zimbabwean Church’s prayers. The Transylvanian Church challenged PCI to consider whether she may idealise tradition, giving it priority over openness to what God is doing in real people, and may display a real inability to embrace people who are different (culturally, politically, socially or theologically). Pakistani experience in the face of persecution, meanwhile, called PCI to focus on living confidently in Christ, and on using freedom, while it is still there, to live well in Christ and to support the persecuted church, rather than merely settle for survival.

8. SC were struck by the strength of the “Ears to Hear?” table group responses, which showed the willingness of conference participants for self-

critique and, in particular, for repentance from idolatry of denomination and doctrine and for greater humility towards, and confidence in, the Gospel of Christ within PCI in mission at home and abroad, as well as in all life and worship. One group said, “People who are prosperous don’t listen.” The “Ears to Hear?” responses raised challenging questions for the 2013-14 “Place of Transformation” theme: Is there a willingness to change? Are PCI structures and Congregations inward-looking? Are Presbyterians busy for busyness’ sake?

9. Coming to God in repentance before trying to go for God was a lesson that already emerged strongly from last year’s SC retreat, focused on Acts 10 (Peter and Cornelius): learning to listen and to respond to the unexpected, disturbing or even distressing call of God – in prayer – precedes hearing the Prophetic Voice. This year’s SC retreat, on Acts 1 and Exodus 33-34 was also about waiting for God – not only for God’s voice but for God’s presence to come among his people. Then having ‘ears to hear’ becomes having ‘eyes to see’, hearts become transformed by the presence of God, clinging to God, asking God to “travel with us”. Jacob’s wrestling also involves clinging, even after his hip is dislocated: “I will not let you go unless you bless me.” His journey thereafter is as a lame man. The blessing of a new name does not bring every kind of transformation he might hope for, or in the way he might hope for it.

10. 2013-14 may prove to be a year of many changes in BMO – in convenerships, in staff, and in structures. As we look for a “Place of Transformation,” what is the transformation we hope for? The transformation which comes after Acts 1 is not what the disciples think or hope for. Not (for example) the overthrow of the Romans. Nor, for PCI, is the hoped-for transformation likely to be (for instance) the end of a pluralist secular society. Rather, God’s name and God’s Spirit are given to empowered disciples, who wait and who cling to God, to inhabit their world with authenticity and authority.

11. SC has been much exercised by PCI’s reluctance to receive. How does living incarnationally, waiting for the Spirit to inspire, speak and lead or send, relate to partnering? How open is PCI to receiving ministry from partners? If the only way PCI will let go is by giving, then PCI must give generously, till her hands are empty, ready to receive from God (and from her partners). A person who becomes stressed in receiving a gift, always has to give a bigger gift back. This is a denial of grace, rather than an expression of it. It may be “better to give than to receive”, but why can PCI so easily send but so reluctantly receive missionaries? Why deny partners the blessing of giving to PCI? Does PCI like giving because of remaining in control of what we keep for ourselves? This is the giving of the rich – whose purpose is to make them feel righteous or less guilty. It does not fairly reflect the generosity of the people who support BMO through United Appeal, bequests, or through volunteering and prayer. What would it look like for PCI to give like the widow with her two coins? In what way does PCI “offering our best” contribute to PCI “learning from the rest”?

12. SC recognises the importance of resourcing Congregations through equipping, inspiring, envisioning and informing them. Strategically, this is best done through contact with Ministers and Licentiates for ministry (through Union College). While this aim is being furthered through developing relationships between MIC and UTC, SC is anxious that the future MIC, if relocated within a Council for Congregational Life in proposed new structures, should be properly staffed to enable the depth and focus of this work to continue.

13. In Genesis 32, Jacob sends everything he has across the Jabbok ahead of them before meeting his brother, his twin. He remains alone in the dark, there to wrestle with one whom he later understands to represent God.

14. In BMO there is much constructive wrestling: wrestling with the financial balance to be struck between sending people out from PCI's membership to serve partner Churches elsewhere and making grants available to assist partners in their own leadership development; wrestling between sending "centrally" – which has been in the DNA of PCI since 1840 – and equipping, mobilising, inspiring and informing local Congregations and Presbyteries to "own" overseas mission locally; wrestling between inherited "colonial" understandings of mission and the calling of Christ upon us today to dare to incarnate his Spirit in every part of the world; wrestling with a call to focus on Europe, between doing new things and struggling to partner effectively with Reformed Churches in their contexts. In all this, the wrestling process can both strengthen and limit PCI, that she may grow more fully into the plans God has for her among the people of God.

15. The coming year also promises to be a year of wrestling, with much resting on the outcome of discussions on the Structures Review Panel report at General Assembly. It is presently proposed that a Council for Global Mission may bring together responsibilities for Global Concerns (Race Relations, Environment, and International Relations). It is also being proposed that BMO's mission involvement priority should be incorporated into a multifaceted Council for Congregational Ministry (See MIC report for further discussion): in that event, it remains to be seen how the new structures would guarantee and promote the strong global mission focus of the Mission Involvement Assembly Committee or provide for its connectedness to a Council for Global Mission.

16. BMO values the opportunity to work alongside other agencies and societies in the local context through the **Mission Agencies Partnership (MAP)**. Further reflection, training and sharing of vital information (including critical legal developments) on mission comes through membership of **Global Connections** and the **British and Irish Association of Mission Studies (BIAMS)**. All such forums and conferences have provided good opportunities to participate in discussion and be challenged on a broad range of mission-related issues.

17. **Partner Church Visits:** The following overseas visits were made to attend consultations and conferences called by partner Churches and mission organisations, or share in their projects, and to offer pastoral support and encouragement to BMO mission personnel:-

- Roy and Daphne Patton accompanied by Nigel Eves undertook a visit to partner Churches and the McCroskery family in Indonesia 4-22 August 2012.
- Uel Marrs visited the Benjamin and Kibathi families in London, 12-13 September 2012.
- Caroline Hawthorne and Elizabeth Moffett visited the Benjamin and Kibathi families in London, 30 September-3 October 2012.
- Joe Campbell met with mission leadership in Central Asia, 3-23 November 2012.
- Uel Marrs met with CCAP leadership and mission personnel in Malawi, 4-16 November 2012.
- Uel Marrs spoke at the European Forum of Global Connections, Redcliffe College, Gloucester, 3-4 January 2013.

- Gordon Campbell undertook a one-week teaching programme at Faculté Jean Calvin in Aix en Provence, France, 4-13 January 2013.
- Helen Johnston, accompanied by BMO Pastoral Advisers, James and Willi Barton, visited PCI mission personnel and Presbyterian Church of East Africa (PCEA) leadership in Kenya, 24 January-9 February 2013.
- Uel Marrs visited with leadership of the Igreja Christa Presbyteriana de Portugal (ICPP) and James and Heather Cochrane, Portugal, 25-28 February 2013.
- Colin Dickson visited with leadership of the National Evangelical Synod of Syria and Lebanon (NESSL) and the Near East School of Theology (NEST) in Beirut, 18-20 March 2013. He represented BMO at the SAT-7 conference in Cyprus, 20-22 March 2013.
- Roy and Daphne Patton, accompanied by Valerie Tweedie, attended the Synod of the United Church of Jamaica and the Cayman Islands (UCJCI) in Jamaica, 13-21 April 2013.
- Gordon Campbell undertook a one-week teaching programme at the Baltic Reformed Theological Seminary (BRTS) in Riga, Latvia, 7-14 April 2013.
- Janet Campbell the Lockwood family personnel and attended the General Assembly of the United Mission to Nepal (UMN) in Kathmandu, Nepal, 27 May-2 June 2013.
- Roy and Daphne Patton visited with Edwin and Anne Kibathi and the PCEA UK Outreach Congregation in London, 16-17 March 2013.

18. BMO was delighted to receive the following visitors from partner Churches and mission organisations:

- Amon Chanika, General Secretary of Scripture Union (SU) Malawi, 12-30 October 2012.
- James Haire, 13 March 2013.
- Austin Chirwa, 15 April 2013.

19. **Personnel:** Matthew reminds us: “Whoever wants to be first must be your slave – just as the Son of man came not to be served, but to serve, and to give his life as a ransom for many.” There are many ways to serve others and, looking back on the past year, BMO thanks God for enabling the Board to serve and support mission personnel in their varied roles and locations. Appendix A details the wide-ranging areas of service with people from different cultures and languages undertaken by BMO mission personnel.

20. On 7 June 2012, Peter and Valerie Lockwood were commissioned in First Bangor Presbyterian Church by the Presbytery of Ards for missionary service in Nepal under BMO’s Integrate category of service. Peter is serving as an adviser to the Programme Team with the United Mission to Nepal. Valerie is also serving with UMN in their Human Resources Team; she coordinates recruitment and administration for all expatriates hoping to join UMN. Together with their children Conor, Joel and Erin they departed for Nepal on 21 July 2012.

21. On 25 October 2012, Adam McCormick, Greenwell Street Presbyterian Church, departed for missionary service in Malawi under BMO’s Ignite category of service. Adam is serving with the Church of Central Africa Presbyterian, Synod of Livingstonia, as an IT Support Officer.

22. At the Board meeting on 13 March 2013, Calls were issued to David and Pamela McCullagh for missionary service in Malawi. They hope to depart for service with Scripture Union during the autumn of 2013.

23. During the past year memorial minutes were recorded and sympathies expresses in respect of Mr John Merrishaw Lyle who passed away on 1 September 2012, having served in India from 1950 until 1960. Full details of his memorial minute are held in the BMO Office.

24. The Board's team of Pastoral Advisers, James and Willie Barton, Brian Hughes, Dobbie McCaughan, Stephen and Ruth McCracken and Tony and Valerie McGall, continue to quietly and faithfully encourage and support those serving overseas and those from overseas studying in the UK. The Board values and give thanks for this discreet way of serving.

25. Expenses Guidelines for Missionaries were updated and approved by the Board during the meeting on 9 October 2012.

26. The SC received a number of direction papers which will continue to be developed as part of the on-going support provided by the Board. The papers included a Human Resources Model for BMO Mission Personnel, Associate Mission Status and a Strategy for Placement of Personnel.

27. Deep appreciation is expressed to Prof Gordon Campbell who has now completed the maximum period of seven years as Convener of the Leadership Development Committee (LDC). Gordon brought to LDC the rich experience of training leaders in the European context not least his engagement at the cutting edge of leadership development with partners through regular intensive teaching visits to the Faculté Jean Calvin, Aix-en-Provence, and to the Baltic Reformed Theological Seminary in Riga, Latvia. Through his active contribution and heart for listening to partners from around the world, Gordon has laid down a firm foundation for the work of the Committee.

28. Likewise, the Rev Stephen Richmond has completed seven years as Convener of the Outreach Ministries Committee. BMO is very grateful for his faithfulness in regularly making the journey from Donegal, and for the clarity of thought and insight Stephen brought to discussion on a broad range of issues right from the earliest days of OMC.

29. The Rev Mark Welsh resigned from the role of Convener of the Mission Involvement Committee on 8 April 2013 having served in this role for almost four years. Over this time Mark has engaged whole-heartedly in MIC work, overseeing the development of working groups that have encouraged volunteer involvement and strengthened co-ordination of short-term mission teams with the Board of Youth and Children's Ministry. His go-ahead approach has achieved much and in expressing its deep appreciation, BMO wishes Mark and his family God's richest blessing as he takes up a new post as Mission Mobiliser for Interserve Scotland and Ireland.

30. **Finance:** The on-going commitment by PCI members to support the work of mission in a broad range of ways brings much encouragement. Thanks are recorded to individuals and Congregations who year after year have provided financial support through the United Appeal, and for all that the United Appeal Board does to ensure that the target of honour for the total appeal is reached each year. BMO received £1,000,000 from the United Appeal Board in 2013, and the same amount has been requested from UAB for 2014. The married couples' furlough allowance, which is the benchmark to the setting of all other missionary

allowances, was set at £22,574 for 2013, an increase of 2.2% on 2012. BMO ended 2012 with a deficit on its current account of £15,451.

31. Once again the Board of Mission Overseas is very grateful for the on-going support of **Presbyterian Women (PW)** whose office bearers, Central Committee and members continue to contribute faithfully to the work of the Board. In 2013, the annual grant made by PW to the work of the Board was £190,000. BMO commends PW for their enthusiasm and commitment to the work of PCI in mission beyond the shores of Ireland, and thanks its members for their prayerful and practical support of BMO mission personnel.

32. BMO is once again indebted to Mervyn Whittle who continues to oversee an on-going programme of maintenance for all BMO mission properties. The Board is very appreciative of the on-going support and guidance provided by the Board of Finance and Personnel.

## OUTREACH MINISTRIES COMMITTEE (OMC)

33. **Mission through education:** Jesus was a teacher, his final command to the Church was '*go and make disciples of all nations... teaching them to obey everything I have commanded you*'. Day by day the New Testament Church taught in the Temple courts and began a process of education called catechesis. History is full of schools and universities being started by Christians, and monasteries preserved manuscripts and learning in the Dark Ages. Luther said we all needed to read the Scriptures and this led to a goal of universal literacy for all. This history of mission has been closely linked with education and PCI's own history has seen many missionaries involved in sharing the gospel through education in many countries and in many different ways. The Board continue to send personnel around the world to work in educational roles and we have many stories and examples of hugely significant changes being made to communities and individuals. Over the next year OMC would like to bring into sharper focus our strategy of 'Mission through Education.'

34. There is so much great work being done and OMC would love more people in the wider Church to be informed, involved and supporting this work through prayer and in other ways. The 'Mission through Education' working group are producing articles and materials that will highlight different perspectives of PCI's involvement in mission through education. It is intended that there will be some DVD and PowerPoint presentations, relating stories from missionaries, partners, teachers, pupils, and missionary kids. The aim would be to have materials on the BMO Website for download, with these being made available following the General Assembly 2013 for use in September of this year.

35. **Peace-building as an OMC Strategy:** Over the past number of years the OMC has brought guidelines on five areas of strategic focus in mission: Mission through education, Medical mission, Specialist Service Agencies (SSA's), Evangelism and church planting, and Sustainable development.

36. The Committee believe that another important and strategic area in mission is that of peace-building and so the guidelines below have been agreed by BMO and are presented to the General Assembly for recognition as a strategic strand in overseas work.



37. One of the most recurrent hindrances to development work in many countries of the world is communal tension and conflict. This often has a detrimental impact upon the work of the Church. Fractured relationships, divided communities, death and destruction are sadly commonplace in divided societies, and the result is often that scarce resources are diverted from educational, medical and community development to military requirements. Many have observed that violence and war are development in reverse.

38. The causes of these conflicts are many and varied. Some are deeply rooted in history involving caste, ethnicity, race or religion. Others reflect issues of injustice, poverty and competition for resources. Often the divisions are allowed to run so deep that few are willing or able to effectively address the issues. Politicians and military may attempt to intervene, but will often be perceived as being biased toward one 'side' or other.

39. Standing alongside brothers and sisters in Christ in their hardship and loss and helping them work for peace is a huge challenge and opportunity for mission in the 21st century. This has been increasingly recognised by the Church worldwide. Almost 5,000 Evangelical leaders meeting at the third Lausanne Congress in Cape Town in 2010 called for a commitment to peace making. "We long to see the worldwide Church of Christ, those who have been reconciled to God, living out our reconciliation with one another and committed to the task and struggle of peace making in the name of Christ. We long for the day when the Church will be the world's most visibly shining model of ethnic reconciliation and its most active advocate for conflict resolution". (The Cape Town Commitment, a Confession of Faith and call to action.)

40. As the Church begins to engage with these issues it is vital to understand and express the motivations and theological foundations which will shape and direct this work. Reconciliation and peace-making are central and essential themes of the Christian faith. From the third chapter of Genesis onward it is clear that there is division and tension between God and mankind which spills over into all human relationships. First and foremost God takes initiative to bring reconciliation by dealing with the issues of sin and rebellion through redemption. Spiritual reconciliation has a strong bearing upon the issues of human division and need. The Scriptures do not allow us the option of "cheap grace" which ignores the responsibility to live out the implications of the gospel in human relations.

41. Christian peace-making finds its foundation in the love of God revealed to the world in the cross of Christ (Romans 5v8). The sacrifice of Christ to atone for sin and make reconciliation between God and mankind makes true peace with God possible, and opens the way for Christians to share a message of peace-making on both a vertical (with God) and horizontal (with people) plane.

42. In the work of peace building PCI seeks:

(i) Out of love for God:

To be faithful witnesses of the gospel of Jesus Christ (Rom 1v16)

To speak the truth in love (Eph. 4v15), reforming the lives of Presbyterian people and Congregations according to the Bible

To seek to be united to Christ and with all other believers John 17v21-23)

To be peace-makers in the world (salt, light, yeast, servants, etc.)

- (ii) Out of love for one's neighbour:  
 To encourage respect for all people  
 To learn to understand all people, and be open to learn from them  
 To interact honestly with the community in which Presbyterians live, entering into sensitive dialogue on their values and sharing the good news of Jesus Christ.  
 To work with all people of good will on practical projects which will benefit the community, particularly addressing issues of tension and division

43. Possible BMO Contributions to Peace-building: **Theological Teaching and Education.** As with all other aspects of mission work the best people to effect change and build peace in a country are those who live in that country and have an emotional bond to it. BMO might host suitable people recommended by our overseas partners for courses in Ireland or elsewhere. BMO will encourage partners, where possible, in the teaching of modules of peace-building in theological colleges and in primary and secondary level education. It might be possible to send Bible teachers to conduct courses and seminars overseas. Key themes in such programmes would be forgiveness, justice and personal and social transformation. The Church, which sometimes through history or theology has got caught into supporting one side in a conflict, can be encouraged to teach and demonstrate a more even role. Through developing community leadership, working for social cohesion and justice, the Church can through the love and power of Christ become a community of reconciliation, hope and healing.

44. **Sharing from the experiences of Presbyterians in Ireland:** From people's long and painful experiences of violence in Ireland, BMO's partners overseas are looking to us to share skills and insights. Churches in a society facing prolonged violence and conflict at a community and national level are often at a loss to know what they can do. Whilst all the answers are not to be found here in Ireland, there are some answers and PCI are obligated to do what we can for brothers and sisters facing difficult times. It is important to be aware of opportunities to offer support in the development of leadership and skills in peace-building among Christian men and woman connected to BMO's partners; to consider support for partner programmes which are innovative, take measured risk, are strategic, and provide opportunities for adults, children and families to develop new relationships with those who differ from them through race, ethnicity, caste or faith; to cultivate special interest in those programmes that carry the support of the local Churches and offer possibilities of sustainability beyond the support of BMO.

45. **Building on experiences gained overseas.** BMO have had several years' involvement in peace-building work in Nepal. Arising from experiences here in Ireland BMO have supported UMN in building a team of peace-building staff, demonstrating ways in which peace-building can be integrated into development work. There has been support for the Church in Nepal to develop a forgiveness programme aimed at their leadership. The Church in Nepal has also held conferences on peace and BMO has supported these.

46. During 2012 BMO had strengthened contact with the Church in South Sudan, a country which has seen many years of war and now is attempting to consolidate a peace process. In tribal disputes Presbyterian Congregations are on

both sides with Church burnings and killings still common occurrences. There are several ways in which BMO could help. One example is where Presbyterian women from different tribes have had some initial contact with one another but need sustained support over a few years to further develop their relationships with one another before also involving their young men and children in programmes of trust building, forgiveness and reconciliation. The Presbyterian Church of South Sudan is ready to sanction such a programme but has neither the expertise nor the finance to support it.

47. In the Middle East over recent years BMO have supported Sat 7 and others to produce radio and TV programmes on peace and evangelism. There may well be ways in which this experience can be shared by BMO with our partners in other regions of the world.

48. In committing to a focus on peace, BMO desires to contribute to PCI's overall theme of 'The place of transformation' in 2013.

STEPHEN RICHMOND, Convener (OMC)

## LEADERSHIP DEVELOPMENT COMMITTEE (LDC)

49. In light of the 2012/2013 Church-wide *Fit for Purpose focus – A Prophetic Voice* – Resolution 2 of the 2012 BMO report to GA asked PCI to listen before she speaks: to listen, in order to “reflect the mission priorities of God’s coming Kingdom.”

50. In November, at the “*Ears To Hear*” Morning Conference, BMO invited this year’s **Leaders in Training** (LIT) – supported through LDC – to bring their perspectives and insights to bear on the issue of what God’s Spirit is saying to the Global Church, telling us how the Church in their contexts is responding. Jorum Mugari (Zimbabwe), Andor Ferko and Zsuzsi Soos (Romania) and Maqsood Kamil (Pakistan) – all emerging or established leaders in partner Churches – spoke on behalf of PCI’s brothers and sisters from the Global Church into the little Irish world of those gathered. Those attending listened as they talked eloquently of issues faced by their Churches and lessons learnt. They modelled faithful partnership to PCI, sharing from their hearts, enlarging participant’s horizons and setting challenges for faith and discipleship in the Irish context. Through their witness they brought to those present the Gospel afresh and their prophetic words will reach a wider audience at this year’s General Assembly. Occasions such as this are a marvellous gift from God, to be sought actively and welcomed with gratitude.

51. One of BMO’s core values is to be people-focused. LDC tries to address this in the care of each LIT whom it sponsors. The Committee has reviewed the palette of support already offered to LITs by BMO staff, the Committee itself, the Institution where the LIT is studying (typically Union Theological College or Belfast Bible College) and the Congregation to which LITs are assigned. In addition to what is already in place it is proposed in future to give LITs an independent listening ear. Provision of adequate care for LITs studying in England, Scotland or Wales remains a challenge and here PCI relies on other stakeholders for their input. Finally, in future it is planned to offer all LITs an exit interview, to help them process their experiences in this context and

prepare for a return to their own. The partner Church or institution will also be encouraged to provide appropriate debriefing.

52. Resolution 5, last year, invited the whole Church to take ownership of three objectives of the work of LDC:

- (i) *Support* to PCI's partner Churches, to help them equip their leaders;
- (ii) *Promotion* of individual partnerships, through a rotating emphasis on each world region in turn;
- (iii) *Engagement* by Congregations in leadership development work generally, and with leaders in training particularly.

53. These aims have been furthered as follows:

- (i) **Support to PCI's partner Churches.** Two examples of face-to-face engagement this year may be given. In November 2012 the Executive Secretary, Uel Marrs, was in Malawi where he visited Livingstonia Theological College; he learned of its significant challenges, financial and otherwise, and heard of the students' appreciation for the training they receive – not least from their two Irish lecturers, the Rev Robin Quinn and Matt Williams. In January 2013 the Convener was in France, teaching Bachelor's and Master's students at *Faculté Jean Calvin* in Aix-en-Provence; *FJC* has an ambitious project to develop its library and offer a training hub for Churches in the region. It is a privilege for PCI to partner with both these institutions, as they train Ministers or other full-time Christian workers and make disciples for very different contexts.

As reported in 2012, PCI's partners increasingly seek BMO's support for PhD studies, as they consolidate their capacity to provide high-quality training in their own contexts. For LDC this new benchmark carries a twin challenge. One is financial sustainability, including the stewardship of limited resources: PhD study for students brought to the UK or Ireland can cost up to £15-20,000 per year per student; LDC therefore tries to secure co-funding where possible. Sums are much smaller in the majority world.

The other is the care of families separated while a student completes prolonged studies away from home. Two applications for PhD study – both of strategic importance for BMO's partner Churches – have been accepted by LDC and are being processed at time of writing: they involve candidates from Indonesia (GMIT) and Kenya (PCEA) who will both study here in Ireland.

To improve ownership by both partners of projects which receive financial support from PCI, procedures will change in 2013/2014. LDC's Grants Working Group has produced a new grants application process for partners to use in improving the information flow to PCI while making a specific case for funding opportunities.

- (ii) **Promotion of individual partnerships.** The regional focus for 2012/2013 has been **Asia**. The Moderator has taken several opportunities to profile, for the wider Church, his visit to BMO's partners in Indonesia last August and to encourage PCI with the commitment of our fellow-believers there. At time of writing it is hoped to publicise work as diverse as: the training of leaders in Nepal, through the *United Mission to Nepal* (UMN); the theological training

provided in India at *Gujurat United School of Theology* (GUST) – which celebrated its centenary earlier this year – and the youth project of the *Church of North India* (CNI), which PCI is supporting for a five-year period: CNI's new bishop, the Rev Silvans Christian, is himself a former LIT whom PCI supported.

LDC's reduced grants budget for this year is £94,500 – supplemented by support from the Lindsay Memorial Fund for projects in Africa. Almost 50% of this budget is earmarked for projects in Asia: in addition to the partners already mentioned, those benefitting include: the *Evangelical Christian Church in Halmahera* (GMIH) and *Christian Church of Sumba* (GKS); *Vision Network* (Nepal) and *Focus Nepal*; and the *United Bible Training College* (UBTC) in Pakistan.

The region to be featured in 2013/2014 is **Europe** – on PCI's doorstep, yet identified in BMO's review as an arena in which PCI needs to invest more intentional effort in mission. Thus it is hoped both to raise the profile of existing European partners and their needs and to contribute imaginatively to new initiatives. For instance, this autumn *Baltic Reformed Theological Seminary* (BRTS) in Riga, Latvia, will celebrate fifteen years of theological training for the ministry and mission of the small Reformed Churches in Latvia and Lithuania.

- (iii) **Engagement by Congregations in LD work.** With the valuable help of the Mission Involvement Committee (MIC), LDC's Guidelines Working Group is pleased to offer three new tools to the Church. The first is a '*What and Why*' leaflet, intended for the widest possible use in the Church as a primer on what is involved in the development of gifted and committed leaders for the world Church. The second is a '*Partnership in the Gospel*' leaflet, which explains how Congregations might get directly and actively involved in supporting LD work. The third is '*Congregational Advice on Hosting a LIT*', which does exactly what it says on the tin and aims to help any local Church privileged to welcome and support a leader from overseas. It is hoped that all these materials will enthuse and empower the Church to get involved in the exciting task of helping partner Churches to disciple, train and equip leaders to live out the Gospel with vision and courage in today's world.

54. It has been a privilege and pleasure to serve as LDC Convener since the Committee's creation in 2006 and to share in the adventure of partnership in the Gospel in so many overseas contexts. I wish my successor well.

GORDON CAMPBELL, Convener (LDC)

## WORLD DEVELOPMENT COMMITTEE (WDC)

55. The World Development Committee continues to work under the theme, '*Let Justice Flow*', drawing on the urgent voice of the prophet Amos (5.24). The image kept before WDC is of an indiscriminate outpouring of God's powerful waters of transformation, an outpouring which enables the thirsty to drink and be restored to life, which sweeps away all unjust structures of privilege

and entitlement, and which waters the ground of mutual dignity, respect, and righteousness throughout the earth.

56. The 2012 World Development Appeal took as its strap line *'Let Justice Flow: Speak up! Speak Out!'*, and focused on the biblical call to rebuild just and rightly ordered relationships, among all the people of the earth, and between the peoples of the earth and their Creator. The main projects highlighted in 2012 were in Egypt, and WDC's partners were COC Bless (the relief and development wing of the Coptic Orthodox Church), and CEOSS (the Coptic Evangelical Organisation for Social Services). Both groups are involved in community advocacy training, helping communities to speak up about their own basic needs and context, to become involved in decision-making, and to set and meet their own development priorities.

57. The second focus for the 2012 Appeal was on the community advocacy training and development work being carried out by the United Mission to Nepal, a long-time partner of the Board of Mission Overseas.

58. The Committee were pleased to report to the Board in March this year that offerings being received for the 2012 Appeal were keeping pace with the amounts received by the same time last year, and that the Committee had already been able to disburse £200,000 each to Tearfund and Christian Aid at its February meeting. Since the Committee's 2012 Report to the General Assembly was written, an additional £100,000 each has been sent to each, in connection with the 2011 Appeal.

59. The Committee thank individuals and Congregations for their deep generosity in a time of continuing recession, and for their accompanying witness to God's grace and sustaining care for the whole world. The Committee would also like to thank Presbytery agents for their crucial role in enabling the powerful Church-wide witness of the World Development Appeal.

60. The annual allocation from the World Development Appeal to the Board of Mission Overseas was made in October 2012, in the amount of £30,000. It will be used by the Board to support Diakonia Cluj (literacy and parenting classes for the Roma community) and the National Evangelical Synod of Lebanon and Syria (assistance for Christian refugees from Syria).

61. The 2013 Appeal will continue to work under the theme Let Justice Flow, and seeks to echo the 2013 PCI focus on the calling of the Church to be a place of transformation. The Appeal will focus on projects which promote holistic transformation in both Church and community, increasing both the Church's capacity to act in the interests of others, and the capacity of all to hope for a better future. The partners highlighted in 2013 will be based in Rwanda (Mouccore) and India (Church of North India Board of Social Services). The Committee are delighted that the Moderator will be travelling to Rwanda in August to visit WDC partners there.

62. Finally, WDC seeks the support of the General Assembly for a resolution endorsing the "Enough Food for Everyone – IF" campaign.

63. Later in June 2013, the UK is hosting a gathering of world leaders from the G8 countries, who will be meeting in Northern Ireland. At the same time, the Republic of Ireland currently holds the EU Presidency, and will do so until July. The dovetailing of these two events means that a greater than usual amount of the world's attention is being turned to this small island at present, giving PCI an unrepeatable opportunity to bear witness in a very public way to the Churches

commitment to serve her global neighbours, counting their lives as having the same importance as the lives of people here in Ireland.

64. In January, Tearfund and Christian Aid joined with more than 100 other organisations in the UK and Ireland to launch the 2013 “Enough Food for Everyone – IF” campaign. This campaign highlights the simple but powerful claim that if the way people grow and distribute food as a global community were more just and fair, no one would have to go hungry.

65. The campaign therefore calls upon the British and Irish governments to do the following:

- (i) to restore and increase aid budgets to the levels promised, concentrating on the poorest communities, small scale farmers, and those most affected by (and least responsible for) climate change;
- (ii) to support and implement country by country tax reporting (a principle already supported by BMO, and by the 2012 General Assembly);
- (iii) to ensure that the use of land to grow food takes precedence over other uses, and that small scale farmers cannot have their land snatched from them by those with greater resources;
- (iv) to advocate for greater budgetary transparency by all governments, both senders and receivers of aid.

66. It is the conviction of WDC that the support of the General Assembly for the IF campaign would bear powerful witness to PCI’s desire to be found participating in the mission of God. People do this both by making available the resources under their control, in order to address the needs of the poor, and by joyfully submitting their lives to the transformative power of the Spirit of God.

KATHERINE MEYER, Convener (WDC)

## **MISSION INVOLVEMENT COMMITTEE (MIC)**

67. Recognising that Christ calls his Church to be his witnesses from *the end of the pew to the ends of the earth*, BMO, through MIC, seeks to enable Congregations and individuals to fulfil this commission. To this end, MIC encourages and resources Congregations in order that they might (i) be better informed and envisioned about God’s mission in the world today and (ii) be better equipped for and more engaged in the many opportunities that exist for PCI members to play their part in God’s global plans.

68. Over this past year, MIC has reviewed its remit, strategy and practice in order to ensure that previous General Assembly resolutions that had fallen to MIC to implement either had been or were being addressed. Within the context of these discussions, MIC also recognised and gave consideration to various other factors that have had, and which potentially may have, an impact on its ability to fulfil the remit given to it by the General Assembly. These included BMO Staffing levels, United Appeal budgetary constraints and proposals from the Structures Review Panel that would, if so agreed by the General Assembly, see some, but not all, of the work of MIC move from under the oversight of the Mission Overseas Board to a Council for Congregational Life and Witness.

69. The outcome of these discussions was two-fold. Firstly, in terms of working out its current remit, MIC drew up a ‘Tasks List’ that identifies how all

four aspects of BMO's Mission Involvement Circle (BMO Report to the 2006 General Assembly) are being or will be developed. These four areas (*Informing, Envisioning, Equipping and Engaging*) – along with some of their associated tasks – are highlighted in subsequent paragraphs of this report. Recognising that MIC's 'Tasks List' is both lengthy and wide-ranging, the Committee acknowledges with heart-felt gratitude the significant work undertaken by so many dedicated mission enthusiasts without whom little or no progress on these tasks could have been made. These include those who serve PCI so ably as BMO Staff members and those who give of their time, experience and gifts so freely as volunteers to serve on MIC's various working groups.

70. Secondly, regarding the future work of MIC, the Committee would encourage the General Assembly to ensure that BMO Executive and Administrative staffing levels are such that any remit given to MIC by the General Assembly is achievable. Likewise, MIC would ask that whatever Board or Council structures are proposed to the General Assembly they (a) include the provision of good communication channels in order that the strong and important links between the many and varied aspects of BMO's work are not weakened and (b) do not allow the denomination's call to involvement in global mission to get diluted or lost amongst the many other demands of congregational life.

71. **Informing:** Information on what God is doing in fulfilment of His mission plan can be accessed through a wide variety of sources including BMO's web-site ([www.pcimissionoverseas.org](http://www.pcimissionoverseas.org)) and weekly Prayerline, both of which significantly supplement the information that is available through PCI's website and Points for Prayer handbook. In order to make BMO's web-based information increasingly accessible, and especially to younger generations, it is hoped that a greater use of social-media can be developed in the months ahead. The profile of BMO's mission personnel was further raised this year through the free distribution to each Congregation of an updated Wall Poster of Mission Personnel. Three regional 'Celebration of Global Mission' evenings were held in October 2012 but, sadly, staffing constraints meant that BMO did not proceed with plans for the Celebrations intended for spring 2013. It is hoped that a review of the Celebrations will take place in the course of this year.

72. **Envisioning:** Recognising that the best advocates for global mission are so often those who are either serving or who have served overseas, MIC continues to encourage Congregations to invite either mission personnel on home assignment or one of BMO's trained 'Mission Overseas Representatives' to share in a Sunday Service or other Church programme. As a response to requests from Congregational and Presbytery Mission Agents, significant progress has been made in the development of a Global Mission Bible Study for use in a variety of settings including house groups, midweeks and sermon series. It is hoped that this material will be available to Congregations during the next Church year. Another new and significant development this year has been the opportunity to contribute to the training of future PCI Ministers through input to a Ministry Focus slot, a Missiology Course and Licentiate Training at Union Theological College. It is hoped that this 'three-strand', spiral-learning approach will contribute significantly to the envisioning of those training for the Ordained Ministry and that they, in turn, will then seek to envision others for a mission that extends from *the end of the pew to the ends of the earth*.



73. **Equipping:** MIC continues to provide both practical training and resources for members of PCI serving in global mission, whether that is as 'senders' or those being 'sent'. This year MIC has sought to further streamline the training that it offers and, where appropriate, MIC's mission training events are run in conjunction with other Boards of PCI and the Mission Agencies Partnership (MAP). In particular, MIC is grateful for the opportunities BMO staff members have had this year to deliver 'mission involvement' seminars on Youth and Children's Board (YAC) Road Trips and a pilot Board of Christian Training Road Show. BMO staff members have also been contributing a global mission perspective to the material that is being produced in support of PCI's Theme for 2013/14, 'A Place of Transformation'.

74. A new training event, 'Serving as Senders', was held in November 2012 for congregational leaders who have, or who are planning to send, members overseas long-term. This event, led by Mike Frith of OSCAR, helped congregational leaders explore the pastoral care and support that's required by their members while serving overseas long-term. At the time of writing, plans are underway to incorporate components of three separate training events organised for those going on short-term trips into a single event, 'Prepared to Go?' in April 2013. Through an extensive seminar programme, this event will provide relevant, practical advice and training on topics not normally or easily accessed by congregational leaders, team leaders, teams or individuals in their pre-departure preparations. MIC commends this training opportunity to all who are sending others or who are travelling overseas short-term whether as part of a team or as an individual. MIC also commends to congregational leaders BMO's 'Do It Well' Toolkit that is designed for Congregations who are either contemplating or are in the process of sending a team overseas. MIC believes that this toolkit helps whole Congregations, not just the 'team', to be better prepared and equipped which, in turn, benefits everyone, whether they're the sender, the team member or the overseas partner/host.

75. MIC is also pleased to report that support is increasingly being sought by and provided for Presbytery Mission Agents, Kirk Sessions and Congregational Mission Committees as they, like MIC, seek to encourage a greater involvement in God's global mission at the Presbytery and Congregational levels.

76. **Engaging:** Engagement in global mission can take various forms including praying, being a good steward of global resources, giving, sending, going and receiving. MIC is grateful to all those who faithfully pray for BMO's office staff and overseas mission personnel. It is also grateful to all those who contribute financially to the work of BMO through the United Appeal, through 'extra mile' giving and through the various Boards and organisations within PCI including the YAC and PW Projects that are described elsewhere within the YAC and PW Reports to the General Assembly.

77. The Junior BB's PCI World Mission Committee continues to encourage the direct involvement of the members of the Junior BB in Global Mission. The 2011/12 Project sought to both educate participants about and raise funds for children's work in Mera, a village near Cluj in Romania. The work there is supervised by Ilona Veres, one of PCI's mission personnel, and the funds raised provided a building for use by deprived children that incorporated, amongst other facilities, a classroom and kitchen. A total of £10,000 was received for this work.

The project for 2012/13 is entitled 'Let's Look at Leprosy' and focuses on two projects in India that provide reconstructive surgery, education and rehabilitation.

78. MIC, in conjunction with YAC's Ministry Opportunities Committee, continues to provide opportunities for individuals to have direct mission involvement by 'going' on a PCI IGNITE Team. The usual, though not exclusive aim, of these short-term teams is:

- (i) To seek to help PCI's overseas partners with a particular project and/or programme through the provision of man-power and/or expertise, and
- (ii) To provide team members with opportunities for both discipleship and service.

79. To this end, during the summer and early autumn of 2012, all-age teams travelled to Ukraine to lead an English-language teaching camp for young people in partnership with the Rev György and Mrs Enikő Szanyi of the Transcarpathian Reformed Church and to Italy in support of an evangelistic outreach event being organised by the Christian publishing company, Coram Deo and the Sola Gracia Church in Mantova. Young Adults Teams travelled to London to support the work of the Rev Edwin and Mrs Anne Kibathi and the PCEA UK Outreach Congregation in East London during the period of the Olympic Games and to Romania to support Csaba and Ilona Veres in their work with young people.

80. In last year's MIC Report to the General Assembly, it was noted that discussions had commenced as to whether and, if so, how the range of overseas 'team' opportunities on offer should continue or, indeed, be further developed. As a result of these discussions, 'Guiding Principles for PCI's IGNITE Teams' were drawn up and subsequently adopted by both BMO and YAC. On the basis of these guidelines, plans are currently underway for PCI IGNITE Teams to return to Italy (an All-age Team) and Romania (a Young Adults Team) during the summer and autumn of 2013. Plans to send a team to Ukraine in 2013 had to be withdrawn due to there being insufficient applications. As part of the Outreach Ministries Committee's plans to highlight Medical Mission during 2013/14, MIC is also currently planning to send a Medical/Health Care 'Go, See, Do' Team to visit and support the work of Neil Kennedy in Malawi in May 2014.

81. MIC is very aware that, at the end of the day, training events, IGNITE teams, resources and the like only ever help equip or provide an outlet for a work of God that is already going on in the lives of individuals and Congregations. As Acts 13: 1-4 reminds us, it is the Holy Spirit who prompts those who are already worshipping and listening to God as to what their involvement in God's global mission will look like.

MARK WELSH, Convener (MIC)

82. Aside from the full-time staff in the Mission Overseas Office, many members of the Board willingly sacrifice of their time, energy, gifts and experience to serve on BMO's Assembly and Board Committees. Gratitude is extended to all who, on behalf of the Board over the past year, have attended consultations with partner Churches, visited missionaries in their country of service and spoken in PCI Congregations about the work overseas.

83. The Board gives all honour, praise and thanks to God for his guidance and sustaining grace over this past year, and ever seeks to bring glory to his Name.

**APPENDIX A**

BMO Missionaries: the names, spheres and category of service of the Board's 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
-------------	------	---

**GREAT BRITAIN**

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

**INDONESIA**

Barry McCroskery	2004	International Partner Relations & Diaconal Work (social witness), Evangelical Christian Church in Timor (GMIT), Kupang
------------------	------	--

**KENYA**

Stephen & Angelina Cowan	1985 1989	Outreach & Development Work, Presbyterian Church of East Africa (PCEA), Tuum
Naomi Leremore	1991	Teacher for Centre for Early Childhood Education and development of Sunday school materials, PCEA, Nairobi
Derek & Linda Roulston	1998	Outreach & Development Work, PCEA, Timau
Gary & Mary Reid	2000	Outreach & Development Work, PCEA, Olkinyiei

**MALAWI**

Diane Cusick	1995	Pre-school teacher training, Church of Central Africa Presbyterian (CCAP), Livingstonia Synod, Mzuzu
Robin & Helen Quinn	2004	Lay Training Centre and Livingstonia Theological College, CCAP Livingstonia Synod, Ekwendeni
Una Brownlie	2007	Nursing, David Gordon Memorial Hospital, CCAP Livingstonia Synod, Livingstonia

Neil & Sara Kennedy	2008	Senior Lecturer in Paediatrics & Child Health – College of Medicine of the University of Malawi & Consultant Paediatrician in the Queen Elizabeth Central Hospital, Blantyre
Volker & JinHyeog Glissmann	2010	Executive Director, Theological Education by Extension in Malawi (TEEM), Zomba
Lyn & John Dowds	2011	Doctor, DGMH, CCAP Livingstonia, Malawi

**NEPAL**

Peter & Valerie Lockwood	2012	Programme Advisor and Expatriate Recruitment Co-ordinator United Mission to Nepal, Kathmandu
--------------------------	------	--

**PAKISTAN**

Ron & Hilary McCartney	2007	Teaching, Forman Christian College, Lahore
------------------------	------	--

**PORTUGAL**

James & Heather Cochrane	2008	Leadership training, Bible teaching and Discipleship, Portuguese Bible Institute (IBP), Faro
--------------------------	------	--

**ROMANIA**

Csaba & Ilona Veres	2001 1993	Programme Co-ordinator, IKE-YMCA Mera Children's Project, Aksza Mission & Caleb House, Cluj
---------------------	--------------	---

**SPAIN**

Derek & Jane French	2000	Student outreach with Grupos Biblicos Unidos (GBU), Bilbao
---------------------	------	--

**INVOLVE PROGRAMME – service of up to two years****MALAWI**

Matthew Williams	2011	Lecturer, Livingstonia Theological College, CCAP Livingstonia Synod, Ekwendeni
------------------	------	--

**IGNITE PROGRAMME – service of up to one year****KENYA**

Eddie & Mary Dorrans	2011	Outreach & Development Work, PCEA
----------------------	------	-----------------------------------

**MALAWI**

Adam McCormick	2012	IT Support, CCAP Livingstonia Synod
John Justin	2013	Teacher Support, CCAP Livingstonia Synod

**CANDIDATES IN MISSION****MALAWI**

David & Pamela McCullagh	2013	Ministry Co-ordinator and Resources Co-ordinator, Scripture Union, Malawi
--------------------------	------	---

**RESOLUTIONS**

1. That the Report be received.
2. That the General Assembly reaffirm its vision, purpose, values and priorities for global mission, as set out in paragraph one, of the report above, and its expectation that these principles should fully inform PCI's future global mission strategy.
3. That the General Assembly give thanks to God for PCI's partnering with Churches, united missions and institutions, and for the PCI mission personnel welcomed to serve alongside them, and ask BMO to set up an ad hoc committee to develop a co-ordinated strategy for future partnership and personnel engagement, reporting to the General Assembly in 2014.
4. That the General Assembly acknowledge the guidelines on peace-building as one of its strategic priorities in outreach and affirm its continued commitment to encourage and assist PCI's partners in this prophetic kingdom work.
5. That the General Assembly give thanks for the gift of all who come from partner Churches to study and serve in Ireland and for their role in challenging PCI members to lift their horizons and seek to hear the prophetic voice of God.
6. That the General Assembly give thanks for the continuing and generous support of individuals and Congregations for the annual public witness to the gospel which is the World Development Appeal.
7. That the General Assembly wholeheartedly support the "*Enough Food for Everyone – IF*" campaign; urge the Irish and UK governments, in this significant year for them both, to take public action in the areas highlighted by the campaign; and encourage members of the Church to continue to pray for the leaders of the Irish and UK governments and to work prayerfully and persistently for a world in which there is enough food for everyone, so that God's abundant life is known to all.
8. That the General Assembly consider the work of global mission involvement essential to the health and wellbeing of local congregational and presbyterial life.
9. That the resignation of the Rev SJ Richmond as Convener of the Outreach Ministries Committee be accepted; that he be thanked for his services and \_\_\_\_\_ be appointed in his place.

10. That the resignation of the Rev Prof WG Campbell as Convener of the Leadership Development Committee be accepted; that he be thanked for his services and \_\_\_\_\_ be appointed in his place.

11. That the resignation of the Rev Dr MJ Welsh as Convener of the Mission Involvement Committee be accepted; that he be thanked for his services and \_\_\_\_\_ be appointed in his place.

12. That the Board of Mission Overseas, with its associated working Committees, be appointed for the ensuing year in accordance with Par 279 of the Code as follows:

# BOARD OF MISSION IN IRELAND

Convener: Rev C EBBINGHAUS  
Secretary: Rev DJ BRUCE

## EXECUTIVE SUMMARY

1. At a time when all of the Presbyterian Church in Ireland is seeking to become increasingly *fit for purpose*, the Board of Mission in Ireland remains committed to its particular purpose of *servicing the Church by enabling mission* throughout Ireland. The Board believes that as more and more Congregations join in with the mission of God, playing their part in showing and telling the good news of Jesus Christ, then the Presbyterian Church in Ireland really will be increasingly fit for the purposes God has for it.

### Enabling Mission

2. This report outlines some steps the Board is taking to enable the Church for mission and make it fit for purpose. The evangelistic resource for a non-book culture will open new doors for personal evangelism with people who may not wish, or be able to read long, jargon filled pieces of literature. The Threshold resource (to be launched during the Assembly) will further understanding of Churches as places that believers venture out from in the name of Jesus as well as places people are invited into to experience something of his transforming power.

3. The Board is glad to be collaborating increasingly with other Boards as the whole Church prepares itself to bring the whole gospel to the whole of Ireland and the world.

### Revision of the Book of Public Worship

4. A draft revision to services of ordination is included at Appendix B to this Report, with a resolution requesting the Assembly to send this draft to Presbyteries for comment. Since substantive changes to the Code will be required to implement these changes, overtures to this effect will be brought to the 2014 General Assembly.

### Board Committee Convenerships

5. This year, the Board welcomed three new Committee Conveners: Denis Guiler to the Finance Committee; Debra Anderson to the Personnel Committee; and Cyril Cavan to the Property Committee. The Board had the opportunity to thank Douglas Cowan, Irene Younge and Brian Knox for their committed service to these respective Committees in recent years.

### The BMI Team

6. The BMI team is made up of Home and Urban Mission Ministers, Deaconesses, Irish Mission Workers and other Church-based staff supported by BMI grants. The Board is grateful to God for all the ways in which he uses these men and women to show Jesus and bear witness to his saving work. A directory of their names and spheres of service is appended as Appendix A to this report.

7. The Board is grateful too for the work of the office team, which serves the needs of the Board with real dedication and such a passion for God's glory. The Board records its special thanks to them: Lorraine Beatty (Support Officer, Property and Grants), the Rev David Bruce (Executive Secretary), Evelyn Craig (Secretary pt), Nehru Dass (Finance Manager), Robin Fairbairn (Communications Officer), Mandy Higgins (Office Supervisor), Elaine Huddleston (Secretary), Laura Whitcroft (Secretary pt), the Rev David Thompson (Mission Development Officer), and Marianne Trueman (Secretary Personnel pt).

## STRATEGY FOR MISSION COMMITTEE

1. The remit of the Committee is the supervision of the Home Mission and Irish Mission of the Church, and the formation of missional strategies, including mission planning and development, church planting and specialist networks.

2. The Secretary to the Committee is the Board Secretary.

3. The Nightlight Panel reports to the Committee.

### Mission Development

#### *Networks:*

4. The Urban, Rural and Missional Church Networks continue to have considerable impact in terms of shaping alternative visions and understandings of mission for PCI today. The Committee will continue to explore how best to maximise these opportunities.

#### *Commuter mission and missional frontlines:*

5. Discussions have been opened with The London Institute of Contemporary Christianity (LICC) to enable a number of pilot Congregations to be facilitated and supported in raising awareness of missional opportunities in everyday life, including the workplace. It is planned to begin this programme in September 2013.

#### *Mission in minority situations*

6. This addresses the challenge of mission in areas where Presbyterian Congregations find themselves in the minority in their communities. The recent NI census figures show that there is a changing Protestant/Catholic demographic. In a society emerging from conflict, this presents a considerable challenge in terms of witnessing to a reducing Presbyterian hinterland alongside reaching out to those whose culture or religious background may be alien. The Board is committed to continuing to explore the issues around the ethos required to minister in this complex environment.

7. This may require missional chaplaincy to one section of the community who naturally associate with the Congregation even if they are not active or committed members of it. This sits alongside the huge cross-cultural challenge of reaching out to a neighbour from a very different background. The solutions are not simple, but the Board plans to begin to raise awareness of the challenge of mission in this context in forthcoming materials.



*Enhancing the Missional Culture of PCI*

8. The Committee has discussed the role of BMI in helping the denomination shape real missional change. Like most relatively conservative institutions, PCI is inclined to default to the position of reproducing what it has always done in the past. The Board is committed to opening conversations with other Boards, Presbyteries and Congregations as appropriate.

9. While change comes slowly, the Board has been encouraged by a steady stream of requests from Congregations for support, advice and ideas on specific issues that have potential to grow into new forms of mission.

*Missional Church course*

10. Due to low take-up, this course was cancelled. Much of the material was recycled into a two day Post Ordination Ministers' Residential event in collaboration with the Board of Christian Training. One Presbytery has also expressed verbal interest in running a shortened version of the course.

**Urban Mission***Sustainable Urban Mission*

11. The challenges of urban mission are considerable. The recent 'flags protest' in Northern Ireland exposed a complex mix of issues including law and order, underlying socio-economic concerns and issues of loyalist exclusion. Many of our Congregations in the most needy areas of our cities and estates are themselves small, ageing and pressed for resources.

12. Strategically, in the past our denomination has been inclined to affirm numerical strength and financial capacity through granting leave to call a Minister to Congregations which can demonstrate both. Such a policy has bolstered our presence in the countryside and the suburbs, while weakening our missional presence in the inner city in particular.

13. Discussions are on-going with the Union Commission to conceive fresh approaches as the denomination seeks a more sustainable urban presence for mission. A resolution aimed at ensuring proper strategic consideration of this complex issue is appended.

*City Centre challenges:*

14. Discussions with specific Presbyteries on particular challenges and opportunities to develop new mission include:

- South Belfast – mission to Belfast city centre
- Derry & Donegal – mission in the cityside in Derry City

15. These discussions are on-going with Presbyteries setting the pace.

**Home Mission**

16. A full list of Ministers serving with the Home Mission is included in Appendix A to this Report.

*Stranorlar:*

17. The Congregation made application to become part of the Home Mission as part of the arrangements towards entering a linkage with Donegal Town.

Following decisions of Presbytery, Congregation and Union Commission, this application was accepted by the Board thus making the charge of Donegal Town and Stranorlar a linked Home Mission charge, with the Rev Stephen Richmond as its Minister. Terms of linkage have been set by the Union Commission.

### **Mission Partnership Forum and the Alternating Ministry Scheme**

18. Discussions have been on-going at the Mission Partnership Forum with regard to the future of the Alternating Ministry Scheme. It is affirmed that only a decision of the General Assembly can change our commitment to or the operation of the scheme. From a Methodist perspective the permission of Conference would be required to effect such changes. To this end, it has been agreed by the Mission Partnership Forum to draft terms of a review of the principles behind and the operation of the Alternating Ministry Scheme, and, subject to the successful appointment of the Presbyterian Minister to the Congregation in Galway, to ask the General Assembly and the Conference at their meeting in 2014 to initiate such a review. It is anticipated by the Forum that the conduct of the review would be managed by the Forum, and that it would involve hearing the views of the key stakeholders from both traditions.

### **Irish Mission**

#### *Irish Mission and Irish Mission Fund Supported Personnel*

19. The Board gives thanks to God for the work of face-to-face evangelism being carried out in all parts of Ireland by Irish Mission Workers, and other staff employed locally with the support of the Irish Mission Fund.

20. During the year Mr Kevin Hargaden left the Irish Mission in order to pursue full time studies in preparation for ordained ministry.

21. The post of probationer Irish Mission Worker has been made redundant.

### **NIGHTLIGHT PANEL**

#### *The Rev Alistair Bill reports:*

22. The ministry of Nightlight in the entertainment areas of Belfast has continued and been developed during the year.

### **Retirement of Nightlight Director, John Luke**

23. The following tribute was paid to John Luke at the BMI meeting on 12 March, 2013.

24. "On 1 January, 2013, Mr John Luke, Director since Nightlight began, retired following over 17 years service. While under the guidance of a Committee or, as presently a BMI Panel, John was the driving force to establish the ministry of Nightlight. At the beginning in August 1995 there was nothing, save some positive indicators from a pilot scheme operated by the Rev Bill Moore in previous years. Now there is a significant presence on the Golden Mile and in the Odyssey each weekend. Staff and volunteer team members speak and demonstrate the good news of Jesus through engaging with the door staff of the clubs, council workmen, as well as those on the streets seeking entertainment.

One of the guiding principles which John has instilled over the years in all involved in Nightlight is that we look for what God is doing and get involved in that. The Board expresses its thanks to John for the way in which he allowed himself to be used of God; we also say ‘thank you’ to Marilyn, John’s wife, for her support and involvement in Nightlight over the years.”

### **Team Members**

25. Up to 50 people over any year have responded to God’s call to become actively involved in the ministry as volunteers. They work on rota going with Jesus onto the streets on Thursday, Friday and Saturday nights from 10pm through to 3 or 4 am.

### **Nightlight Staff**

26. Mrs Linzie Cobain and Mr Brian Simons head up the teams in the Golden Mile and Odyssey complex respectively. Since September Brian Simons has also ministered each Tuesday during the day to those who use The Dock coffee shop in the Titanic Quarter, the customers being students and other workers from the area. This work complements his ministry in the Odyssey. Mrs Catherine Dalzell continues as a part-time Resource Worker, producing the Nightline Prayer Letters, information packs, publicity leaflets as well as co-ordinating deputation.

27. In the light of John Luke’s retirement, the Panel and the Board are presently examining the future ministry and operational aspects of night-time ministry in Belfast.

BRIAN COLVIN, Convener

## **RESEARCH AND RESOURCES COMMITTEE**

1. The remit of the Committee is to commission and undertake research and produce resources to serve and enable the mission of the denomination.

2. The Secretary to the Committee is the BMI Mission Development Officer, the Rev David Thompson.

3. The Committee has three Panels reporting to it:

- Panel on Worship
- Panel on the Review of the Book of Public Worship
- Panel on Divine Healing

### **Resources**

#### *Evangelistic Resource for a non-book culture*

4. The Rev David Clawson has been working on a series of cards for wide distribution. These cards will be designed with non-readers in mind and will seek to answer a series of misconceptions about Christian faith and the Bible. Using graphics and a QR link to video material through a smart phone or tablet device, the resource will be available to Congregations from the Autumn of 2013. A sample of the materials will be shown as part of the BMI report to the Assembly.

*AWAKE 2012 – God Speaks*

5. This resource dovetails with the Fit for Purpose campaign theme for 2012/13 – A Prophetic Voice. Combining a Daily Bible reading guide with weekly programmes for use in midweeks, house groups or on Sundays at public worship, it has been warmly welcomed across the denomination.

*Threshold – A place of Transformation.*

6. A Threshold is a crossing point, leading both in to and out of a building. For the Church, a threshold is a metaphor for our attempts to bridge the gap between the Church and community beyond.

7. As part of the Fit for Purpose campaign theme for 2013/14 the Board has collaborated with other Boards and Agencies of the church to produce this resource. This will be launched at the Assembly, and be available for use from September 2013. There will be group Bible engagement materials based on Acts 10 and 11 for use in midweeks, house groups and/or at public worship on Sundays. This will be supplemented by video materials featuring the Rev Dominic Smart (Gilcomston South Church, Aberdeen) and a number of local projects and initiatives from around the PCI illustrating the theme.

**Research***North Connaght*

8. The Rev Molly Deatherage has completed the first draft of a research paper on PCI's missional presence in North Connaght. This research will help shape the Board's consideration of the future deployment of personnel in the area.

**PANEL ON WORSHIP***The Rev Karen Campbell writes:*

9. The Worship Panel followed through on trying to identify core issues relating to worship in PCI. The Panel has been able to summarise these issues and hopes to take each statement and use it as a spring board for discussion and further study, possibly to complement material emerging from the Place of Transformation theme for 2013/14.

10. The Panel is also investigating the possibility of having the support of an intern through the year.

11. The major event for the year was the Big Sing on 27 April, 2013 in Assembly Buildings. This event was designed to help choirs learn some new settings of Psalm 23, and take these back to their Congregations. The printed resource packs for each Choir provide back-up materials which can be photocopied for later use.

**PANEL ON THE REVIEW OF THE BOOK OF PUBLIC WORSHIP***The Very Rev Dr David Clarke writes:*

12. More than 80% of the revised materials on public worship are now available through the BMI and PCI websites. Ministers are encouraged to make use of these materials, and to send through any comments for additions and improvements to the BMI office.

13. Outstanding materials yet to be posted for use relate to Presbytery services, and in particular services of ordination. A draft revision to services of ordination is included as Appendix B to this Report, with a resolution requesting the Assembly to send this draft down to Presbyteries for comment. Since substantive changes to the Code will be required to implement these changes, overtures to this effect will be brought to the 2014 General Assembly in light of Presbytery comments.

### **PANEL ON DIVINE HEALING**

*The Rev James Tosh reports:*

14. On Wednesday 17 October 2012, Dr Keith Warrington (author of *Healing and Suffering: Biblical and Pastoral reflections*, Paternoster) led a morning seminar entitled, *The mystery of suffering and the practice of prayer*. The event was held in Assembly Buildings and was well attended by 200+ participants.

15. On Tuesday 19 February 2013, The Churches' Council for Health and Healing, of which the PCI Panel on Healing is a key member, held an important seminar entitled, *God's Loving Kindness in the Land of Forgetfulness*. It addressed the question of how the spiritual needs of people with dementia are met. The speaker was the Rev Dr Heather Morris, President Elect of the Methodist Church in Ireland. Attendance exceeded the Panel's expectations. The Panel plans to seek permission to re-commence a weekly service for prayer in Assembly Buildings, and seeks interested volunteers who may help to staff this initiative.

CHRIS KENNEDY, Convener

## **CHURCH ARCHITECTURE COMMITTEE**

1. The remit of the Committee is the approval of plans for new Churches, halls, manses and other structures erected on congregational property, and the approval of plans for the demolition and renovation of existing buildings, including the installation of audio-visual systems.

2. The Secretary to the Committee is the BMI Support Officer, Miss Lorraine Beatty.

3. A large number of submissions were dealt with during 2012/13, including several new church halls, new manses, and installations of audio-visual equipment along with the usual major and minor renovations. Plans for one new Church building were approved.

4. It is evident that many Congregations are interested in redesigning the entrance areas to their buildings so that they become more welcoming and flexible in use. From a missional perspective, the Committee welcomes this trend.

5. In support of its work, Committee members made a number of site visits.

6. It is in everyone's interest that Congregations submit plans to the Committee at an early stage – even before working drawings are produced. In

this regard, the Committee draws the attention of Presbyteries, Ministers, Kirk Sessions and Congregational Committees to Paragraphs 57(4) and 277(3)b of The Code, which define the expected steps required in seeking approval for building projects, and to the letter from the Board to Presbytery Clerks outlining this procedure.

TOM REID, Convener

## COMMUNICATIONS COMMITTEE

*The Rev Trevor McCormick reports:*

### Introduction

1. The remit of the Committee is the supervision of the production of digital, printed and other recorded materials for the BMI, including editorial oversight of ReachOut magazine and the BMI website. In addition, the Committee facilitates the conferences and events run by the Board.

2. The Secretary to the Committee is the BMI Communications Officer, Robin Fairbairn.

### Mission in a million ways

3. The aim of this project is to encourage individuals and groups to produce short videos of mission activity in their local area, and to share them as a stimulus for other Churches. The project has been launched with an article in ReachOut and a short introduction on a DVD which was included in the Ministers' pack. In addition to this project the DVD contained material on Donabate, the International Meeting Point and the Big Sing Event.

### Resources

4. A poster of Irish Mission Workers, BMI-supported Community Outreach Workers and Nightlight staff has been sent to all ministers. Ministers are encouraged to display this poster in Church halls or other suitable locations, in addition to the poster showing Deaconesses of the Church.

### ReachOut

5. Circulation continues to grow including a steady trickle of new readers outside Ireland. The magazine will be refreshed with a change of layout and paper over the coming months.

### BMI Evenings

6. Eight Presbyteries requested personnel to participate in Mission in Ireland evenings during March. A number of other Presbyteries ran events on a similar theme, but without the direct involvement of BMI staff.

### Website

7. The BMI website continues to provide a mission-focussed presence alongside the re-launched PCI website.

**PERSONNEL COMMITTEE**

*Mrs Debra Anderson reports:*

**Introduction**

1. The remit of the Committee is the recruitment, review and supervision of all aspects of staff called or deployed by the BMI.
2. The Secretary to the Committee is the Board Secretary.

**Deployed Personnel**

3. Including those for whom Board calls have been issued, but services of ordination and/or installation are anticipated at the time of writing, there are 36 Ministers serving with the Board: 2 in Church Plants, 3 in Urban Mission Congregations and 31 in Home Mission Congregations.
4. The Board currently deploys 7 Irish Mission Workers.
5. In partnership with PW, the Board deploys 28 Deaconesses.
6. 1 student deaconess is working towards the completion of her probationary period.
7. A full directory of personnel serving with the Board is listed in Appendix A.

**Home and Urban Mission Ministers and Church Planters**

8. The Rev John Rushton retired from Drum, Cootehill and Kilmount on 26 April, 2012.
9. The Rev Troy Morgan, Minister of Stonebridge, Clones, Newbliss, Ballyhobridge demitted his charge on 20 July, 2012, having been appointed Pastor of Vienna Community Church, Austria.
10. The Rev Alastair Dunlop will (DV) be installed to the Home Mission and Inducted as Minister of Howth and Malahide Presbyterian Church on Saturday, 1 June, 2013.
11. Mr Daryl Edwards will (DV) be ordained, installed to the Home Mission and inducted as Minister in Drum, Cootehill and Kilmount on Friday, 17 May, 2013.
12. Mr Rodney Beacom will (DV) be ordained, installed to the Home Mission and inducted as Minister in Lisbellaw, Lisnaskea, Maguiresbridge and Newtownbutler on Friday, 31 May, 2013

**Irish Mission Workers**

13. Mr Kevin Hargaden resigned from the Irish Mission (Maynooth) on 31 July, 2012 to continue his studies for the ministry on a full time basis.
14. Mr Billy Patterson (Drogheda) is due to retire from the Irish Mission on 19 July, 2013.

**Probationer Irish Mission Worker**

15. Mr Eamon Doyle finished work with the Irish Mission on 30 November, 2012 following redundancy.

**Deaconesses**

16. Mrs Hazel Reid was called by the BMI and inducted by the Ballymena Presbytery to serve as Deaconess in First Broughshane alongside the Rev WF Dickey on 6 June, 2012.

17. Mrs Joanne Dunlop (nee McCourt) completed her probationary year on 1 June, 2012 in Hillhall. She was commissioned and inducted by the Dromore Presbytery to serve as Deaconess in Hillhall, Lisburn alongside the Rev Paul Jamieson and Craigavon/Antrim Area Hospitals alongside the chaplains on 25 November, 2012.

18. Miss Muriel Cromie was deployed on reduced hours in the Belfast Cancer Centre in September 2012 to enable her to work 2 days a week in Ballygilbert.

19. Mrs Carol O'Hara retired from deaconess service on 1 October, 2012.

20. Miss Carol McRoberts retired from deaconess service on 5 January, 2013.

**Student Deaconesses**

21. The Board agreed to seek the recruitment of up to 3 student deaconesses to commence studies in October 2014.

22. In line with an agreed Board policy, the overall number of serving deaconesses will reduce in coming years to a total of 24 or 25 by 2018.

**FINANCE COMMITTEE**

*Mr Denis Guiler reports:*

**Introduction**

1. The remit of the BMI Finance Committee is the general oversight of BMI finances, including the review of quarterly management accounts, the preparation of annual accounts for presentation to the Board and the General Assembly, consideration of the finances of major capital projects, and the preparation of budgets for annual submission to the United Appeal Board.

2. The Committee Secretary is the BMI Finance Manager, Mr Nehru Dass.

3. The Grants Panel reports to the Committee.

**Financial results 2012**

4. The financial results for 2012 were better than forecast for the following reasons:

- The Board received a substantial bequest in 2012 via the Trustees of PCI
- Some planned 2012 capital expenditure will not be incurred until 2013 and possibly beyond
- The Board made some economies in Field Staff and associated costs

5. The Committee prepares projections of income and expenditure for the Board's capital programme in line with projects approved. A number of



factors such as delays in purchasing land, the obtaining of planning permission, the appointment of professional advisors and tender approvals can make the prediction of project completion dates imprecise. This is particularly so in the current economic climate.

### **Disposal of Assets and Capital Fund**

6. The Board received income of £194,743 from the sale of property at Mountmellick and the former Mullingar Church building during 2012.

### **Controlling costs**

7. The Committee continues to look at expenditure, seeking to identify any possible savings while safeguarding our key mission priorities.

### **Grants Panel**

8. The Grants Panel met regularly through the year to consider requests for help from Congregations and Presbyteries through Mission Support Grants, Irish Mission Fund Grants and Repair Grants for Home Mission Congregations. These applications for assistance are considered according to criteria agreed by the Board. The Panel also monitor projects as they proceed to completion. The quality of projects submitted for grant assistance from every part of Ireland continues to be encouragingly high. Each applicant must demonstrate that the project supports mission and outreach. The Committee considers that this grant-making capacity is central to the work of the Board.

9. Grants distributed in 2012 are as follows:

Mission Support	£29,218
Property Repairs (Home Mission)	£117,969
Irish Mission Fund	£73,061
Capital Grants (Home Mission)	£477,962

## **PROPERTY COMMITTEE**

*Mr Cyril Cavan reports:*

### **Introduction**

1. The remit of the Committee is the management of all aspects of the property portfolio of the Home Mission and Irish Mission, including acquisitions, disposals, construction and maintenance.

2. The Secretary to the Committee is the BMI Support Officer, Miss Lorraine Beatty.

3. In addition to the stated meetings of the Property Committee, individuals or sub-groups from the Committee have visited various Church Properties and met with several congregational representatives during the year.

## Projects

4. In addition to the specific projects referred to below, the Committee has considered many other property related issues including Aghada (Cork) church tower, Kells (Co Meath) manse, land ownership at Roundstone Co Galway, Irish Mission Worker's house at Kiltegan Park, Cork, former manse at Nun's Island Galway, use of property at Carrickmacross Co Louth, as well as Ballinglen, Clones, Naas, Maynooth and others.

### *Mullingar – Preparation of plans for new Church Building*

5. Having sold their former Church and purchased a site for a new Church building, the Congregation is currently worshipping in a local school. At present the Congregation is having drawings, estimates and financial plans prepared to seek approval to proceed with the tendering and construction stages of the project.

### *Drogheda New Church Building*

6. The new Church building has been completed and was officially opened on Saturday, 8 September, 2012.

### *Mountmellick – Old Church and Adjoining Manse*

7. At the October 2012 meeting it was confirmed that the sale of these listed buildings had been completed.

### *Strand, Belfast - New Church Building*

8. Construction work is progressing well with contract completion anticipated in the early autumn.

### *Shankill Road Mission Premises*

9. The condition of the building continues to be monitored with maintenance work and holding repairs being carried out as necessary. Discussions continue with potential purchasers and a meeting has been held with local politicians.

### *General*

10. The Committee endeavours to be supportive to all Home and Urban Mission Congregations throughout the island and would encourage those seeking assistance in any way within the appropriate remit to make contact through the Committee Secretary at an early date.

## APPENDIX A

Directory of Ministers, Deaconesses and Irish Mission Workers currently called by the Board, and of additional staff supported by BMI grants.

### Home Mission Ministers

Congregations in (brackets) are not in the Home Mission	
Rev RS Agnew	(1st Monaghan) and Smithborough
Rev MRJ Anderson	Arklow
Rev SG Anketell	1st Bailieborough, Corranery, (Trinity Bailieborough)

Rev RSG Beacom	Lisbellaw, Lisnaskea, Maguiresbridge, and Newtownbutler (Installation planned for May 2013)
Rev Janice M Browne	(Kerrykeel, Milford) and Rathmullan
Rev GD Campbell	(Blackrock) and Bray
Rev CFD Clements	Irvinestown, Pettigo and Tempo
Rev Molly Deatherage	Ballina, Killala, Ballymote
Rev CI Dickson	(Cavanaleck) and Aughentaine
Rev AJ Dunlop	Howth and Malahide (Installation planned for June 2013)
Rev DTR Edwards	Drum, Cootehill and Kilmount (Installation planned for May 2013)
Rev JG Faris	Cork and Aghada
Rev WJ Hayes	Tullamore and Mountmellick
Rev HJ Honeyford	(2nd Castlederg) and Alt
Rev KA Jones	(Waterside) and Fahan
Rev SJ Lockington	Corboy and Mullingar
Rev Vicki Lynch (MCI)	Christ Church, Limerick (Alternating Scheme)
Rev Dr DK McCrory	Maynooth
Rev IT McKee	(Aughnacloy) and Ballymagrane
Rev G Jean Mackarel	Drumkeeran, Killeshandra, Cavan and Bellasis
Rev Katherine P Meyer	Sandymount (Alternating Scheme)
Rev NS Millen	(Dundalk, Castlebellingham) and Carlingford
Rev GA Mitchell	Sligo and Boyle
Rev DJ Montgomery	Greystones
Rev W Montgomery	Fermoy and Cahir
Rev SW Rea	Carlow and Athy
Rev DW Reid	(Ardstraw) and Douglas
Rev SJ Richmond	Donegal and Stranorlar
Rev RB Thompson	(Badoney, Corrick) and Glenelly
Rev DJ Woodside	Drogheda
Rev GP Young	Moville and Greenbank
Vacant	Carndonagh and Malin (Deferred linkage)
Vacant	Carrigart and Dunfanaghy
Vacant	Inch (Stated supply)
Vacant	Enniscorthy and Wexford
Vacant	(Frankford, Castleblayney) and Corvalley
Vacant	Galway (Alternating Scheme)
Vacant	Kells and Ervey
Vacant	Kilkenny
Vacant	Naas (and Tallaght Hospital chaplaincy)
Vacant	Clones, Stonebridge, Ballyhobridge and Newbliss

### Urban Mission Ministers

Rev M Gibson	Westbourne
Rev R Love	Taughmonagh
Rev D Rankin	Strand

**Church Planters**

Rev A Carroll	Donabate
Rev DF Leal	Cliftonville Road

**Deaconesses**

Sonya Anderson	Shore Street, Donaghadee
Eileen Black	1st Magherafelt
Jenny Clegg	Ballycrochan, Bangor
Amanda Cooper	New Row, Coleraine
Muriel Cromie	BCH Chaplaincy Team and Ballygilbert, Bangor
Doreen Draffin	Whitehouse and Hospice Chaplaincy Team
Eleanor Drysdale	Wellington, Ballymena
Linda Gibson	NI Prison Service Chaplaincy Team
Sharon Heron	Strand, Belfast
Roberta Irvine	Greystone Road, Antrim
Christine Kyle	Ulster Hospital Chaplaincy Team
Phyllis Linton	West Church, Ballymena
Heather McCracken	Alexandra & RVH Chaplaincy Team (locum)
Sadie McCullough	Whiteabbey
Lynda McFaul	1st Carrickfergus
Amy Magee	Muckamore
Elizabeth Matthews	Elmwood, Lisburn
Jackie O'Neill	Joymount, Carrickfergus
Jean Gwyn Patton	RVH Chaplaincy Team
Julie Peake	Portrush
Michelle Purdy	Ballygowan & 2nd Saintfield
Hazel Reid	1st Broughshane
Margaret Robertson	Gardenmore, Larne
Jenny Robinson	South Belfast Friendship House
Kathleen Spence	Scarva Street, Banbridge
Rosemary Spiers	1st Antrim
Evelyn Whyte	1st Lisburn
Joanne Dunlop	Hillhall & Chaplaincy Teams, Antrim and Craigavon Hospitals

**Probationary Deaconess**

Tracey Nicholl	Ballywillan
----------------	-------------

**Irish Mission Workers**

David Boyd	Adelaide Road, Dublin
Tom Dowling	Kilkenny
Harry Moreland	Cork
Billy Patterson	Drogheda
Keith Preston	International Meeting Point, Belfast
William Workman	Athy
Philip Whelton	Arklow

## APPENDIX B

## Panel on the Revision of the Book of Public Worship

## Section 1

**Proposed amended version of Code, Paragraph 212**

212. The order of service shall include the following –

(1) The Presbytery having been previously constituted by prayer, opening worship, including praise, prayer and the reading of the Word, an appropriate sermon, or an address or statement dealing with the principles of the Church, its ministry and government, shall be delivered.

(2) *The Minister-elect takes his/her place before the Presbytery*

*The Moderator says:*

In the name of the Lord Jesus Christ, the King and Head of the Church, who, having ascended to the right hand of the Father, has given gifts for building up the Church, which is his body, we are meeting as (a commission of) the Presbytery of PP (to ordain NN to the ministry of Word and Sacrament and)

- to *install/induct him/her* to the pastoral charge of CC.

**or** - to install *him/her* to the Home Mission and induct him/her to the pastoral charge of CC

**or** - to induct him/her as Assistant Minister/Associate Minister in CC.

**or** - to *install/induct him/her* to the position of *Principal/Professor of*.....[or other post] in this College to which *he/she* has been appointed.

**or** - to *install/induct him/her* to missionary [or other] service in XX.

**or** - to *install/induct him/her* as a minister in recognised service in his/her appointment as.....

(3) As required by the Law of the church, the Clerk will now read the Statement of the Standards of the Church, including the Rule of Faith. (Code Chapter I, section III, paragraphs 10-14).

(4) Thereafter the Moderator shall put to the minister-elect the prescribed questions as follows

(5) *The Moderator addresses the Minister-elect:*

NN, Having heard the statement of the standards of this church, including the rule of faith, I now require you to answer the following questions. The first two are a public profession of your personal faith and sense of call.

i Do you believe in one God - Father, Son, and Holy Spirit; and do you confess anew the Lord Jesus Christ as your Lord and Saviour?

**I do.**

ii So far as you know your own heart, are zeal for the glory of God, love for the Lord Jesus Christ, and a desire for the salvation of men and women, your central motives as you offer yourself for this new sphere of service?

**They are.**

And now three questions concerning your understanding of the Church of Jesus Christ and this Presbyterian Church in Ireland in particular.

- iii Do you believe the Scriptures of the Old and New Testaments to be the only infallible rule of faith and life?

**I do.**

- iv Do you acknowledge the Presbyterian Church in Ireland to be an integral part of the Church of Jesus Christ throughout the world and do you promise to seek the unity and peace of this Church, while upholding Reformed doctrine, worship, government, and discipline in a spirit of love towards all your brothers and sisters in Christ?

**I do.**

- v As part of the Church of Jesus Christ, the Presbyterian Church in Ireland adheres to the fundamental doctrines of the faith, set out in the Standards of this Church. Do you promise to teach them and defend them to the utmost of your power, against all error, and do you accept the Presbyterian form of Church government to be founded on and in harmony with the Word of God, and do you promise to yield submission in the Lord to the courts of this Church and to take your due part in the administration of its affairs so long as you remain a minister of this Church?

**I do**

Now, two questions on the conduct of your ministry in this place.

- vi Do you commit yourself, in the strength of the Lord Jesus Christ to live a godly life; and faithfully, diligently, and graciously to discharge the duties of your ministry, seeking in all things the advancement of the kingdom of God?

**I do.**

- vii Having accepted the call of this congregation, do you promise, through the grace of God, to be a faithful minister of the Gospel among this people; preaching the Gospel of the grace of God, administering the Sacraments, aiding in the government of the church and discharging all other duties incumbent upon you as a minister of Jesus Christ?

- or Having accepted the call of the Board of Mission in Ireland to this Home Mission charge, do you promise, through the grace of God, to be a faithful minister of the Gospel among this people; preaching the Gospel of the grace of God, administering the Sacraments, aiding in the government of the church and discharging all other duties incumbent upon you as a minister of Jesus Christ?

- or Having accepted the call to become (associate minister/assistant minister) in this congregation, do you undertake to retain your appointment for a period of not less than twelve months, in support of the minister; and do you promise through the grace of God, to be a faithful minister of the Gospel among this people; preaching the Gospel of the grace of God, administering the Sacraments, aiding in the government of the church and discharging all other duties incumbent upon you as a minister of Jesus Christ?

- or Having accepted the appointment of the General Assembly, do you promise, through God's grace, to be faithful in your ministry in the

position in Union Theological College to which you have been appointed and in all the other duties and opportunities falling to you as a minister of Jesus Christ?

- or Having accepted the call of the ..... Board of the General Assembly, do you promise, through God's grace to be faithful in your ministry in the position to which you have been appointed [or similar, as may be appropriate]?
- or Having accepted - the call of the ..... Board of the General Assembly, do you promise, through God's grace, as a minister in recognised service to the Church in your appointment as ..... to be faithful in your ministry, discharging your duties and using your opportunities of witness and of service with all diligence as a minister of Jesus Christ?"

I do.

#### **(6) Subscription to the Westminster Confession of Faith**

*The Moderator addresses the Minister-elect in these words:*

You have confessed that the Word of God in the Scriptures of the Old and New Testaments is the only infallible rule of faith and life. It is under that supreme standard, which alone is final, that this church holds its subordinate standards. This being understood, you are now required to subscribe, in terms of the General Assembly's Formula, 'I believe the Westminster Confession of Faith, as described in the Code, Chapter I, paragraphs 12-14, to be founded on and agreeable to the Word of God, and as such I subscribe it as the confession of my faith.'

*The Formula is signed in the Minute book of Presbytery.*

In cases certified by the Board of Mission Overseas, where the spouse is to be commissioned with the person being ordained or installed, the following question shall be asked of the spouse; "Do you, NN, commit yourself to be a partner with your *husband/wife* in the missionary service to which *he/she* is being appointed?"

(7) *The congregation stands and the Minister-elect kneels.*

- (a) For services including ordination those who are to participate in the laying on of hands take their places. The Moderator shall lead in prayer saying the following or similar:

God and Father of our Lord Jesus Christ, you call us in your mercy; you sustain us by your power.

Through every generation, your wisdom guides your people.

You sent your only Son, Jesus Christ, to be the apostle and high priest of our faith and the shepherd of our souls. By his life and his teaching he has declared your love for the whole world, by his death he has satisfied your justice; by his resurrection he has demonstrated his victory over sin, and death. Having ascended into heaven, he has poured out his Spirit, making some apostles, some prophets, some evangelists, some pastors and teachers, to equip all for the work of ministry and to build up his body, the Church.

*The Moderator and other members of Presbytery and including two other ministers lay hands on the Minister-elect.*

Pour out your Holy Spirit upon us the Presbytery of *PP* and this your servant, *NN* whom we now, in your name and in obedience to your will, by prayer and the laying on of hands, ordain to the Ministry of Word and Sacrament within the One, Holy, Catholic and Apostolic Church; and

*install/induct him/her* to the pastoral charge of *CC*.

**or** - *install him/her* to the Home Mission and induct him/her to the pastoral charge of *CC*

**or** - induct *him/her* as Assistant Minister/Associate Minister in *CC*.

**or** - *install/induct him/her* to the position of Principal/Professor of.....[or other post] in this College to which *he/she* has been appointed.

**or** - *install/induct him/her* to missionary [or other] service in *XX*.

**or** - *install/induct him/her* as a minister in recognised service in his/her appointment as.....

May *he/she* be faithful in preaching your word, administering the sacraments and sharing in the government of the Church as *he/she* fulfils the ministry which you have called *him/her* to undertake.

We pray through Christ who lived and died for us, who rose again, and who reigns with you in the unity of the Holy Spirit, one God now and forever. **Amen.**

(b) For all other services, the Moderator shall lead in prayer saying the following or similar:

God and Father of our Lord Jesus Christ, you call us in your mercy; you sustain us by your power.

Through every generation, your wisdom guides your people.

You sent your only Son, Jesus Christ, to be the apostle and high priest of our faith and the shepherd of our souls. By his life and his teaching he has declared your love for the whole world, by his death he has satisfied your justice; by his resurrection he has demonstrated his victory over sin, and death. Having ascended into heaven, he has poured out his Spirit, making some apostles, some prophets, some evangelists, some pastors and teachers, to equip all for the work of ministry and to build up his body, the Church.

Pour out your Holy Spirit upon us the Presbytery of *PP* and this your servant, *NN* whom we now, in your name and in obedience to your will, by prayer *install/induct* to the pastoral charge of *CC*.

**or** - install to the Home Mission and induct to the pastoral charge of *CC*

**or** - induct as Assistant Minister/Associate Minister in *CC*.

**or** - *install/induct* to the position of Principal/Professor of..... [or other post] in this College to which *he/she* has been appointed.

**or** - *install/induct* to missionary [or other] service in *XX*.

**or** - *install/induct* as a minister in recognised service in his/her appointment as.....

May *he/she* be faithful in preaching your word, administering the sacraments and sharing in the government of the Church as *he/she* fulfils the ministry which you have called *him/her* to undertake.

We pray through Christ who lived and died for us, who rose again, and who reigns with you in the unity of the Holy Spirit, one God now and forever. **Amen.**

**The Aaronic Blessing (said or sung)**



(8) The Moderator, addressing the Minister-elect, says:

In the name of the Lord Jesus Christ, the King and Head of the Church, and by authority of this Presbytery, I now declare you NN to have been (ordained to the Ministry of Word and Sacrament, and)

*installed/inducted* to this pastoral charge of CC.

**or** - installed as Associate Minister/Assistant Minister in this congregation.

**or** - *installed/inducted* to the position of Principal/Professor of ..... [or other post] in this College to which *he/she* has been appointed.

**or** - *installed/inducted* to missionary [or other] service in the field to which you have been called [and in cases so certified by the Board of Mission Overseas add, 'and together with your *wife/husband*' ], to be commissioned for this task.

**or** - *installed/inducted* as a minister in recognised service to the Church in your appointment as .....

As a sign of this I, as Moderator, on behalf of the Presbytery, extend to you the right hand of fellowship. The grace of the Lord Jesus Christ be with you.

(9) When the minister is being installed or inducted into a congregation, *the Moderator says the following or similar*;

Members of the congregation of CC, I am going to ask you two **questions**. These questions invite you to express your fellowship with your new minister and your commitment to work with *him/her* as you serve Christ together.

Do you, the members of this congregation, in receiving NN whom you have called to be your minister, offer *him/her* your welcome and promise *him/her* your loving encouragement and prayerful support?

**We do.**

Will you join regularly with NN as *he/she* leads worship and preaches the word; will you share together with *him/her* in mutually enriching fellowship and will you, together with *him/her*, take up your responsibility for Christian mission in the local community and throughout the world?

**We will.**

*The Moderator says:* Having committed yourselves, Presbytery, Minister and People, to each other and to living for the glory of God in this place, we join with one voice in prayer: **Our Father ...**

(10) **Charge.** The minister appointed by Presbytery preaches a sermon as a charge to the new minister and to the congregation.

(11) The service and the meeting of Presbytery shall conclude with the Benediction.

## Section 2

### Proposed amended version of Code, Paragraph 10-14

10. **The Word of God** as given to us in the Scriptures of the Old and New Testaments is the only infallible rule of faith and practice, and the supreme standard of the Church.

11. **It is the privilege, right and duty of every person** to examine the Scriptures, and each individual is bound to submit to their authority. Having formed a definite conviction as to what the will of God is upon any subject, it is each person's duty to accept and obey it. In exercising this God-given right

of private judgment, individual Christians are not to set their reason above the Word of God, or to refuse genuine guidance from any source. Guided by the Holy Spirit, they are to use their reason to ascertain the divine will, as revealed in Scripture, and are to refuse to subject conscience to any authority except that of the Word of God. Paraphrasing the words of the Westminster Confession of Faith, ‘God alone is Lord of the conscience, and has left it free to disregard any human teachings which are, in any way, contrary to the Word of God, or unregulated by it, in matters of faith or worship.’

12. **The Presbyterian Church in Ireland**, as a witness for Christ, has adopted subordinate standards. In these we find what we understand the Word of God to teach on certain important points of doctrine and worship. These subordinate standards point us to what is true and away from what is false. They also serve as a bond of union for members of our Church.

13. **The Confession of Faith** (as approved by the Church of Scotland in her Act of 1647), and the Larger and Shorter Catechisms, prepared by the Westminster Assembly of Divines, are the subordinate standards of the Presbyterian Church in Ireland. Accepting these subordinate standards, the Church holds that civil rulers must be obedient to Christ in their own area of authority, yet they ought not to attempt, in any way, to constrain any person’s religious beliefs or intrude upon their rights of conscience.

14. **The Church alone** has the right to interpret and explain her standards, under the guidance of the Spirit of God.

*PP is used for the name of the Presbytery and CC for the name of the congregation. NN is used for the name of the Minister-elect or spouse. In some places the full name should be used while, in others, the Christian name or Mr/Miss/Mrs or other title should be used as appropriate. XX is the name of the country to which the minister-elect will go. Words in ( ) are optional, dependent on the nature of the service. Words in [ ] are instructions guiding the Moderator. Words in italics, separated by / are alternatives.*

## RESOLUTIONS

1. That the Report be received.

### Strategy for Mission Committee

2. That the General Assembly encourage the BMI in its reflection upon the challenges of mission in urban situations, and in particular in its discussions with the Union Commission in seeking to secure sustainable models for resourcing Presbyterian mission in our cities.

### Research and Resources Committee

3. That the General Assembly note the BMI Bible engagement resource for non-book readers being produced during 2013, and commend it to the Church.

4. That the General Assembly welcome the resource entitled *Threshold: A Place of Transformation* and encourage Congregations to use the material in considering the ‘Fit for Purpose’ theme during 2013/14.

5. That the General Assembly note the work of the Panel on the Revision of the Book of Public Worship including the proposed amended versions of

Paragraphs 10-14 and Paragraph 212 of the Code contained in Appendix B of this report, and that these draft amendments be sent down to Presbyteries for consideration and response to the Panel Convener by 31 December 2013, and that a final report with any necessary overtures be brought to the General Assembly in 2014.

### **General**

6. That the General Assembly commend *ReachOut* magazine to all Congregations, and encourage its wide circulation as a stimulus to missional thinking and action.

7. That the General Assembly encourage Congregations to set aside one Sunday in the year to celebrate our rich access to Scripture and, in this regard, commend the online resources of the Bible Societies in Ireland to Ministers and Kirk Sessions.

8. That the Board of Mission in Ireland with its associated working committees for the ensuing year be appointed in accordance with Par 280 of the Code as follows:

# PRESBYTERIAN WOMEN

President: Mrs VALERIE TWEEDIE  
 General Secretary: Mrs CAROLINE HAWTHORNE  
 Acting General Secretary: Mrs LISA SKINNER

## Theme for the year 2012/13: Light of the World

(This report should be read in conjunction with the reports of the Board of Mission in Ireland, Board of Mission Overseas and Board of Social Witness.)

1. The theme for this past year 2012-2013 has been **Light of the World**. Hopefully it has helped members draw close to God as they spent time with Him in study and prayer, seeking to better understand how Christ is the Light of the World and how His followers should reflect His light in a dark world.

2. The *Presbyterian Women's* (PW) Office is currently staffed by Mrs Lisa Skinner, Acting General Secretary, while Mrs Caroline Hawthorne is on maternity leave; Mrs Charlotte Stevenson, Communications & Development Officer; Mrs Rose McCullagh, Senior Secretary and Miss Naomi Campbell, Receptionist/Secretary. Thanks go to the Staff team for their consistent hard work over the course of the year.

3. The Resources Committee continues to be commended by members for the production of the PW Resource Pack. Groups are offered this pack each year to help with their programme – it contains useful ideas relating to the current theme and this incoming year, 2013-2014, it includes a DVD for use by groups. PW records sincere thanks to Mrs Lynn Murray for convening this Committee and for the valuable contribution that she and Committee members have made over the past year.

4. The PW webpages within the PCI website contain useful information relating to the organisation. Helpful resources and images are available on the webpages for members to download, which can be found under [www.presbyterianireland.org/pw](http://www.presbyterianireland.org/pw). PW look forward to developing these webpages further within the new PCI website. PW also operate a Facebook page and have recently created a Twitter account, in the hope that this might aid information flow amongst our members, stimulate greater interest and promote awareness, particularly amongst younger women.

## 5. PW CENTRAL COMMITTEE 2012/13

### Office Bearers:

President:	Mrs Valerie Tweedie (East Belfast)
Home Vice President:	Miss Anna Morison (Ballymena)
Overseas Vice President:	Mrs Elizabeth Moffett (Iveagh)

### Committee Members:

Mrs Margaret Stevenson (Ards)	Mrs Pat Martin (Monaghan)
Mrs Lynn Murray (Ballymena)	Mrs Valerie Reid (Omagh)
Mrs Evelyn Coleman (North Belfast)	Mrs Ann Millar (Route)
Dr Jean Shannon (South Belfast)	Mrs Edith Holmes (Templepatrick)

Mrs Margaret Grayson (East Belfast)	Mrs Anne Thompson (Tyrone)
Mrs Lynda Stothers (Carrickfergus)	Mrs Caroline Hawthorne (Staff)
Mrs Jean Farlow (Coleraine & Limavady)	Mrs Lisa Skinner (Staff)
Mrs Sandra Stokes (Down)	Mrs Charlotte Stevenson (Staff)
Mrs Elma Leeburn Dromore)	Mrs Daphne Patton (Ex Officio)
Mrs Jean Annett (Iveagh)	

#### 6. New Members of PW Central Committee 2013/14

Mrs Pamela McManus (Ballymena)  
Mrs Mary Cargill (Ards)

#### 7. New Office Bearers from Annual Meeting, 9th & 10th May 2013

President 2013/14: Mrs Elizabeth Moffett (Iveagh)  
Overseas Vice President 2013/15: Mrs Sandra Stokes (Down)

8. Central Committee met nine times during the year. As well as carrying the responsibility of steering the work of the organisation, the Committee continues to provide representatives to several Boards and Committees within PCI and various other organisations and bodies.

9. Mrs Winnie Moffett continues to represent PW at Women's Link.

10. Mrs Valerie Tweedie has served as PW President during 2012/13. During this year she has given generously of her time in attendance at meetings of Boards and Committees and has travelled throughout Ireland to fulfil many speaking engagements. Valerie also travelled further afield to Jamaica in April 2013, accompanying the Moderator, Rev Dr Roy Patton and his wife Daphne, on their visit to attend the General Synod of the Church of the Cayman Islands and Jamaica. PW Central Committee deeply appreciates the contribution Valerie has made to PW over the years and especially during her term in Office.

11. PW Central Committee continues to appreciate the support and advice given by the Clerk of the General Assembly, the Rev Dr DJ Watts.

12. PW Central Committee also records its thanks to the Rev DJ Bruce, Secretary to the Board of Mission in Ireland; the Rev WS Marrs, Secretary to the Board of Mission Overseas; and Mr L Conway, Secretary to the Board of Social Witness, for their encouragement, support and expertise.

#### 13. Events 2011/12

- The Annual Meetings were held on 3 and 4 May 2012 in Assembly Buildings. The music, provided by the Rev Karen Campbell and her band on Thursday, and Graham Hawthorne and his band on Friday, was uplifting and the songs were relevant to the theme. The guest speaker was Michele Guinness. Michele is a well-known speaker and author, with a particular interest in encouraging Christians to see the world through the eyes of the Jewish Jesus, having been brought up in a practising Jewish family herself. Michele was inspirational as she addressed the theme of 'Light of the World' at the Meetings. The message was challenging and was delivered in an engaging and humorous way. In a break with tradition in 2012, the Annual Meetings were held on two different days and included an afternoon seminar by Michele. This Friday afternoon seminar was attended by three hundred women and

explored the Jewish roots of the Gospel. The theme of the talk was 'Celebration, Jewish Style'.

- Prior to PW Central Committee in September 2012 the Rev Ken McBride conducted a Communion Service.
- PW Forum met on Saturday, 15 September 2012 in the Minor Hall, Assembly Buildings. Valerie Tweedie (PW President) led opening devotions, Pamela McCullagh (BMO) and David Thompson (BMI) spoke on the topic 'Bored of Mission'; Roberta Moore shared about her group's visit to Malawi; John Woodside shared about ministry in Drogheda and his wife Sandra spoke about the PW. The Forum met once again on Saturday, 9 February 2013. On this occasion the new PW Resource Pack for 2013-2014 on the theme, 'God is Able', was presented to the women; Elizabeth Moffett reported on her trip to London with Caroline to visit the Benjamins and the Kibathis; Lynn Murray presented a talk on Leadership and Charlotte Stevenson presented a briefing with regard to PW Group Committee Elections and the importance of women representing their Presbyteries on PCI Boards (BMO, BMI and BSW). All of which were insightful and encouraging.

### **South Belfast Friendship House**

14. The House is funded by PW through the PW Mission Fund.

15. PW Central Committee continues to value the partnership with the Board of Social Witness in relation to the management of South Belfast Friendship House. Indeed, PW would like to express their sincere gratitude to the Board of Social Witness for a grant of £10,000 which it has agreed to provide on an annual basis for the next three years, to assist with staff salaries.

16. The SBFH Management Committee is thankful to Mrs Jenny Robinson, Mrs Eunice Moore, Miss Natalie Johnston and Miss Alannah McMullan for their faithful service and commitment to the work of South Belfast Friendship House. The Committee would like to record its thanks to the many volunteers who help on a regular basis – their support is invaluable and it has been very encouraging to see the team grow once again over the past year. The Committee is grateful to Phyllis Spence, who volunteers on a weekly basis to work on administration for the House.

17. The work of the House continues to grow through After-school Group; Homework Club; Youth Alpha; Breakfast Club; Friendship Group; Toddler Group; and Utility Street Men's Hostel. Sincere thanks are given to the men from Orangefield Congregation who help with the men's work in connection with the local men's hostel.

18. In August 2012 an excellent summer programme was offered once again at the House for young people living in and around Sandy Row. One week was led by Stuart Hawthorne and a team from Woodlands Presbyterian Church and the other week was led by a team from the PCI Youth and Children's Board. The Committee is thankful for God's provision of these teams who have been an invaluable resource to the young people in Sandy Row. There is on-going contact with the teams as some of the team members continue to volunteer throughout the year.

19. Once again, there was a wonderful response to the SBFH Christmas Appeal. PW Groups, Congregations and individuals gave money gifts, toys and household goods, and many people were helped as a result of this generosity. In all, 82 santa sacks, 25 plus family bags, 20 toddler bags and 30 senior's gifts were distributed. In addition, Christmas dinners were provided to 30 men from the local Hostel, in partnership with Belfast City Mission, and to 25 pensioners. Once again this year, a number of PW Groups gave of their time to help wrap and sort gifts which was much appreciated. Indeed, it is a huge encouragement to the staff team when personal contact is made with the House. The Management Committee would like to record its thanks to all who contributed.

20. PW would like to record their thanks to the Belfast City Mission for their partnership in sharing the Gospel in Sandy Row, not least when it comes to the Men's ministry. Special thanks go to Willie Logan for his continual support and encouragement.

21. In February 2013, South Belfast Friendship House received their third annual team from Eden High School, Ontario, Canada, as part of their 'Take Flight' programme. This year the team was made up of 8 young people who were able to get involved with ministries happening both within and without Friendship House.

### **Finance**

22. PW Central Committee is very grateful for the on-going support of its members which enables PW to contribute to the mission of the Church. Income to the Mission Fund in 2012 amounted to £590,922.

23. PW gave a grant of £250,000 in 2012 to the Board of Mission in Ireland to partly support 27 Deaconesses serving in Congregations, the Community, Hospitals and the Prison Service. In addition, PW partly supported the four Probationary Deaconesses. PW gave an additional donation of £40,000 to the Board of Mission in Ireland in 2012 to support Deaconess work.

24. PW gave a grant of £190,000 in 2012 to the Board of Mission Overseas. In addition, PW gave a donation of £20,000 to support James and Heather Cochrane's literature project in the Portuguese Bible Institute.

25. PW Central Committee acknowledges with thanks the following bequests:

Hilda E Andersen	£3,400.24
M Hamilton	£1,000.00
Margaret Edgar	£1,000.00
Mary G Peoples	£1,000.00
Miss M R Hamilton	£1,000.00
Sarah B Yound	£500.00

26. Through the PW Mission Fund it is hoped that the Special Projects (2012/13) will support the GBU movement in Spain and a building project undertaken by Drogheda Presbyterian Church.

**Wider World**

27. PW Central Committee wish to record sincere thanks to the Editor, Mrs Charlotte Stevenson, for producing magazines of a consistently high standard which have included articles on overseas mission personnel, deaconess work, pastoral issues, topical subjects and news of PW Groups and events.

28. Wider World has a readership of over 17,000. The Committee continue to promote Wider World amongst women within our Churches and communities and would encourage more women to subscribe to this excellent resource.

29. Selected extracts from Wider World continue to be available on audio tape, through the RNIB, for those who are blind or partially sighted.

**RESOLUTION**

1. That the Report be received.



# BOARD OF SOCIAL WITNESS

Convener: Rev R A LIDDLE  
Secretary: Mr LINDSAY CONWAY, OBE

## THE BOARD AT A GLANCE

- 20 locations
- 445 bed spaces
- 423 staff
- 200 volunteers
- £9.5 + million operational budget

## AREAS OF WORK

- **Residential Care** – Older People and Learning Disability
- **Nursing Care** – Older People
- **Working with people with Addictions**
- **Working with Offenders**
- **Supported Housing** – Older People and Learning Disability
- **Student Accommodation**
- **Counselling Service**
- **Child Protection** – Training, Advice and Support
- **Chaplains** – Hospital, Hospice, University Forces and Criminal Justice
- **Ministry to the Deaf**
- **Family Centre** – Young Families, Older People, School Children and Homeless
- **Lobbying and Campaigning**
- **Family Holiday**
- **Pastoral Care**
- **Day Care** – Learning Disability
- **Disability Health & Wellbeing** – promoting concern for and action in these areas

## BOARD STRUCTURE

- Specialist Ministries
- Older People Services
- Family Services
- Adult Services
- Social Issues and Resources

## IN SUMMARY

1. The following reports only provide a snapshot of the work of the Board of Social Witness (BSW).

2. **Specialist Ministries** reports on the on-going work of Chaplains working in Criminal Justice, Health Care, Education and the Armed Forces; the Prison Chaplains Review; issues within Health Care Chaplaincy; devolution

from the Church of Scotland regarding Forces Chaplaincy; links with Sports Chaplaincy; developments in ministry to the deaf.

3. **Older People Services** reports on the extensive work carried out in Residential and Nursing Homes. The report highlights growing needs in the care of dementia sufferers; celebrates very good RQIA reports and strong ‘Friends-Of’ groups; support for inclusion of residents in staff selection processes.

4. **Family Services** celebrates on-going work in care for families and the disabled through Friendship House, PCI Family Holiday, Aaron House, Willow Brook and Topley Terrace, PCI Counselling; and reports on consistent work and growing needs in Taking Care; establishment of a Learning Disability Advisory Panel; potential developments at Denegarth House; the potential impact of Welfare Reform on carers and a proposed carers audit within PCI.

5. **Adult Services** reports on the opening and public promotion of the work of Thompson House; excellent RQIA and Service Users evaluations of Carlisle House and Gray’s Court; continued efforts to generate appropriate levels of funding for this vital work in North Belfast.

## BOARD REPORT

### Strategic Objective 1

*“The Board shall deliver an effective service to the Presbyterian Church in Ireland and the wider community.”*

1. The compassion and care of Jesus for the whole person is evident and clear in the gospels. He heals the sick, feeds the hungry, restores the broken, He raises to life the sole providing son of a mother.

2. In response to John the Baptist’s apparent moment of doubt in prison Jesus response was – *“Go back and report to John what you hear and see: The blind receive sight, the lame walk, those who have leprosy are cured, the deaf hear, the dead are raised, and the good news is preached to the poor”* Matt 11v4,5. To Jesus these were signs, marks of the Kingdom.

3. In Matthew 25 Jesus gives the clearest indication of the marks of the righteous. They give food to the hungry, hospitality to strangers, clothes to those who need them and drink to the thirsty. The righteous person cares for the sick and visits those in prison. At the beginning of Acts the election of the first deacons comes as a result of the need to properly oversee the distribution of food to the widows.

4. Care for the whole person is integral to the gospel and cannot be separated from it. On a given day someone under the BSW could be – praying with soldiers about to go into dangerous territory; having coffee with a student who has been self-harming; sitting with a family whose mother has just died from cancer; visiting a prisoner just convicted of murder; translating for a deaf person in a medical appointment; washing, changing and feeding an elderly person with dementia; counselling a couple whose marriage is on the rocks; assisting a Kirk Session deal with a report of child abuse; arranging respite for a family with a severely learning disabled young adult; talking to social services about the needs of a person with depression; helping a man released from prison to avoid drugs, find job training and source somewhere to live; help a middle-age businessman understand his addiction to alcohol; discuss with MLA’s and Church leaders

the probable impact of the Welfare Reform Bill and much, much more. Is it evangelism? John Stott would say, 'No', yet evangelism may be part of it. But he would also say that it is most definitely mission, it is Witness.

5. As the Board has engaged with the Structures Review, both the role and the status of Social Witness has come under scrutiny. Social Witness is a product of the Presbyterian Church in Ireland. GOOGLE, Social Witness and the first profile is the Presbyterian Board of Social Witness, followed by "Peace and Social Witness" Quakers (UK). Generations of Presbyterians have made a difference, by challenging and influencing social policy and by meeting the most basic of needs.

6. The Executive Secretary and Director of Social Service reflected on his first ten years with the PCI at the September Board Meeting. He reflected on the topic for his presentation to the Nominations Panel "Mission Impossible to Mission Possible" with a particular focus on "Change Management". By 2002 the Board had already set its Strategic Priorities, overarched by the desire to "Develop Social Concern in the Church and Community". The Board had issued "Engaging with the Community – the challenge of Mission in the 21st Century." Following major reorganisation the Board had agreed a Vision Statement "***People Matter to God! Living out the Love of Christ through a Caring Church within the Community***" and to set a Strategic Plan.

7. The Director outlined his dilemma to the Board "How do I do justice to how God has blessed the work of the Board of Social Witness over the past ten years. How do you clearly illustrate the impact of what Social Witness achieves on a day to day basis? Convert that into very basic terms – Social Witness is about the very ordinary, everyday things that make a difference to so many lives – not just by Presbyterians or Christians but by all those routine good deeds."

8. The Audit of the 2007-2012 Strategic Plan was encouraging, of the sixty Strategic Objectives – thirty one were fully implemented, twenty four partially implemented and five not implemented at all. The 2012-2017 Plan is in its first draft and out for consultation.

9. Winfield Bevins, in "Social Witness the Resurgence", states:

"Every day in United States, there are literally millions of people who are living in poverty in the shadow of our nation's great wealth. Hunger and poverty are quickly becoming a serious epidemic in U.S. Every month close to twenty million Americans go hungry. Many more people nationwide are homeless and can't fill their basic needs for food and clothing. Drugs, domestic violence, and illiteracy are also harsh realities for many people. Who are these people in need? Where can we find them? They are in our cities, communities, and small towns. They are our neighbours, fellow church members, and even family members. They are not numbers or statistics; they have names, faces, and feelings... We are called by Jesus Christ to minister to a lost and hurting world with love and compassion.

There are a number of ways that you can do effective community ministry. The key is thinking outside of the box. We need to think of new ways to reach our communities for Christ.

We will never know what our community needs until we begin to get outside of the Church building. It is amazing how little Church people actually interact with non-churchgoers. Matthew 9:35 tells us when Jesus went out into all the cities and villages he saw that the multitudes were weary and had compassion on them.

I think that God is bringing about a renewed awareness for social ministries in the Church. For too long the Church has focused solely on numerical conversions, forgetting about the need to minister to the whole person. In the past, social ministry has been looked at as something that only liberal Christians do because they lack the spiritual aspect of the Christian faith.”

10. The one subject that has united the Christian Churches is that of Welfare Reform. It has been the Church Leaders that have continually questioned and challenged Government, not only on the detail of the reform but timetable of its implementation. The Presbyterian Church continues to be involved through the Hardship Group set up by the Office of First and Deputy First Minister and the Social Fund Oversight Board. The request for assistance is clearly on demand, with many Congregations getting involved with local projects.

11. The Board of Social Witness continues to be a busy and demanding Board. The everyday routine is full of challenges and surprises – happy times and sad times. The pain and need of so many people is seen at first hand, though the Board doesn’t have a monopoly on the services it provides.

12. “Delivering the Bamford Review”, the response of the Northern Ireland Executive to the Bamford Review of Mental Health and Learning Disability, has produced an Action Plan for 2012-2015. Contained within this report are examples of work that PCI can get involved in, adding to the overall good mental health of our society: “The overarching vision of the Bamford Review that people with a mental illness should be treated in the community – the voluntary and community sector is well placed to complement statutory health and social care sector provision in supporting peoples recovery”.

13. The elements of the Good Samaritan story are so well known – the Priest walking on the other side – totally ignoring the needs of the injured man, and likewise a Levite, when he was at the place, came and looked on him, and passed by on the other side. Does this reflect a society and a Church that ignores issues, even when those issues are acknowledged? Verse 35 reads “*In the morning he took out two silver coins and gave them to the innkeeper, saying, ‘Take good care of him. If it costs any more, put it on my bill – I’ll pay you on my way back.’*” This is a powerful verse. This was not one simple good deed, it was guaranteeing sustainability – maintaining the care, continuing to look after – seeing it through. So often the Church, a Congregation and individuals get fired up about a cause, go all out to get involved, so often to disconnect at a later time.

14. There really isn’t any debate, there is only one answer, there is no doubt whatsoever – that we must recognise the importance of the social gospel, a social theology – a gospel that reaches out to all people; reaches out and touches them and impacts on their individual lives. No better time than today for the Church to get fired-up and challenged. The Board must remain connected and monitor the developments within Health and Social Services, Housing and Benefits. No bigger challenge than to return to the story of the Good Samaritan and to follow the command of Christ “go do the same”.

## THANKS

15. The Board is continually thankful for the service of the many staff in the office, projects, local support committees, Board and Assembly Committees

and Panels. The Board was glad to welcome back our Secretary and Director of Social Service, Lindsay Conway after a period off work.

16. Thanks are extended to Agencies which work with the Board as it seeks to minister to a broad range of needs in society. Grateful thanks are extended to the Department of Health, Social Service and Public Safety; Supporting People (Northern Ireland Housing Executive); the Probation Board of Northern Ireland; the Northern Ireland Prison Service; Access (NI); the Police Service of Northern Ireland; the Garda Síochána; partner Housing Associations; the Department of Education and to many others for their continued funding and support.

17. The Board's gratitude is expressed to those within the Presbyterian Family who work alongside and help so much in the facilitation of the work of the Board – to the Clerk and Deputy Clerk, Financial Secretary, Head of Personnel, Presbyterian Women, Press Officer and their staff teams and to the United Appeal Board for their funding and support. Thanks are also due to all Board Conveners, Secretaries and their staff with appreciation of the closer co-operation that has developed within the wider work of PCI. The Board welcomes visits to Presbyteries and Congregations to speak about the Board's work and is happy to receive such invitations.

## SPECIALIST MINISTRIES COMMITTEE

### Strategic Objective 2

*“Specialist Ministries shall promote and support the work Chaplains and the Churches ministry to the Deaf Community.”*

1. In a changing world which is less sympathetic to the Christian voice and influence PCI is blessed still to have opportunity to minister within the spheres represented by this Committee. There are increasing challenges and stresses, professional, financial, theological and cultural, but PCI personnel continue to minister with dedication and enthusiasm. The Committee commends their work to the prayerful support of the wider Church.

### STUDENT SERVICES

2. **Ulster University at Jordanstown Campus:** The Rev Cheryl Meban reports continuing good relations within the chaplaincy team and developing links with the University structures and staff. There is a strong ministry with foreign nationals in association with a few local Congregations which is of mutual benefit. Plans are on-going for the University to develop the York Street site as its main centre by 2018. The Board agreed to give support to Cheryl to study for a part-time Masters degree in Human Rights and Transitional Justice from the University of Ulster's Transitional Justice Institute based at Jordanstown. The Committee wishes her well with her studies.

3. **Queen's Chaplaincy:** Led by the Rev Karen Mbayo the chaplaincy team continues to develop many innovative ways to engage students through debates, meals, being present at the Grace Café, and also to strengthen contacts with staff. Visits are made to school sixth forms and links established with Youth and Children's Ministry Board events. A working party to Johannesburg last

summer proved fruitful for all concerned. Essential renovation and updating work to Derryvolgie Hall is to be carried out, with disability access improvements having been completed.

4. **Magee University, Londonderry:** The Rev Dr Robert Buick resigned as Convener and a replacement is presently being sought. The Committee places on record sincere thanks to Dr Buick for his work over the years. He continues as Chaplain to Magee while a new appointee is being sought. He visits the university twice a week and is available to students. He has taken part in various services and has encouraged links with the CU and local Congregations. The Committee looks forward to refreshing its links with the university as the city of Londonderry celebrates its year as the UK City of Culture.

#### CHAPLAINS COMMITTEE

5. **Healthcare and Criminal Justice Chaplains:** Various changes are being introduced at some sites. Information shared with parish Ministers is very restricted by some management protocols. A generic form of chaplaincy is in operation at the Neurology Unit of the Musgrave Park Hospital and also at the Antrim Area Hospital. Concerns have been raised about this and the Board passed a resolution at its March meeting encouraging representation to be made by the Board of Social Witness, in conjunction with other denominations, to the Department of Health with regard to the issues surrounding generic chaplaincy. In the South, chaplaincy work is proving difficult since chaplains are expected to fulfil their role during the visiting hours. Approaches are being made to the Department and the Health Boards.

6. **Naas/Tallaght:** The Union Commission, BMI and the Presbytery of Dublin and Munster have agreed an arrangement that a new Minister would work part-time in Naas Congregation and part-time in Tallaght Hospital. The position has been advertised.

7. **The Hospital Visiting Protocol** document for Ministers and pastoral workers is now available to all who visit on behalf of Congregations.

#### 8. **Personnel Changes:**

- (a) The Rev Anne Tolland has resigned as chaplain to Inver in Larne on her call to the Congregation of St John's Newtownbreda.
- (b) Miss Muriel Cromie is now three days in Belfast City Hospital and two days in Ballygilbert Congregation. This is for a two-year trial period.
- (c) Mrs Carole O'Hara has retired as a Deaconess and from her role in Antrim Area Hospital. Mrs Joanne Dunlop has been appointed as assistant to the chaplains of Craigavon and Antrim Area Hospitals.
- (d) The Rev George Simpson has retired from his position at Magilligan Prison. Mr Norman McCorkill, an elder, is doing volunteer work in the prison in the meantime.
- (e) The Rev Graham Stockdale is covering duties at Hydebank during the vacancy and assisting the Rev Rodney Cameron at Maghaberry.

9. **Larne Immigration Detention Unit:** The Rev Richard Kerr reports that things are going well, with valuable conversations had by the chaplains in the centre. A recent review was very positive about the service provided.

#### 10. **Prison Review:**

- (a) In December 2012 Mr Lindsay Conway, the Revs Dr Donald Patton, Bobby Liddle, and Marlene Taylor attended a meeting with

representatives from NIPS contributing to the review which has now been completed. There are on-going consultations and the Revs Donald Patton and Bobby Liddle continue to meet with the Rev Rodney Cameron (Maghaberry) to discuss the issues involved in the review. Mr Cameron visits Magilligan once a month to assist with consultations there.

- (b) The Rev Marlene Taylor resigned as Convener of the Chaplains Committee in March owing to pressure of work. The Committee thanks her for the commitment and expertise she brought to this position during the past few years and wishes her well in her on-going work as Chaplain to the Marie Cure Unit at Knock, Belfast.

11. **Sports Chaplaincy:** Nineteen PCI Ministers (representing about 60% of chaplains) are involved with sport here through Sports Chaplaincy UK (formerly SCORE). The Rev Andrew Thompson, Minister of Elmwood, Lisburn, is Chaplain to the Ulster Rugby team, and shared with the October meeting of the Specialist Ministries Committee the story of this work. He conducted the Memorial Service at Ravenhill held for Nevin Spence, so tragically killed in a farm accident along with his brother and father. Andrew was part of the multi-faith chaplaincy team ministering at the Olympics in London in July and is currently engaged in arranging for chaplaincy at the forthcoming World Police and Fire Games to be held here in August. The chaplains meet through the year and there are plans to offer training and accreditation. While the Church is not affiliated to Sports Chaplaincy UK and has no obligation to it, the Committee has invited Mr Oswald McAuley to keep it up-to-date at meetings of the Committee by way of encouragement to these chaplains and information to the wider Church.

## **FORCES COMMITTEE**

12. The Convener, the Rev Dr Victor Dobbin, attended the Church of Scotland/Presbyterian Church in Ireland Chaplains Conference at Amport House, British Armed Forces Chaplaincy Centre in Hampshire, from 26-28 September. This gave him an opportunity for direct contact with chaplains and MOD personnel.

13. He also attended a meeting of the Forces Committee of the Church of Scotland at which he explained that, as a result of changes to the recruiting procedures within the Armed Forces, PCI's Committee believed it was no longer meaningful for all its business relating to recruiting to go to the Ministry of Defence via the Convener of the Forces Committee of the Church of Scotland. It was agreed that in future all recruiting applications would be sent directly from PCI's Forces Committee to the respective Service. The Convener of the Committee has written to the Chaplain General informing him of the proposed change in policy.

### **14. Appointments and Postings:**

- (a) The Rev Dr Paul Swinn – Senior Chaplain, Headquarters 12 Mechanised Brigade, based in Bulford.
- (b) The Rev Mark Henderson – 2 Rifles, Ballykinlar, Northern Ireland.
- (c) The Rev Stephan van Os - Chaplain at Worthy Down.
- (d) The Rev Heather Rendell – Catterick Garrison, Infantry Training Centre.

- (e) The Rev Norman McDowell – Aldergrove, Northern Ireland.
  - (f) The Rev David Edgar – Senior Chaplain, RAF Brize Norton. (David will retire from the Royal Air Force in June this year).
  - (g) The Rev Colin Jones – Colin has successfully completed his initial training at the Royal Military Academy Sandhurst and is stationed in Wattisham.
  - (h) The Rev Mark Donald – recently appointed chaplain with Army Reserves, Northern Ireland. Mark is attached to 253 Medical Regiment.
  - (i) The Rev Jonny Wylie has now transferred to the Church of Scotland and is no longer a Minister of the Presbyterian Church in Ireland.
15. **Recruiting:** At present PCI has three Ministers showing an interest in serving as chaplains in the Armed Forces.
16. Chaplains serving with cadets include the following:
- (a) The Rev Kenneth Crowe – Army Cadet Force Chaplain.
  - (b) The Rev Joseph Andrews – Air Training Corps.
  - (c) The Rev Anne Tolland – Air Training Corps.
17. Ministers serving as Officiating Military Chaplains include the Rev Derek Weir MBE and the Rev Professor Patton Taylor MBE TD.
18. At the time of writing, arrangements are being made for the Moderator of the General Assembly, the Rt Rev Dr Roy Patton to visit the Army, including two of our chaplains –the Rev Dr Paul Swinn and the Rev Stephan van Os on the 2/3 May 2013.
19. The Convener, Dr Dobbin, wishes to encourage more chaplains to the forces, and is always available to provide information and guidance to enquirers.
20. The Committee commends PCI chaplains to the prayers of the Church as they face dangers and difficult circumstances in their role with the armed forces, and encourages Congregations to adopt a chaplain by way of encouragement and support.

## KINGHAN CHURCH

21. Attendances have been good at Sunday worship at the Kinghan Church, and the regular and occasional weekday activities are also well supported (sometimes overlooked!).

22. Canon Will Murphy continues to conduct worship one Sunday per month except in the summer months, which allows the Rev Glen Jordan to visit a hearing Church and speak about the work at Kinghan.

23. Glen also accepts as many invitations as he can to PWs and other weekday Church groups. The signed services at Ballykelly Presbyterian Church, held monthly, are much appreciated by the deaf community in the North-West. Glen, and sometimes Will, are assisted by two or three Kinghan members who take part.

24. From 8-10 March a Church weekend was enjoyed by all at Glenada, Newcastle. A Food Hygiene Inspector from the City Council has offered a training course for Kinghan members which will be invaluable since so many events involve the serving of food.

25. For the second year Kinghan Church is supporting a team of deaf people, including one of their own, who are going to Morocco to build houses for deaf people there.



26. The two Ministers and Judith Lyness, the Youth Associate, spend a considerable amount of time travelling to attend to the pastoral support of deaf people, because they are so widely scattered. Judith arranges the monthly Family Service which is usually well supported and keeps the new website and Facebook pages up-to-date. These are proving a valuable means of communicating information for many. Judith also has a regular weekly visit to Jordanstown School where she is building relationships with deaf children from outside the Church. The Principal, Mrs Ann Magee, is a very helpful member of the Local Support Committee. With the help of the Rev Karen Mbayo, Judith is going to run a Deaf Awareness course for students. Third level education may be an area for future exploration, eg in the Belfast Metropolitan College.

DONALD PATTON, Convener

## OLDER PEOPLE SERVICES COMMITTEE

### Strategic Objective 3

*“Older People Services will deliver a high standard of social and nursing care to all our residents and campaign on behalf of older people.”*

1. On 21 February, 2013 the Guardian and the BBC reported on a recent study by researchers from Queen’s University, Belfast published in the Journal of the American Geriatrics Society. This study looked at the prescribing of drugs to calm anxiety and sedate, as well as the antipsychotics which are supposed to be prescribed for severe mental health conditions such as schizophrenia and bipolar disorder and only for dementia as a last resort. The researchers found that the latter were taken by only 1.1% of elderly people living in their own homes or with relatives, whereas 20.3% of residents in care homes were taking them.

2. The Guardian’s report continues, “Lead researcher Aideen Maguire, who is based in the Centre of Excellence for Public Health, Northern Ireland, said: ‘Although drug dispensing is high in older people in the community, we have found that it increases dramatically on entry to care. This study showed that the high uptake of psychotropic drugs observed in care homes in Northern Ireland cannot be explained by a continuation of drug use initiated in the community prior to entering care. With an ageing population globally it is important that we look at the reasons behind this type of increase following admission to care.’ Other studies have also shown high levels of antipsychotic drug prescribing for elderly people in care homes in Britain.”

3. While the number of residents in PCI’s homes with a diagnosis of dementia was slightly less in 2012 than in the previous year, the high incidence of dementia among residents of care facilities throughout the country may reflect admissions at a more advanced age.

4. **Dementia Registration and Training:** Staff have been undergoing a Dementia Facilitators course through Stirling University. PCI’s registration with The Regulation and Quality Improvement Authority (RQIA) has been changed accordingly. Residents should not have to move from PCI homes to other specialist facilities.

5. At its last meeting the Older People Services Committee expressed support for a new Dignity Code issued by the National Pensioners Convention and are considering displaying it or incorporating it into existing codes of practice already in place.

6. **Annual Statistics**

There is a drop in the number of residents residing for more than four years: 40 residents at 31 December 2012 compared to 60 residents at 31 December 2011.

There were a total of 73 residents 91 years+ at year end 2012 compared to 74 at year end 2011.

7. Occupancy Levels in the Homes continue to be reasonable.

8. **RQIA Inspection Reports:** As usual there continues to have been consistently good reports. These can be accessed on [www.rqia.org.uk](http://www.rqia.org.uk)

9. **“Top-up” Rates:** The Committee also looked at the emotive topic of introducing these; however, they decided not to introduce this additional charge but to look at alternative ways of increasing income, one of which is the introduction of day care placements within the Homes.

10. **Home Manager Posts:** There are two vacancies, River House and Sunnyside House, which have been re-advertised. A Home Manager has been appointed for Adelaide House and at the time of writing it is planned that Mr Lee Wilson will commence in April 2013.

11. **Staffing:** The past year has seen high levels of staff absence within the Homes due to family bereavements and serious illness. The Committee appreciates staff working additional hours to cover absences and acknowledges the pressure this puts on Home Managers.

12. **In-house Training:** It is pleasing to report the commitment of staff attending the in-house training sessions to comply with RQIA standards and NISCC registration. The Committee recognises how blessed PCI is with an enthusiastic and efficient staff team at all levels who are dedicated to ensuring a high quality service for those who live in PCI’s residential and nursing homes and sheltered housing schemes.

13. **Recruitment and Selection Process:** A new innovation currently being looked at is the role of residents in the recruitment and selection process of staff. It is important that residents are empowered in all aspects of their home life.

14. **Local Support Committees:** The Older People Services Committee expresses its thanks to members of Local Support Committees and “Friends of” groups in the Homes. It appreciates their on-going commitment to the Homes as they undertake a range of tasks including unannounced visits, assisting with activities and outings, or the organisation of Coffee Mornings. However, the Committee is always keen to have more assistance in these areas and would encourage members to consider volunteering a few hours of their time each month.

15. The Committee is grateful to the staff and management at all levels, and thanks God for the service that is being provided for the residents in PCI Homes – which are their homes.

JOHN SEAWRIGHT, Convener

## FAMILY SERVICES COMMITTEE

### Strategic Objective 4

*“Family Services will promote family life and the general well-being of our members, continue to develop services for the disabled within the Church, support the work of the Taking Care Office, PCI Counselling, PCI Family Holiday and South Belfast Friendship House.”*

1. The Family Services Committee continues to seek to meet this objective through the dedication, commitment and hard work of many staff, both voluntary and professional, witnessing to their faith in social action.

2. As economic cuts and financial realities continue to put strain on already limited resources, tribute must be paid to those who give their time and talents so readily to assist some of the most vulnerable in society – children and young people, those with a disability, the marginalised, the despairing and lost.

3. The Committee pays a special tribute to the many volunteers and members of “Friends of” groups who give selflessly and tirelessly of their time and energy. Their enthusiasm and dedication to the service of this ministry is a great encouragement and inspiration to all members of the Board.

4. The **Taking Care** Office has once again been a very busy place as Mr Geoff Marshall has ably covered the post while Mrs Deborah Webster is on maternity leave. The Committee sends congratulations on the safe arrival of son Lewis and pray that the family will continue to know God’s blessing and a good night’s sleep.

5. **Training** has continued with 120 sessions of refresher, foundational and designated persons training being organised and well attended. There was also an evening held in Ballymena which fifteen volunteer trainers attended. During the year, a long serving member, Mrs Anna McCallion, retired and the Committee thanks her for her commitment and service. The Committee also welcomes two new trainers, Elaine Craig and Patricia Goudy, and thanks them for their time and passion in this sphere of ministry. The scheme to try and centralise foundational training at Presbytery level has been patchy – some Presbyteries have embraced the concept and are very proactive in supporting and promoting the evenings, other Presbyteries still have a way to go. The Committee would encourage members of Assembly to ensure that within their own Presbyteries training opportunities are adequately publicised and encouraged.

6. In 2012, end of year figures show 2,190 *AccessNI* forms and 266 Garda Vetting forms were processed and tribute must be paid to Deborah, Geoff and Amanda on their diligence and efficient turn-around of checking forms.

7. The office continues to deal with many queries and incidents and this can be stressful when sensitive and difficult stories need to be heard. Yet it is proof that PCI’s Taking Care programme is fulfilling its remit – protecting PCI’s leaders, young people and children and ensuring that the Presbyterian Church in Ireland is at the forefront of providing good practice in a clear and definitive manner. The Board is thankful for this on-going work and strives to ensure that the standards are maintained to ensure excellence in care provision.

8. **Willow Brook** and **Topley Terrace** had another extremely busy year with residents enjoying a hectic social diary. Concerts, theatre trips, shopping

expeditions, ice cream and cinema are just some of the activities made available through the dedication and commitment of the wonderful 'Friends of' group. Services at Harvest, Christmas and Easter are well attended and provide a great support to family and friends of those who call Willow Brook home. Mrs Anne Campbell continues on her two year sabbatical and the Committee thanks Mr Lee Wilson for his work as temporary manager and wishes him well as he leaves to take on a permanent post at Adelaide House. During his time he has seen residents attending local ICT courses at the Technical College and become involved in Compass Advocacy Group, ensuring that the voices of young people with learning and physical disabilities will be heard.

9. **Aaron House** also enjoyed a busy schedule with many of the usual Christmas activities. December was such a busy month that it was decided to organise the family service for February and this proved a great success with the multi-national 'Place of Victory' choir taking part. Phase II of the garden project is about to start, so it was timely that students from Derryvolgie Hall appeared and helped in the garden as well as organising arts, crafts and music for the residents. Many have promised to return and it is hoped that a volunteer base will be developed to assist in more days out in the future. Unfortunately while most of us were tucked up in a lovely warm house on Christmas Day, Denise Keegan, the unit manager, and Linda Wray were scouring the country looking for heaters after the boiler broke down in the Home. Many thanks to these two persistent ladies who ensured no-one froze that night and a big thank you to the very kind wholesale manager who opened his warehouse specially to ensure a new boiler could be fitted within two days. There remains a high level of faithfulness and loyalty to Aaron House and the Board has recently been able to appoint two new positions promoted from within. Many of the employees are continuing to pursue further qualifications. The Committee records its appreciation for work undertaken, providing a loving and stable environment for all.

10. **The Christmas Cracker Scheme**, a time for respite provision, was another success in McQuiston Memorial and Orangefield. Churches are continuing to promote Gateway and Wave and Taughmonagh has just launched the Beehive Club. All of these are ways in which local Congregations can impact within their community and provide a much needed and appreciated service.

11. **Learning Disability Advisory Panel.** The Panel says goodbye to the Rev Jim Waring who has retired after many faithful years as Convener of the Learning Disability Committee. The Panel thanks Jim for his ceaseless enthusiasm and passion for the work of the Committee and wishes him well. This left a vacancy in the newly formed Learning Disability Advisory Panel and the Panel is delighted to welcome Mrs Winnie Moffett as its new chairperson.

12. **PCI Counselling** is constantly in the debt of so many with the expertise and desire to serve God through social outreach and witness. The Committee wants to recognise the work and dedication of Ms Stephanie Windrum and her team of counsellors. PCI Counselling Service could not function without their quiet and confidential ministry and the Committee is thankful for the skills they possess and share freely. On-going training and supervision are paramount in ensuring the best standards and provision of care are reached and the Committee is grateful for the professional way this service is run.

13. 2012 was a busy year for PCI Counselling. There were 93 new referrals for counselling, 30% of these were for couple counselling. The dedicated team

of volunteer counsellors delivered 531 hours of counselling between them, to those in need of help and support through difficult times. Almost 60% of people receiving counselling during 2012 were aged between 36-55 years. The highest proportion of clients (47%) presented with marriage or relationship difficulties. Stress and anxiety was a common reason why individuals sought help (17%). Those trying to cope with depression accounted for 11% of referrals, whilst a further 10% came as a result of bereavement.

14. 2012 was a year of great blessing to PCI Counselling. The Board wishes to give thanks for the regular use of rooms in many Presbyterian Churches throughout the province. Without the agreement of Kirk Sessions and Ministers, and the on-going support of caretakers and office staff in Congregations, the Board simply could not provide a service in as many locations.

15. Thanks are due to both Supervisors and the PCI Counselling Advisory Group as a whole.

16. **Carecall.** Mindful of the many needs within PCI, the Committee is also seeking to re-launch CARECALL – the support network for Ministers and the Manse families. This is a much needed resource and the Committee commends it to the Church. Plans are still underway to renovate Denegarth for future use as a centre for counselling.

17. **Disability, Health and Wellbeing Committee.** The Board is constantly being made aware of different issues within Congregations.

18. With the Welfare Reform Act starting to bite it was agreed that research should be done in regard to the aspect of Carers within Churches. An audit will be undertaken this year, funded by Oval and James, Insurers, and it is hoped that the results of this survey will assist in future decisions.

### **PCI FAMILY HOLIDAY**

19. The **PCI Family Holiday** takes place each year from Easter Monday through to Friday at the Share Centre, Lisnaskea with this past year seeing 157 people attending.

20. Thanks must go to the Presbyterian Orphan and Children's Society for their financial assistance in supporting some families to attend.

21. The Share Centre offers a wide variety of activities, all under the watchful eye of efficient and professional staff. Both able-bodied and those with additional needs can try activities such as canoeing, sailing, windsurfing, banana skiing, climbing, archery, hillwalking, laser skirmishing and the gentler arts of T-shirt printing, handcrafts and drama. The Centre also has an indoor leisure pool, sauna and steam rooms, and fitness suite, so there is something for everyone.

22. The PCI Family Holiday Youth Team organises games and activities for the children most mornings and afternoons with The Late Night Extra for teens being a big draw.

23. Each day begins and ends with a short time of worship. The young people then have their own time of Bible teaching with the Youth Team. The Committee is indebted to this year's speaker, the Rev Nigel McCullough, Minister of the Congregation of Hill Street, Lurgan for being such an integral part of the holiday.

24. The Holiday is a real blessing to all who participate ... and ends all too soon! New friendships are made, old ones renewed, and everyone has the opportunity to learn more about living out the Bible day by day. The organisers are always thankful for many answered prayers and for a real sense of the Lord's protection and presence through the week.

25. **South Belfast Friendship House** continues to be supported and encouraged in a partnership between PW and the Board of Social Witness. This relationship has been further strengthened by provision of a grant of £10,000 per annum for the next three years funded by BSW, to assist with staff salaries. The on-going work amongst the children, parents, men, women and pensioners of Sandy Row could not continue without the support of numerous volunteers and the Belfast City Mission who partner with us in sharing the Gospel.

26. **Holiday Bible Clubs** have once again proved a great success and the Board is indebted to the faithfulness of the Woodlands youth team and the 'Take Flight' programme from Eden High School, Ontario, Canada who once again contributed to the ministry of the area.

27. Thanks are to be given to the enthusiastic committed team of staff – Mrs Jenny Robinson, Mrs Eunice Moore and Miss Natalie Johnston.

28. **Denegarh House** in Mallusk is still being developed as a site for an allotment project amongst school leavers with learning disabilities. Consultations have taken place in relation to best use of space and at present rare breed chickens are being considered to corner the niche market. The house itself is gradually being cleared of all the storage materials and will hopefully, after some building work, be used as a centre for counselling.

29. 2012 also witnessed the commencement of serious discussions regarding the development of Denegarh House as a base for PCI Counselling and other pastoral support services for PCI.

ANNE TOLLAND, Convener

## ADULT SERVICES COMMITTEE

### Strategic Objective 5

*“Adult Services shall manage the work of Thompson House, Carlisle House and Gray’s Court and promote an addiction free society through the Addiction Services Committee.”*

### THOMPSON HOUSE

1. The Committee notes the appreciation expressed for the facilities provided and understanding shown during the 496 days decant to Centenary House, under the auspices of the Salvation Army, but also the universal relief of Thompson House staff to be back in the newly refurbished, extended and hi-tech equipped building on the Antrim Road. While teething and snagging issues are accepted as part of the return, the Committee is glad to hear that the overall morale of staff and residents is high and attitudes in the main are positive.

2. Many visitors were hosted to tour the facility prior to resettlement but there was general disappointment in the non-attendance of local politicians to see

the provisions for the many types of ex-prisoners released on licence, due to the understandable sensitivities of the surrounding North Belfast Community.

3. The Christmas dinner celebration was an occasion for reflection on the meaning of Christmas and was well attended by residents, staff and guests. Mount Charles Catering are as always appreciated for their high quality services.

4. The pathway into the brighter days and longer evenings for the Staff and Residents in Thompson House, despite some damage to the exterior and a few not insignificant resident related incidents within, is to continue to settle in and remain steady in the recognised aspiration and application of best practice. The Probation Board (PBNI) will continue to facilitate and filter residency within our “Approved” hostel. Partners, including PSNI, Helm and Supporting People will continue to monitor and input, while on-going approaches will be made to Minister Ford and the Justice Department from the BSW for new funding, as associated with the obvious savings accrued by them when prisoners are relocated to approved hostel accommodation.

5. Announced and unannounced inspections by Adult Services and the Criminal Justice Inspectorate (CJI) staff will continue to be a main feature associated with the Board’s accountable remit.

#### **CARLISLE HOUSE**

6. Concerning Carlisle House and Gray’s Court, the former had RQIA Inspections regarding Medicines and Estate, resulting in no recommendations regarding medicines but comment regarding the updating of Fire Risk provisions, which is the responsibility of BSW’s partner Oaklee Housing Association.

7. Discussions continue with the Public Health Agency regarding the future of Rehabilitation Bed provision in line with proposals of the Bamford Review.

8. Referrals remain constant with a total of 107 Admissions recorded for 2012, drawn from the Belfast Health and Social Care Trust (59 BHSC) and the Northern Health and Social Care Trust (48 NHSC). Private usage is also permitted, as and when, but only when clients are medically processed as consistent with standard admission procedure.

9. The Director shared that while no new staff were recruited in 2012, recognition is on-going regarding Administration staff need. Levels of remuneration were also discussed regarding professional status and performance compared to other Health Employers.

10. The Service User Group evaluation sought to measure the categories – content, facilitation, balance and benefit – as 5 on a scale of 1 to 5, with 1 denoting poor and 5 excellent. The score speaks for itself. The programme was deemed “very enlightening” and the environment “supportive and compassionate.” Service Users “feel valued” and are discovering “other ways to deal with life rather than using substances”.

11. Frances Craig, Project Worker at Gray’s Court, is delighted that new funding is imminent which will facilitate weekend staff cover. It is recorded that 65% of all people who process through Gray’s Court are currently restored to full-time employment.

COLIN MEGAW, Convener

**SOCIAL ISSUES AND RESOURCES**

*The Rev Charles McMullen reports:*

1. The pastoral leaflets covering Anger, Bereavement, Depression, Fear, Forgiveness and Guilt are being well used.
2. The Marriage Preparation Booklet is being updated and will be available for circulation.

**RESOLUTIONS**

1. That the Report be received.
2. That the General Assembly encourage all Congregations to participate in the forthcoming Carers Audit and recognise the vital role of Carers in our Church and community life.
3. That the General Assembly welcome the publication of the Bamford Review – Action Plan 2012-2015 – “Delivering the Bamford Vision” and calls on the Northern Ireland Assembly to adequately resource and fund its implementation.
4. That the Assembly recognise that Health Care Chaplaincy is under considerable threat and support the Board of Social Witness as it addresses the issues.
5. That the General Assembly commend all Congregations, Boards and Projects for responding to the hardships experienced as a result of Welfare Reform.
6. That the Board of Social Witness, with its associated working Committees for the ensuing year, be appointed with Par 281 of the Code as follows:

**FOR INFORMATION**

The following funds are not under the control of the General Assembly and the Reports are included for information only.

**OLD AGE FUND, WOMEN’S FUND AND INDIGENT LADIES’ FUND**

*The Rev W P H Erskine reports:*

1. The Directors report that during the last financial year, which ended 31 December, 2012, 99 beneficiaries (41 in the Old Age Fund, 37 in the Women’s Fund and 21 in the Indigent Ladies’ Fund) received grants.



2. The changes in beneficiaries during the year are as follows:

Beneficiaries	Old Age Fund	Presbyterian Women's Fund	Indigent Ladies Fund	TOTAL
Receiving Quarterly Grant				
At 1 January 2012	37	34	13	84
New Grants Provided	2	1	4	7
Deaths	(1)	-	-	(1)
Grants no longer required	(2)	-	-	(2)
	<hr/>	<hr/>	<hr/>	<hr/>
As at 31 December 2012	36	35	17	88
Beneficiaries receiving one-off donations	2	2	4	8
Deaths and Grants no longer required (as above)	3	-	-	3
	<hr/>	<hr/>	<hr/>	<hr/>
No of Beneficiaries receiving assistance during the year	41	37	21	99

3. The total distribution of the Funds in Grants, Donations and Gifts was £145,834 (£57,925 from the Old Age Fund, £59,700 from the Women's Fund and £28,209 from the Indigent Ladies' Fund). (2011: £131,189).

4. An annual grant of £1,300, paid quarterly, was sent to beneficiaries during the year (2011: £1,200).

5. A 'Special Gift' of £325 (2011: £300) was sent to every beneficiary prior to Christmas.

6. During the year the Directors responded sympathetically to various problems which had been brought to their attention. They gave one-off donations, as needed, to assist in particular cases where immediate financial aid was more appropriate than annual grants. Ministers are asked to bear in mind the possibility of help from these funds in similar cases connected with their own Congregations.

7. The Directors assure the Church that all monies that come to the Funds are carefully and wisely spent.

8. The Directors of the Funds deeply appreciate the kindness and thoughtfulness of those who have remembered the work of the Funds either by gift or bequest, and hope that their example may encourage others to support this vital aspect of the Church's outreach.

9. The Directors of the Funds wish to thank the Staff for the sensitive and sympathetic way in which they carried out the efficient administration of the Funds during the year.

# BOARD OF YOUTH AND CHILDREN'S MINISTRY

Convener: Rev JONATHAN MOXEN

Acting Director: Miss BARBARA McDADE

1. The Board of Youth and Children's Ministry exists to support every Congregation and member of the Presbyterian Church in Ireland to fulfil their covenantal responsibilities. The culture and context which children, young people, young adults and parents must navigate in 21st century society requires a thoughtful yet biblically distinctive approach to the passing on of the faith. Recognising the challenges that Congregations face, the Board of Youth and Children's Ministry has worked hard to be 'fit for purpose' and serve Congregations in the fulfilment of this immense task. To that end the Board is deeply grateful that God has placed gifted and insightful people within its work for such a time as this.

2. The Board's remit is to support, equip and resource ministry amongst 0-25 year olds and its organisational structure ensures that each key developmental stage is given equal priority within the life of the Church - children 0-11 years; youth 12-17 years; and young adults 18-25 years. Ruth Bromley is Children's Development Officer; Graeme Thompson, Youth Development Officer; and Carol Johnson, Young Adults' Development Officer. The provision of these posts helps ensure every Congregation has access to expert advice and support to help them in their ministry to children, young people and young adults.

3. The strategic plan developed in partnership with Mark DeVries is now into the final year of a three year cycle. A process of ongoing review ensures the Board can respond to changing needs or can develop fresh initiatives. Annual benchmarks provide helpful markers and there is much encouragement across many areas of the ministry, yet there is still a lot of work to be done to ensure the vision of the Board and its work with Congregations is fulfilled. The strategic plan has also proved very helpful as the team adjusts to a decrease in staffing levels following the retirement of Roz Stirling in September 2012.

4. In light of potential changes being proposed to the structures of the General Assembly Boards, the Board has given detailed consideration to the place of Youth and Children's Ministry within the system of Church government. It is clear that whatever the structure, PCI must continue to ensure that ministry to children, young people and young adults maintains its standing within the denomination and that this vital work continues to be prioritised in the life and witness of every Congregation.

5. The Board's work is delivered through the activity of five Assembly Committees. The Board records its thanks to the conveners, working group chairs and the hundreds of volunteers who work throughout the year to deliver on this demanding work. Highlights from the past year:

- The Training Committee continues to be encouraged by the demand for both the Certificate in Children's Ministry and the Certificate in Youth Ministry.

- The Ministry Events Committee saw the largest ever number of young people attending the MAD Weekend, now in its fourteenth year.
- The Ministry Opportunities Committee facilitated nineteen Summer Outreach Teams, including the first ever Learn and Serve Team – Urban Eyes. This team, in partnership with BMI, gave young adults the opportunity to explore a variety of urban mission contexts and engage in reflective learning.
- The Ministry Resources Committee is launching the 'Upside Down Kingdom' – a youth discipleship resource for use across the denomination.

6. Full reports from each of the committees follow later in this report.

7. The Board records its gratitude to the vast number of volunteer youth and children's leaders and to the growing numbers of full-time youth, children's and family workers in local Congregations. The many hours of ministry carried out by these people, who give sacrificially of their time and talents in the service of God, is deeply appreciated. Congregations could not fulfil their covenantal responsibilities without the dedication of volunteer leaders who work tirelessly to provide programmes and support to thousands of children and young people each week. The Board seeks to support these volunteers through the Road Trip, the Youth Ministry and Children's Ministry courses as well as the annual Building Blocks conference. The Board encourages Congregations to use the resources to equip and develop their volunteers. Ministry to and for children and young people, delivered by Churches, continues to far exceed that delivered by the statutory youth and children's sector.

8. SPUD Youth Assembly continues to seek ways in which to engage young people in the decision-making structures of the Church at both denominational, Presbytery and congregational levels. Much of the focus in 2012 has been in the delivery of 'Grow Your Own SPUD's' – a programme which seeks to promote youth participation in local Congregations. The Board recognises and thanks the SPUD Working Group for their hard work and participation in the life of the Church and for the encouragement and challenges they bring to the General Assembly.

9. The Board is deeply grateful to those employed to serve the Church through the Board of Youth and Children's Ministry. Miss Barbara McDade (Acting Director), Mrs Ruth Bromley (Children's Development Officer), Mrs Carol Johnston (Young Adults' Development Officer), Mr Graeme Thompson (Youth Development Officer) and the team of administrative staff, Mrs Lois Gibson (Senior Administrative Officer), Mrs Claire Child, Mrs Janet Maxwell, Mrs Donna Thompson, Mrs Kathy Brown, Miss Pamela Patton, and Miss Liz Harrison. The Board is indebted to Mr David Pattison for his expertise in organising and compiling the Board finances.

10. The Board encourages Congregations to draw on the professional support available to them through the Acting Director and the Development Officers. The staff team is available to provide support and advice in any aspect of youth and children's ministry. Congregations have access to a consultation service which can assist in reviewing the provision of youth and children's ministry at congregation level. This service continues to be in great demand and many Congregations can testify to the benefit of having gone through the process. Requests should be directed to the YAC Office.

11. Building on the encouraging response to Mr Graeme Thompson's report (Youth Development Officer) to the General Assembly in 2012 highlighting the issue of retaining young people in the Church, the Board decided to run the 'Close to Home' conference. The main speaker was Chap Clark, Professor of Youth, Family, and Culture at Fuller Theological Seminary, who delivered an excellent series of talks to leaders, elders, youth leaders and parents on 18 - 22nd April 2013. The conference also provided the opportunity for Graeme to review some of the findings of his doctoral research in more detail. Participants also had the opportunity to hear from key leaders in PCI as they explored what it means to recapture covenant theology in the twenty first century.

12. Last year at the General Assembly the Church said goodbye to a very special person, Roz Stirling. The Board continues to wish Roz God's blessing in the new chapter of her life as she heads up the work of Cleopas. Barbara McDade has been appointed to the role of Acting Director and the Board has already seen her passion, drive and vision for Youth and Children's Ministry, and wishes her God's wisdom and discernment in this role serving the Church.

### **The Rev John Flaherty**

13. The Board extends sincere thanks to the Rev John Flaherty for his seven years of service as the Convener of the Ministry Opportunities Committee. John has made a very significant contribution to the work of the Board in many areas, in particular through the work of Summer Outreach, overseas teams, camps, SWIM and more recently VIP. John gave tirelessly of his time and provided pastoral support to many individuals during more than twenty years' service with first the Youth Board and latterly the Board of Youth and Children's Ministry.

## **RECOGNISED MINISTRIES**

*The Rev David Stanfield, Interim Centre Director for the Centre for Youth Ministry Ireland, reports:*

1. I am pleased to report another successful year in my role as Interim Director of the Centre for Youth Ministry Ireland. The partnership between Youth Link and Belfast Bible College continues to prove fruitful and the nature of the qualification fits well with the ethos and value base of both organisations.

2. In the past year it has been interesting to note that the colleges responsible for the training of all candidates for ministry in the main denominations in England and Wales (Church of England, Methodist, URC and Baptist) have been considering a 'common' approach to theological and ministerial training which is more aligned to the philosophy and methodology of CYM. In fact CYM is being considered as the institution that will be responsible for the oversight of the delivery of youth ministry training within those 'Common Awards'.

3. Back in October the Graduation of the second cohort of students was celebrated and it is gratifying to see almost all finding employment in the areas of ministry they feel called towards. The fact that at every level the Centre seeks to encourage and enable students to inter-relate theology and youth work theory and apply both to their practice contexts means that graduates should be well prepared to minister to young people in communities of faith (Churches and Christian organisations) and be able to think Christianly in secular work contexts.

There is no doubt that the structure of the course with three years of practical experience (14-20 hours per week) helps considerably in this. Not only do the students have a track record of experience but they have developed the capacity to reflect on that practice in ways that improve the quality of their engagement with young people.

4. The Centre continues to be grateful for the support of the Board of Youth and Children's Ministry and for PCI Churches that recognise the value of the course and are prepared to provide a context for the student to undergo training, while they in turn experience the benefit that a student can bring to their ministry amongst young people.

5. Currently there are 55 students spread throughout 40 different Congregations (including 16 Presbyterian, 14 Church of Ireland, 4 Methodist, 2 Catholic, 1 Baptist, 1 Elim and 2 others) and 14 youth organisations/community initiatives. The Centre particularly appreciates those contexts that take a new student when their current student graduates and a few organisations that have two or more students.

6. The training of students for ministry is a very labour intensive process and almost 140 people are now actively involved in teaching, supervising and supporting the students on the course. The Centre now has an excellent team of quality module tutors, who are all practitioners with expertise in their particular area of teaching. As a result they are able to integrate theology, theory and practice into every aspect of the course.

7. I am encouraged that there are now some young adults applying because they have seen the difference the course has made in the lives of graduates who are now demonstrating significant impact in various ministries across Northern Ireland and beyond.

8. Once again I wish to record my gratitude to the large number of Presbyterians from across our Congregations who have supported the development of this work in the last 12 months through prayer and encouragement, as well as those who have worked as module tutors, professional practice tutors or line managers in Congregations who have provided practice contexts for our students.

*The Rev John Peacock, Community Relations Manager at Youth Link: N.I. reports:*

1. In a divided society, as a partnership of Churches working together, Youth Link aims to contribute to a more inclusive and welcoming society by enabling young people and youth practitioners to build positive sustainable relationships within and between communities through training and empowerment programmes.

2. Youth Link staff have settled into our new training and resource facilities on the Springfield Road enabling us to further develop the Centre for Youth Ministry degree programme, our OCN accredited Youth work and Community Relations training and our participation work with young people.

3. Having re-located to an area of division and socio-economic need, Youth Link developed the Apprenticeship Peace Programme funded by the International Fund for Ireland. Currently there are 68 participants from Church, faith and community-based groups in North and West Belfast on the programme. 20 young adults in first year completing OCN qualifications, 20 adult volunteers

completing similar programmes in the evening, 19 young adults completing the 2nd year Pre-vocational Certificate in conjunction with UUU and 9 supervisors competing a supervision and assessment award.

4. Youth Link's work continues to attract Peace III monies to build community capacity in Belfast and the border regions through youth work and community relations training in these areas. The project continues to focus on areas where the infrastructure and confidence of the Protestant community has traditionally been weak i.e. Armagh, Monaghan, Fermanagh, Londonderry, Clogher Valley and Newry and Mourne.

5. Youth Link & YMCA Ireland are faith-based organisations committed to embedding the principles of equity, diversity and interdependence into all aspects of their ethos, policy and practice. As such, the two organisations have entered a partnership to develop an initiative which is designed to provide quality training and learning opportunities for informal educators and youth work practitioners and to empower young people to be key players in building a peaceful, just and inclusive society.

6. Following a number of years of application and negotiation, the Irish Churches Peace Programme, with PCI as the lead partner, will keep the importance of peace and reconciliation at the forefront of the Churches' work and also look at how the area of peace building can develop across the Churches in a post-conflict situation.

7. I would like to thank the Presbyterian representatives on the management council of Youth Link for their on-going support and encouragement.

## **TRAINING COMMITTEE**

1. The Training Committee continues to endeavour to work in line with the aims of the Board which are to enable Congregations in the development of covenantal ministry with children, young people, adults and families. The work of the Committee has concentrated its efforts in the training of leaders for youth and children's ministry but has also expanded this work to include training for ministry with parents and families.

2. The Committee thanks God for His guidance and blessing on the Committee and the working groups during the past year.

### **Certificates in Youth and Children's Ministry**

3. The Certificate in Youth Ministry course has again been facilitated this year on Thursday nights in Union Theological College, Belfast. This particular course has been fully subscribed with 28 in attendance. An additional course has also been run outside of Belfast, this past year in Carland Presbyterian Church on Tuesday nights with 13 in attendance. The success of this additional course has led the Training Committee to explore possibilities for a similar additional course to take place in 2013-14 at a different regional venue.

4. The Certificate in Children's Ministry course ran in Union Theological College and an additional course was also run in 1st Coleraine Presbyterian. These courses were completed by 47 participants.

**Road Trip**

5. In 2012-13 Road Trip has been in 8 different locations with participants having had the opportunity to learn in areas including 'Children and Prayer'; 'Crafting and delivering Bible talks to young people'; 'Mentoring young people to play an active role in Church'; 'Building a healthy children's ministry'; 'Reaching the outsider'; 'Intergenerational Ministry'; and 'God's Big Mission Story – the role of children and young people.'

6. The Committee plan to hold Road Trip training in 8 locations in 2013-14 following the policy of returning to each geographical area at approximately the same time of year in order to allow Ministers and youth leaders to become accustomed to this high quality localised training and to encourage them to build it into their Congregation's annual calendar. The Committee encourages Congregations to ensure that their children and youth leaders are informed and encouraged to make use of these training events.

**Mission Outreach Training Day**

7. The Mission Outreach Training Day run by the Committee in consultation with the Summer Outreach Working Group took place in June 2012 with 170 in attendance. This training is aimed at all leaders and helpers who are taking part in some form of summer mission to children and young people, including those who are serving as part of PCI Summer Outreach teams and those who are serving in their own Congregations. The planning for the 2013 event is well under way. As in previous years, the training day will have a range of seminars and workshops aimed at everyone from the most experienced to those with little or no experience, in addition for the first time the training day includes a special stream for those aged 14+.

**Close to Home**

8. In April the Training Committee, in conjunction with the Close to Home working group, ran a one-day conference for Ministers, Elders, Church staff and leaders committed to passing on faith to the young within the covenant community. This arose from the Research and Education Committee's report to last year's General Assembly which highlighted the need to recapture a practical outworking of our covenant theology and explore the way in which children and young people are enabled to participate fully in the life of the Church. Attendance at the conference was very encouraging and through the keynote addresses by Dr Chap Clark and workshops on themes including equipping parents to fulfil vows and nurture faith in children; practical ways to develop intergenerational community; re-imagining sacrament to foster community with young people; teaching belief for life to children and young people; and encouraging covenant wanderers to return. The Committee believes that the conference was a significant impetus for further reflection on and practice of covenant ministry methods throughout our denomination.

9. A further Close to Home evening was held in 2 venues for parents of teenagers focussing on: how God is calling parents to respond to their teenage children in a highly secular and fragmented culture; what biblical discipleship looks like during the teen years; and how parents who have an authentic faith

have the best chance of leading their teenagers into a lifetime of commitment to God and his kingdom work.

### **Communicators' School**

10. In October 2012 the Board hosted a Communicators' School with Duffy Robins as the keynote speaker. The purpose of the initiative is to develop local speakers who can then use their gifts and talents at Board events. Duffy worked with 26 participants training them for better communication with young people. With the repeated success of this event it is hoped to continue to run it on a bi-annual basis, with the next course provisionally scheduled for October 2014.

### **Building Blocks Conferences**

11. The Building Blocks conferences for the training of children's ministry leaders were held on Saturday 17 November 2012 at Wellington Presbyterian and Saturday 24 November 2012 at All Hallows College, Drumcondra, Dublin. Bob Hartman was the keynote speaker. Plans are underway for another Building Blocks conference later this year when the theme for the conference will be 'worship'.

### **Ad Hoc Training**

12. The Board continues to be entirely committed to the Children's Ministry Certificate course, the Youth Ministry Certificate course and Road Trip as the flagship training opportunities on offer. The Board recognises however that training requirements occasionally arise in Congregations which are not immediately addressed by the current courses or Road Trip. The staff team and approved trainers continue to deliver training on a wide variety of topics on an ad hoc basis as the need arises. Congregations or Presbyteries requesting training in a particular area of youth and children's ministry should contact the Youth and Children's office.

### **Youth Link**

13. The Board extends their thanks to Youth Link personnel who continue to support and complement the work of the Board through their input into the working groups and Committees.

DARRAN McCORRISTON, Convener

## **MINISTRY EVENTS COMMITTEE**

### **Introduction**

1. The events which are organised by the Board of Youth and Children's Ministry of the Presbyterian Church in Ireland offer fabulous opportunities to bring together large numbers of children, young people and emerging adults from across the denomination and the island. In 2012 approximately 3000 young people participated in one of these events.

2. Through its Working Groups, the Ministry Events Committee of the Board is responsible for organising and promoting existing events and giving



consideration to the development of new initiatives. The Committee aims to deliver events which will teach, train, challenge, encourage and inspire; in addition these events serve the very useful purpose of giving those who attend something of a wider perspective on their identity as young Presbyterians, reminding them that they are not merely part of a local Church but also members of a Presbyterian family which, in turn, is only a small part of the global body of Jesus Christ. It is the desire of all who serve on the Committee and its working groups that many will come to faith in Jesus and will develop in that faith, enjoying the security and identity that comes from belonging to God's covenant family.

3. The Committee is grateful to God for all that He has done through events in the past and wait in eager and prayerful anticipation to see how He will lead us in the coming year.

### **Kids' Big Day Out**

4. Building on the success of the Kids' Praise Party in recent years and following on specifically from the Kids' Olympics activity which ran alongside the Praise Party in May 2012, the Working Group has sought to develop a wider programme for 2013 under the new banner 'Kids' Big Day Out'. The worship and interactive teaching element will still sit at the core of the event, but this will be supplemented with a programme of craft, games, prayer and music activities in breakout zones. As well as a new format, the Kids' Big Day Out has a new venue this year, with the event taking place in Wellington Presbyterian Church in Ballymena on Saturday 27 April 2013. The Committee will review this event and may decide to develop it further, including perhaps the option of a larger family event in an open air venue at some point in the future.

### **Youth Night**

5. Once again Youth Night has been planned for the end of General Assembly week in June. For the first time in several years, it is planned to revert to the previous practice of staging Youth Night on two evenings, although this year they will be in different venues. To mark the gathering of the General Assembly in Londonderry in this significant year for the city, the first Youth Night will take place in the Waterside Theatre on Friday 7 June. It is hoped that many of our young people from the north-west of the Province will come to this event and a priority booking scheme has been in place for Congregations in the Presbytery of Derry and Donegal. The second Youth Night is planned for Assembly Buildings on Saturday, 8 June. The speaker for both evenings will be Jude Hill who will address the theme 'Hope Uncovered'.

### **MAD Weekend**

6. The MAD weekend remains one of the most popular and significant events run by the Board. Now entering its 15th year, it is anticipated that when tickets become available in May the 1000 places will be quickly filled by young people from all over Ireland, who will descend on the University of Ulster campus in Coleraine to enjoy the varied programme of worship, teaching and activity on 25-27 October 2013. The theme for MAD 15 will be "More Than This" and the Committee is excited to see what God will do at this event which seems to grow steadily in its impact year on year. It is deeply encouraging to

see many young people, who have been nurtured at these events in the past, now returning as part of the MAD Crew or Working Group and playing significant roles within the wider work of the Board and PCI at large. This underlines the covenantal imperative which lies behind all of the work of the Board.

### **The Word**

7. The Word has been planned for 30 August – 1 September at the Faith Mission Centre in Portadown. This annual Bible conference, for young adults aged 18-30 years, seeks to “equip a generation to be transformed, not conformed”. The vision is to encourage those who are passionate about their relationship with Jesus and to give them the tools to handle the text of the Bible confidently and accurately, helping them to apply its teaching to many of the serious issues with which they’re grappling and to defend the truth of God’s Word in the ‘marketplace’ of today’s culture. The aim is to accomplish this through the provision of high quality and relevant teaching, offered through keynote addresses, seminar streams and fellowship/discussion groups. The main speaker will be the Rev David Montgomery, Minister of Greystones Presbyterian Church and the theme will be ‘We Love The Church?’

8. The cost of attending ‘The Word’ will again be £85 per person (with an early bird rate of £70 available until the end of June) – while the Committee is confident that these rates are very competitive when set alongside the cost of similar events, it does recognise that this is a fairly large sum of money for some who are students or unwaged. To that end, Congregations and individuals are again encouraged to consider the possibility of partly subsidising or fully sponsoring the costs of some of their young folk who might benefit from attending ‘The Word’. Please also be aware that your Congregation will, in turn, benefit from what these young leaders will experience and learn at this conference.

9. The Committee wishes to place on record its indebtedness to Lachlan Webster who will step down as chair of the Working Group after this year’s conference. Lachlan’s passion and wisdom have been vital to the development of ‘The Word’ over the past three years.

### **The Mix**

10. The Mix began as a pilot programme in 2012 with a remit to organise young adults’ events at a local level which would provide a platform for developing fellowship for Christians and creating opportunities to share the Good News with non-Christians. In June 2012 a tag rugby/ultimate frisbee competition was staged in Cookstown – the sporting activity was followed by a barbecue and a short evangelistic presentation. The Working Group plans to repeat this event in June 2013, as well as staging a Spring Ball in April at Corick House in Clogher. It is hoped that many more of these events will spring up in different parts of Ireland, the vision being that local working groups will plan and deliver local activities, supported by the Board of Youth and Children’s Ministry.

### **Pre-School**

11. A Working Group is actively engaged in preparing for a pilot event for pre-school children to be staged at Streamvale Open Farm in Dundonald on Thursday 26 September 2013. A programme will be delivered around a creation

theme and Congregations within the immediate area will be encouraged to publicise this event. It is hoped that this pilot will lead to the production of a resource which would help Congregations or Presbyteries to deliver similar pre-school events in their own area.

### **Thanks**

12. As ever the Committee is thankful to God for His guidance and provision, and places on record its gratitude to the extremely committed working group chairs and members, as well as the hard-working and efficient YAC field and office personnel.

ANDREW THOMPSON, Convener

## **MINISTRY OPPORTUNITIES COMMITTEE**

1. The Ministry Opportunities Committee seeks to help young people and young adults grow in their faith through serving God in a variety of different, challenging and encouraging ministries. In seeking to help them develop as disciples of the Lord Jesus Christ, the volunteers who staff the various Working Groups, and those who lead teams in different settings, endeavour to help those who participate to grow in their faith. This emphasis on discipleship is implemented in outreach situations at home and overseas, on teams which are more residential in nature and when discovering the challenges of ministry and mission in today's world. This is a challenging work and is constantly developing, which requires a great deal of time and dedication from those involved. The Committee appreciate the many hours put into this work by the staff in the YAC office and by the many volunteers, without whom it could not happen.

### **Summer Outreach**

2. The opportunities provided in the summer at home are continually changing with new teams being placed and Congregations taking on the work after seeing how it can be done and being trained alongside teams and leaders in how to do this. Outreach in many settings is taking place and members of teams are being challenged to step out in faith, sometimes in settings that they have never experienced before.

3. In seeking to expand this work the Working Group responsible for these opportunities are looking at developing other specialist teams that will build on the success of the Tech Camp and enable young people and young adults to develop new skills which they can take back into their Congregations and be used for the Kingdom in other settings.

4. To help those involved the Committee encourage them, and everyone involved in Congregational outreach, to avail themselves of the excellent training provided by the Mission Outreach Training (MOT) day in June.

### **Volunteer and Intern Programme (VIP)**

5. Those involved in the VIP scheme continue to grow in their faith and learn more about what is involved in serving God in a more fulltime capacity. Their placements also provide many opportunities for those with whom they

work to expand their work or consolidate what is already being run, always with the vision of it continuing long after a VIP has moved on to the next stage of their service of God.

### **Overseas Opportunities Working Group**

6. This group is a joint initiative and partnership with the Board of Mission Overseas which continues to develop and is responsible for the management of YAC Overseas Teams and the international component of VIP. Working across the two Boards facilitates the exchange of information and expertise that is of benefit to the participants.

### **SPUD**

7. The work of SPUD continues to grow and is emphasising work within Congregations during this year, alongside a preparation overnight looking towards this year's General Assembly. The Committee encourages more Congregations to avail of the 'Grow Your Own SPUD's' programme, which looks at developing active youth participation within local Congregations.

JOHN FLAHERTY, Convener

## **RESEARCH AND EDUCATION COMMITTEE**

1. The Research and Education Committee continues to reflect on the issues that affect children, young people and young adults.

2. The Committee notes the valuable contribution Helen Forsythe made during her time as VIP Intern. Her research and graphic skills facilitated the publishing of the SPUD research on the YAC website.

3. The role of Research and Education - the Committee are considering ways in which Research and Education could be more fully integrated into the work of the Board and are exploring the development of Research Forums.

LYNDA GOULD, Convener

## **MINISTRY RESOURCES COMMITTEE**

1. The Committee continues to strive to provide the best possible resources for those engaged in ministry to children and young people. It is committed to fulfilling its role in equipping leaders and facilitators for the vital work they do among families throughout Ireland.

2. The Committee acknowledges the major contribution made to the work of the Board by the YAC staff, development officers, and members of the working groups. The Committee praises God for His faithfulness over this past year, and continues to seek His guidance as it endeavours to provide the materials necessary for this important ministry.

### **Website**

3. Management of the website is carried out within the structures of the YAC staff team. The Committee appreciates all the work Pamela Patton does in

keeping the content up to date and is thankful to Laura Burtney (YAC Intern) for her work in updating the 'Resources' section. The latest content can be accessed by visiting the website at [www.pciyac.org](http://www.pciyac.org).

### **Youth and Children's Project**

4. The Committee has been greatly encouraged by the response to the '**Stand By Me' 2011/12** project which has raised £75,000 (£45,000 for Ethiopia, £20,000 for Peru, and £10,000 for Friendship House).

5. Money continues to come in for the '**Uzima' 2012/13** project which will support the work of PCI missionaries in Kenya, and provide resources for the children's ministry in the new Church in Drogheda.

6. The Youth and Children's Project for 2013/14 is entitled 'Places of Hope'; the overseas focus will be Rainbow House in Thailand, a residential centre that provides care for abandoned children with disabilities and learning difficulties. The work of this centre is overseen by the Christian Care Foundation for Children with Disabilities in Thailand (CCD). The home aspect of the project will be the Church new-build in Mullingar.

### **Youth and Children's Workers**

7. Full-time Youth and Children's Workers make a valuable contribution to the work of PCI as they seek to engage with children, young people and families within local Congregations. Special meetings are organised on a monthly basis to encourage these workers, and a retreat has been arranged for 12– 14 June when the Rev Nigel McCullough will be the speaker.

### **Guysmere Youth Centre**

8. Following the Board's decision in June 2012 to rebuild the Centre at Guysmere, the General Board agreed to set up a Panel whose remit is to discuss the feasibility of such a project and how the finance would be obtained. This Panel will include representation from the YAC Board.

9. In order to comply with insurance and risk assessment regulations, steps have been taken to appoint a part-time caretaker.

10. Some refurbishment of the bungalow at Guysmere will be required to make it suitable for long-term rental. A rental income will help cover the cost of employing a caretaker.

### **Reconciliation**

11. Participants in the Youth Ministry Certificate course now have the option to receive training in the topic of reconciliation. The recent 'flag protests' throughout the province have provided an additional context within which the use of PYP materials could be helpful.

### **Resource Development**

12. **Generate Magazine:** This in-house publication highlights the work of the Board, and directs those involved in youth and children's ministry to appropriate resources. The magazine is available in hard copy from the YAC Office, or it can be downloaded from the YAC website.

13. **Youth Issues (Discipleship):** After a considerable amount of work and some field-testing, the 'Upside Down Kingdom' resource is being launched. Aimed at encouraging young people and their leaders to think about their relationship with God, themselves, humanity and the environment, this resource will help young people deal with the issues they face from a biblical perspective. 'Upside Down Kingdom' is being offered on CD, and will be available as a download from the YAC website.

14. **Presbyterianism Course:** After receiving some feedback from youth workers, the working group has been busy revising the content of this course. Aimed at giving young people a clearer understanding of what it means to be a Presbyterian, it is hoped that this resource will be of use in a variety of settings including 'Church Membership' classes. After the addition of some new material and final assessment, the course will be made available in printed form and as a downloadable resource.

15. **Special Needs:** The Committee is currently engaged in ascertaining the needs of children and young people with special needs and those who work with them. It is hoped that this research will lead to the provision of relevant support and training.

16. **Pre-School Resource:** A Working Group has been established to develop a resource to help Congregations with their ministry to the under-5s. This resource will be piloted by a number of groups before being made available to the wider Church.

17. **Ministry to Young Men:** The Committee is considering how best to respond to the spiritual needs of young men and welcomes the efforts made through Board events to address some of the key issues. Anyone with a particular interest or expertise in this area is encouraged to get in touch with the YAC Office.

DAVID BROWNLOW, Convener

## RESOLUTIONS

1. That the Report be received.
2. That a grant of £9,931 be paid from the Incidental Fund to Youth Link: NI.
3. That the General Assembly approve the Youth and Children's Project 'Places of Hope' to support the work of Rainbow House in Thailand, and to provide resources for the new Church in Mullingar.
4. That the General Assembly recognise the 125 years' service of the Boys' Brigade in Ireland, give thanks to those who serve in this mission work of the Church, and pray for God's blessing on the leaders and the boys.
5. That the resignation of the Rev John Flaherty as Convener of the Ministry Opportunities Committee be accepted, that he be thanked for his services and that \_\_\_\_\_ be appointed in his place.
6. That the Ministry Opportunities Committee be renamed as the Discipleship Committee.
7. That the Board of Youth and Children's Ministry, with its associated working committees for the ensuing year, be appointed as follows:

# BOARD OF CHRISTIAN TRAINING

Convener: Rev JNI MCNEELY

Secretary: Rev TD GRIBBEN

## **Executive Summary of the Board Report**

1. The Board of Christian Training (BCT) is committed through its Committees and Union Theological College to providing courses and resources for the training of Ministers, Elders and Church members to enable them to be effective servants of Christ and his Church.

2. The **Committee for Ministerial Studies and Development** reports another year when there has been consistent interest from people considering the ordained ministry as a calling. The Post-Ordination Training scheme is developing positively and provides a variety of residential courses for Ministers in their first five years of ordination. The well established Pre-Retirement Residential, which takes place annually for Ministers and their wives and single Ministers who are approaching retirement, is being well received and proving to be of benefit.

3. The **Committee for Training and Resources** has had a very productive year compiling courses on leadership for Ministers and plans to produce further resources for training of Elders over the next three years. The Pastoral Care courses are gradually being adopted by Kirk Sessions and are proving to be a valuable resource for Congregations reorganising their pastoral support programmes. The Accredited Preachers Course has been overwhelmingly supported and a foundational course, called Handling the Word, has been introduced. The syllabus for the Auxiliary Ministers Course is almost completed and applications will be processed in the later part of 2013 for the launching of the course in 2014.

4. The **Union Theological Management Committee** reports on a busy year for the College, with an inspection by the Quality Assurance Agency for Higher Education (QAA) being completed and resulting in a very satisfactory report. A panel comprising of representatives of the General Board and members of the UTC Management Committee has been meeting to decide on a strategy to address the stonework repairs at the College. It is hoped that the College may in the future have greater input into the debates on contemporary, public square issues through conference type events or other media.

## **Board Convener's Introduction**

5. The 2012 General Assembly requested the Board to review the application process for the ordained ministry and the on-going effective assessment of ministry candidates prior to ordination. A panel appointed by the BCT completed this review and the Board commends to the Assembly the revised application scheme and the guidelines for the assessment of students and licentiates (see Appendix 2).

6. From 2016 it will be expected that all applicants will have completed the Accredited Preachers Course prior to being interviewed as candidates for the ministry. The interviewing process will be revised to include only two panels for interviewing applicants and the membership of the panels will be given additional training.

7. A Standing Panel for ministerial formation will be put in place and during the assessment process will be responsible for decisions regarding the progress of students and licentiates and will advise on any supplementary courses required for students.

8. The capping of students being trained was revisited and the Board reiterated its position on this issue that capping should not be introduced at this time. The Board recognises that there may be a time when capping is unavoidable but it believes that the revised application process and the assessment scheme should be given time to take effect. The effect of the introduction of an upper age limit for candidates for the ministry is only beginning to influence the age profile of those who apply and it will take a couple of years before the Auxiliary Ministers scheme will have an impact on the number of applications.

9. Last year the BCT report included an appeal to Ministers and Kirk Sessions to seriously consider applying for an assistant to be assigned to their Congregation. The Board was encouraged by the response from Congregations and the number of inquiries about assignments. The Assignment Committee was in the unenviable situation in 2013 of not being able to assign assistants to all the Congregations that made applications. It is hoped that Congregations will continue to be prepared to make applications and understand that the kind of training experience provided by a Congregation, along with the required training experience suited to individual students, will both be considered in placing student assistants.

10. The Board continues to recognise the significant contribution that Supervising Ministers make to the 'on the job' training of Assistant Ministers and are grateful to those who invest a lot of time in mentoring and preparing assistants for ordination.

11. The BCT acknowledges the commitment and endeavour of the Rev Prof Patton Taylor who was seconded to the position of Principal of UTC for three years in 2010 and whose tenure terminates on 30 August 2013. This period of Principalship was demanding as the Management Committee and the College Faculty adjusted to many of the requirements included in the 2009 Review of Union Theological College.

12. The appointment of a Principal of Union Theological College to provide leadership in developing the life of the College as a community of learning, worship, and faith is anticipated by the Board and the prayer of the BCT is that the person appointed by the General Assembly will be universally supported and blessed spiritually in this new role of Executive Principal, primarily responsible for the delivery of ministerial formation for students training for the ordained ministry.

13. The Board recognises the dedicated work and expertise of the Director of Ministerial Studies and the Christian Training Development Officer and acknowledges the significant work done by their support staff.



14. The BCT is indebted to the Executive Secretary, the Rev Trevor Gribben, for his unfailing contribution to the on-going development of the Board's work.

## **COMMITTEE FOR MINISTERIAL STUDIES AND DEVELOPMENT**

1. The Committee continues to seek to fulfil its responsibilities concerning: the selection process and course requirements for students for ordained ministry; licentiate training; in-service training for ordained Ministers (including sabbaticals); and pre-retirement courses for Ministers. It met on three occasions since the last General Assembly (October 2012, February 2013, and March 2013).

2. The Director of Ministerial Studies (DMS), the Rev Ronnie Hetherington, acts as Secretary to the Committee and continues to advise prospective candidates and fulfil his duties in relation to students in training according to the Regulations of the General Assembly. Once again the Committee wishes to record its appreciation to Ronnie for the measure of expertise he brings to the role of DMS through his pastoral sensitivity, wise counsel and administrative ability.

3. In the academic year 2012-2013 there were 49 students under the care of Presbyteries, as listed in the appended Schedule (see Appendix 1).

### **MINISTERIAL STUDIES**

#### **'Cap' on Student Numbers**

4. In light of a request from the Priorities Committee, the Committee gave careful consideration to the suggestion of applying an annual 'cap' or 'quota' on the number of candidates accepted for ministerial training. It was felt that, with the Application and Assessment Process currently undergoing a major review, this was not the time to apply such a measure. The Committee would hope that, if a revised Application and Assessment Process is introduced, it would produce student numbers which are more appropriate to the context in which the Church currently operates. However, the Committee also recognised that, if it ultimately proves to be necessary, a scheme to operate a 'cap' or 'quota' could be devised, although not without raising some significant problems.

#### **Leadership**

5. The Panel on Leadership, a panel of the Committee for Training and Resources, was re-formed and designated a joint panel of the Committee for Ministerial Studies and Development, and the Committee for Training and Resources, so that its remit now includes leadership by Teaching Elders as well as Ruling Elders and Church members.

### **Spiritual Formation**

6. Recognising that a significant aspect of Ministry formation is spiritual formation, a panel has been set up to give thought as to how the subject of spiritual character development might be more fully addressed in the pathway for Ministry in college, licentiate and post-ordination periods.

### **Number of Female Applicants**

7. Concern had been raised as to the low numbers of women applying for ordained ministry. The Committee agreed that promotional material aimed at potential applicants should clearly stress that both men and women are eligible for ordination on an equal basis.

### **Interviews**

8. The interviews of 14 candidates were held in Union Theological College on Tuesday 26 March 2013. The Interviewing Panel comprised: Ministers – Alistair Bates, Robert Beggs, Amanda Best, Gordon Best, Robin Brown, Mervyn Burnside, Jim Campbell, Karen Campbell, John Coulter, Sam Finlay, William Henry, Stephen Johnston, Adrian McLernon, Ian McNie, Adrian Moffett, Colin Morrison, Ivan Patterson, William Sinclair, Alan Thompson, David Thompson; Elders – Joe Campbell, Lena Morrow, Anne Taylor, Roy Thompson, Jayne Wright. Dr Joan McQuoid acted as Vocational Consultant, the Rev Noble McNeely as Chairman, the Rev Dr Bill Parker as Secretary, and the Rev Ronnie Hetherington as Co-ordinator. The Rev Trevor Gribben, Secretary to the Board, was also present.

9. Having completed the interviewing process, 13 candidates are being nominated to the General Assembly by the Board of Christian Training, along with an additional two who, as a result of the 2012 Interview Procedure, were invited to meet their panels again in 2013.

### **Introduction to Biblical Languages Course Unit**

10. The Biblical languages curriculum was revised for the academic year 2010-2011 and was reviewed towards the end of the academic year 2011-2012 after two years of operation. The Committee expressed general satisfaction with the Introduction to Biblical Languages Course Unit but it agreed that there should be a further report on the New Testament Greek half of the course unit subsequent to the unit being taught in the academic year 2012-2013, and that a further review of the whole course unit be undertaken after the 2014-2015 academic year.

### **Students' Bursary Fund**

*The Rev David Irvine, Convener of the Students' Bursary Fund, writes:*

11. The Students' Bursary Fund exists to make financial provision for students for the ordained ministry and their families, during their time of study.

12. In the academic year Sept 2012-June 2013 there are 44 students in receipt of grants. The cost to the Fund of grants, fees and other expenses for this period is £539,000. This is being met through offerings at services of licensing, ordination and installation of Ministers and Elders, personal and congregational

donations, and by congregational assessments. Thanks are due to all members of the Church who generously support the Students' Bursary Fund.

13. All those who have responsibility for planning services of licensing, ordination and installation are asked to ensure that full use is made of the SBF literature available from reception in Assembly Buildings, especially the Gift Aid envelope. Past experience has shown that where literature is handed out at an earlier service, those attending the special service are more likely to use a Gift Aid envelope.

## **MINISTERIAL DEVELOPMENT**

### **Course for Ministers with Staff Teams**

14. A small working group is progressing this matter. It is hoped that when a training course for Ministers with Staff Teams has been designed it will be incorporated into ministerial training, most likely at the post-ordination training stage.

### **Post-Ordination Training**

15. The training programme for Ministers in the first five years after ordination continues to develop. At the time of writing a year 1 and year 2 joint-residential conference for those ordained in 2012 and 2011 is planned for 14 to 16 May 2013 on the themes 'Theology of Ministry/Preaching' (year 1) and 'Change and Conciliation' (year 2). A residential conference for those ordained in 2010 (year 3) is planned for 30 April to 2 May 2013 on the theme 'When it Really Hurts'. For those ordained in 2009 (year 4) a residential conference is planned for 23 to 25 April 2013 on the theme 'Missional: More than a Buzz Word'. The year 4 conference is being opened out to all ordained Ministers and a number plan to take the opportunity to attend.

### **Mentoring**

16. The Committee appreciates how important it is for Ministers with many years' experience of ordained ministry to pass on their insights and lessons to those just embarking on ordained ministry. In light of this 'Apostle Paul – Young Timothy' paradigm, Ministers participating in the five year Post-Ordination Programme are being encouraged to pursue a 'mentoring relationship' with a more experienced colleague.

### **Pre-Retirement Residentials**

17. The Very Rev Dr John and Mrs Rosemary Dunlop and the Rev Bill and Mrs Margaret Sanderson facilitated a residential in November 2012. The Pre-Retirement Residentials continue to be much appreciated and significantly beneficial to those who attend and who are anticipating the adjustments retirement will bring. The Committee wishes to record its appreciation to the facilitators for the significant role they play in the success of the Pre-Retirement Residentials. The next residential is planned for November 2013. In a slight adjustment to previous policy, the Committee agreed that ordained Ministers

who are directly employed by Boards and Agencies of the Church, when they reach the appropriate age, should be invited to participate in a Pre-Retirement Residential Conference.

WJM PARKER, Convener

## COMMITTEE FOR TRAINING AND RESOURCES

1. The work of the Committee mainly continues to be progressed through its Panels which have been very active during the last year. Available and pending Christian Training Resources produced under the auspices of the Committee, most of which are available as downloads from the PCI website, are outlined in Appendix 3.

2. The Committee continues to be indebted to Tom Finnegan, the Christian Training and Development Officer, for his hard work and clear thinking.

### Panel on Pastoral Care

3. Two new models for pastoral care in Congregations along with an enhanced existing model were endorsed by the General Assembly in 2011. Kirk Sessions were asked to review their pastoral care in light of these three models by September 2013. Various resources to assist Kirk Sessions to implement the new models or enhance existing pastoral care have been produced and further information on these is available on the PCI website with some available to download. The Panel on Pastoral Care continues to produce further resources because key to effective pastoral care in Congregations is training for Elders and pastoral care teams as well as those organisation leaders who have a designated role in pastoral care. The Teaching Elder especially is encouraged to provide this training as he/she is normally the person with most insight into the pastoral issues the congregation faces.

### Adoption of New Models for Pastoral Care Survey Results

4. In 2012 a survey of Ministers to assess how new models of pastoral care were being adopted was conducted. There was about a 14% response rate. The results are given below.

Enhanced existing model (model 1)	14	27%
Model for medium sized Congregations (model 2)	5	10%
Model for large Congregations (model 3)	3	6%
Mix of 1 and 2	14	27%
Mix of 2 and 3	3	6%
In process	10	19%
Not yet considered	3	6%

5. Because the response rate was relatively low, it is likely that the number of Kirk Sessions that have not yet considered the new models or are keeping the existing model are higher than the percentages shown here. However, it is encouraging to see the uptake of new models and the fact that some Kirk Sessions have seriously evaluated the delivery of pastoral care and are satisfied with the existing system. Some observations and suggested actions from these results and the comments submitted are:

- The booklet on the new models for pastoral care was a useful starting point to have a conversation about pastoral care in Kirk Session. As pastoral care is the overall responsibility of Kirk Session this conversation should be re-visited probably at least on an annual basis to assess how well pastoral care is being delivered and discuss ways to enhance it.
- Where a mix of models was adopted, the most common element taken from another model was to create a pastoral care team to support the work of the Minister and Elders. This is to be encouraged as it allows those who have a gift in pastoral care (but perhaps not in leadership or teaching) to use that gift rather than making it an exclusive function of the Teaching or Ruling Elders.
- The role of small groups in delivering pastoral care, while being a major element in models 2 and 3, did not feature significantly in comments. This is a cause for concern for two reasons. One is that this is the form of pastoral care that most appeals to the 'missing generation' of those in their 20's and 30's. The other is that the models emphasise the importance of the body of Christ caring for each other. In anything other than a very small Congregation this is hard to achieve without using small groups. Just having the Minister, Elders and/or a pastoral care team providing pastoral care can perpetuate a consumer model of Church rather than a biblical 'body' model. The purpose of pastoral care teams in a larger Congregation is to supplement the care provided through small groups by providing a greater level of care where needed.
- Two key elements in introducing a new model of pastoral care were noted as training and communication. Training is essential to make care effective and consistent. Good communication is also crucial to make sure everyone knows how they can receive care. That means communicating the new model beyond just those who are regular attenders and hear the Sunday morning announcements. Some Congregations helpfully produce a leaflet describing the different forms of care available and giving contact numbers.

6. Going forward from this strong start it is hoped that as more Congregations develop ways of delivering pastoral care, success stories will be shared and others encouraged to follow. The role of the Minister and Elders will continue to be crucial especially in providing leadership as well as dealing with pastoral issues that are beyond the gifting of pastoral care teams or small group leaders. It should also be noted that pastoral care teams can be an effective way of reaching those on the fringe of the Congregation and it is planned to produce a resource on this subject later this year. Pastoral care is in fact a central part of the mission of the Church because it is in this area that the Church can truly practice

what it preaches and the world can see that we love one another with the love of Christ (John 13:35).

### **Panel on Leadership**

7. During the year the Panel on Leadership was re-formed to add to its remit the development of leadership with Ministers as well as Elders and Church members.

8. A new resource *Leading from the Middle* has been produced which seeks to further equip Elders in their role as leaders within Kirk Session. It is available for download from the PCI website.

9. Further resources are being developed including resources on leading through change, choosing new Elders, leadership for Ministers and leading a large Church.

10. Three Leadership Road-shows have been held during the year at which teaching on leadership was given and resources highlighted. The response to these Road-shows has been encouraging.

11. The Panel has been very encouraged with the incorporation of leadership training as part of ministry training and formation. All ministry applicants read a book on Christian leadership during the application process. A new course, *Biblical Leadership for PCI Ministers*, has been taught to third year students and leadership continues to feature in post ordination training.

12. The Panel believe that parallel development in leadership training for Ruling Elders is necessary and to that end a comprehensive scheme of on-going training for Elders has been outlined (see Appendix 4). It is envisaged that two resources will be produced each year over the next three years which will allow these crucial areas to be developed. These resources will allow Elders to be equipped on an on-going basis either within their local Kirk Session, jointly with the Kirk Sessions of neighbouring Congregations, or at a Presbytery level.

### **Panel on Auxiliary Ministers and Accredited Preachers Working Group**

13. The Accredited Preachers Scheme is now well established and a small working group continues to oversee it. A significant number of people have already passed through the Scheme. Sixty have been accredited from the Belfast course and sixteen from the North West Course. In addition there are eight in the mentoring phase of the Dublin Course who will be due to be accredited in April 2013.

14. As plans for the Auxiliary Ministry Scheme developed, the opportunity was taken to review the content of the Accredited Preachers Scheme. It was recognised that there was demand for training for those who wanted to give a Bible talk but did not necessarily feel ready for the full scheme.

15. A new course, 'Handling the Word', has been developed and has been piloted in the Armagh Presbytery. A second pilot is under way in Belfast. The course runs over six two hour sessions and equips people in the basics of preparing a Bible talk for a youth group, midweek or Sunday service. There is no entrance requirement other than being a member of PCI. The course will eventually be made available for Presbyteries to run in their local area.

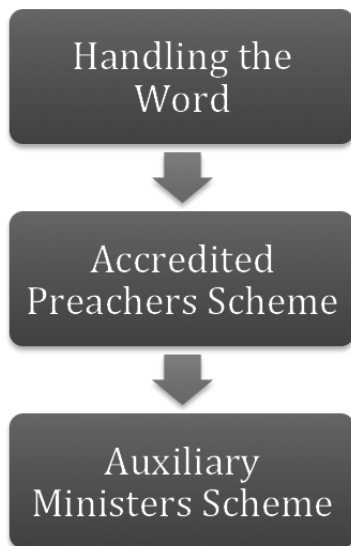
16. Handling the Word will now normally be an entrance requirement for the Accredited Preachers Scheme and, because participants will already have

covered some material, the content of the Accredited Preachers Scheme has been revised. Additional material on Biblical genres and Biblical theology has been added. The first Accredited Preachers course using the revised material will take place in the autumn of 2013.

17. There is no expectation for those who do Handling the Word to necessarily progress to the Accredited Preachers Scheme or to Auxiliary Ministry. Such progress will depend on gifting and experience and entry to the Accredited Preachers Scheme continues to require references and interviews by both Presbytery and the Board.

18. The Panel for Auxiliary Ministers has been working to ensure that the first Auxiliary Ministers course is ready to begin in early 2014. Applications will be received in August 2013. An outline for the course syllabus, which covers areas such as preaching, doctrine, pastoral care, Church life and leadership, has been approved by the Board and modules are presently being written. An application process has been defined which will look for clear evidence and experience of preaching along with evidence of leadership and pastoral gifts.

19. The pathway will therefore look as follows:



NJ McCULLOUGH, Convener

## **UNION THEOLOGICAL COLLEGE MANAGEMENT COMMITTEE**

1. The College continues to fulfil a strategic role both in its core function of training and equipping PCI's future Ministers and in its provision of theological education for others. The Management Committee exercises

oversight through its two Sub-Committees (1) Curriculum and (2) Finance, Property and Administration.

### **Curriculum Sub-Committee**

2. The Sub-Committee continues to support and oversee the delivery of the curriculum through joint meetings with the Faculty. These meetings have generated good discussion and reflection on how the delivery of the curriculum may be enhanced. In particular, extensive and illuminating reports were received from the Department of Practical Theology and Ministry and the Department of Biblical Studies. This round of reports will be completed with one from the Department of Systematic Theology and Church History in April, which will then allow the Sub-Committee, along with the Faculty, to take some time in considering the broader issues connected with the delivery of the curriculum.

3. The Sub-Committee has looked carefully at Faculty teaching responsibilities in both semesters of the current academic year in order to ascertain the “pressure points” in terms of Faculty workload and the personnel required to deliver the curriculum in its present form. This has led to some discussion around the possibility of research/teaching fellowships or junior lectureships in the future.

4. A Pre-Term Week comprising of 3 days for 1st and 2nd year ministry students and the already existing 2-day retreat for all ministerial students was held in September. It proved helpful in introducing new students to theological study, and enabling 2nd year students to reflect on recently completed summer placements.

5. A major focus for the Principal and staff during the autumn was preparation for a QAA REO (Review for Educational Oversight). This entailed the preparation and submission over the summer of a formal “Self Evaluation Document”, a pre-visit by the Chair of the Review Panel in September, and a full Panel visit in October. Overall, the outcome was very satisfactory, with good scores in each of the three categories, Teaching Standards, Student Learning Resources and College’s Public Information, while two areas in particular were commended for good practice, viz the comprehensive academic and personal support provided for students, and the effectiveness of the College Library Users’ Forum. A number of recommendations were made and are being implemented.

6. A working group of the Sub-Committee has been considering how contemporary, public square issues might be addressed from a Christian perspective. It is envisaged that an event could be organized by UTC on behalf of the wider Church in order to think through key issues, and it is hoped to work towards such an event, possibly in November 2013, in consultation with the Church and Society Committee.

7. The sabbatical leave policy was revised by the Sub-Committee, and approved by the Management Committee. During the 2012/13 academic year, Professor Gordon Campbell was on sabbatical leave during the first semester and Professor Drew Gibson during the second semester.

### **Finance, Property and Administration Sub-Committee**

8. The Training and Resource Centre was officially opened on Monday 12 September by the Very Rev Dr J Stafford Carson and has proved of great benefit.



Now based in the TRC are the Professor of Practical Theology, the Director of Ministerial Students and the Christian Training Development Officer, along with associated secretarial staff. The Committee is most grateful to Mr Desmond Fulton who has overseen the work in a meticulous and gracious way.

9. In the course of completion of the TRC project, dry rot was discovered in the Chapel lobby. Work which commenced on 19 September subsequently uncovered a spread of the rot to parts of the Organ Loft. This necessitated the temporary removal of the organ and an extension to the remedial work. Progress has been slow due to the proximity of the Chapel which, due to the size of the student body, is required for lectures during semesters.

10. A budget costing for a phased programme of stonework restoration over a number of years, provided by Alastair Coey Architects Ltd, was reported to the 2012 General Assembly. The costs (excluding VAT, professional fees or any grants that may be available) were as follows:

• Phase 1: Purchase (rather than hire) of scaffolding to be sold on completion of the restoration	£24,000
• Phase 2: Portico at the main entrance	£360,000
• Phase 3: North west wing and elevation	£304,000
• Phase 4: South west wing and elevation	£317,000
• Phase 5: South elevation (not including any structural intervention)	£439,000
• Phase 6: Courtyard	£387,000
Total budget cost:	£1,831,000

At the time the level of grant assistance was 35% of eligible costs up to a maximum of £50,000 for each phase, giving a maximum grant assistance of £250,000 over phases 2-6. It was estimated that professional fees and VAT would add at least £500,000 to the total budget cost.

11. The Management Committee was starting to consider the way forward when Alastair Coey Architects Ltd drew its attention to an announcement from the Office of the First Minister and Deputy First Minister that funding for projects involving construction work to listed buildings was to be increased. The following forms the substance of the Northern Ireland Environment Agency (NIEA) listed building grant:

- It will be available until 2015
- Separately tendered phases will each attract the maximum grant
- The maximum grant per phase will be £500,000
- The level of grant assistance will be 45% of the cost of work to historic fabric and associated VAT, and 75% of the cost of professional fees and associated VAT

This initiative was considered sufficiently important as to require urgent and serious consideration, and so the General Board was asked to form a Panel to assess the options.

12. The dry rot remedial work in the Chapel lobby and organ loft referred to in last year's report has been successfully completed, and the organ has been reinstalled and is working.

13. An insurance claim is being pursued following an electrical incident at the end of January 2013 when there was a power failure which resulted in

damage to installations with sensitive electronic equipment in the Training Resource Centre.

14. The profile and importance of energy efficiency within the College is being raised with a view to ensuring that UTC is a good steward of the God given natural environment and to achieve financial savings. Careful consideration is also being given to increasing revenues.

15. Significant Information Technology issues were encountered during the year. However, the Management Committee and College staff are grateful to PCI's IT Department for its support, and appreciate the efforts of the Board of Finance and Personnel to properly resource this essential aspect of the Church's work. It is hoped that the on-site presence of a member of the IT staff leading up to Registration will help to eliminate any problems at the start of the next academic year.

16. The Management Committee records its gratitude to Mr David Clements (a former member of the Committee) for his generous gift of two information screens.

17. The process of moving academic staff to PCI contracts is nearing completion. Non-academic staff moved to PCI contracts some time ago.

18. Mrs Sandra McKinney (Registrar/Administrator) and Mrs Linda Cameron (Principal's Secretary) have indicated their intention to retire from their present posts in June 2013. Both have demonstrated great dedication and a genuine concern for the welfare of staff and students during their years of service. The College community appreciates all that they have contributed. Steps are being taken to ensure that the future administration of the College is carried out efficiently and to a high standard.

19. Principal Patton Taylor comes to the end of his 3-year appointment this summer when he will revert to his post of Professor of Old Testament. The Management Committee is indebted to him for his willingness to take on the role of Principal three years ago, for his consistent emphasis that the prime purpose of the College is the training of future PCI Ministers, and for the efforts he has expended in seeking to lead the College through this time, not least in the midst of extra demands placed upon him such as the recent QAA inspection.

20. The post of Executive Principal has been advertised and it is anticipated that the appointment of a suitably gifted person will provide fresh vision for the development of the College as it continues to serve the Church and the wider community both spiritually and academically.

HA DUNLOP, Convener

## APPENDIX 1

### SCHEDULE OF STUDENTS

ARDS	Robert Hamilton	Union
	Stephen Lowry	Union
	Stuart McCrea	Union
	Gary McDowell	Union
	Jeffrey McWatters	Union
	Keith Ward	Union

ARMAGH	Philip Cleland	Union
	Russell Edgar	Union
BALLYMENA	Matthew Boyd	-
	Ross Kernohan	Union
	Adrian Adger	Union
	Norman Kennedy	Union
	Philip McClelland	Union
	David McMillan	Union
	Stephen Orr	Union
NORTH BELFAST	Michael Fryer	Union
SOUTH BELFAST	Christopher Barron	Union
	David Cromie	Union
	Susan Moore	Union
	Brent van der Linde	Union
EAST BELFAST	David Currie	Union
	Alan Dickey	Union
	David Gray	Union
	David Kelly	Union
	Alistair McCracken	Union
	Mark McMaw	Union
	Trevor McNeill	Union
CARRICKFERGUS	Robert Orr	-
	James Warburton	Union
COLERAINE & LIMAVADY	Alan Burke	Union
	Robert McClure	Union
	John Torrens	-
DOWN	Gary Ball	Union
DROMORE	Nathan Duddy	Union
DUBLIN & MUNSTER	Gerard Clinton	Union
	Richard Cronin	Union
	Marty Gray	Union
	Kevin Hargaden	Maynooth
	John O'Donnell	-
IVEAGH	Graham Mullan	Union
	Michael Rutledge	Westminster
MONAGHAN	Jonathan Porter	-
NEWRY	Jeffrey Blue	Union
	Stephen Kennedy	Union
TEMPLEPATRICK	Mark Johnston	Union
TYRONE	David Clarke	Union
	Bryan Kee	Union
	Philip Leonard	Union
	Roland Watt	Union

**APPENDIX 2****Review of the Application Process for the Ordained Ministry and of the on-going effective assessment of ministry candidates prior to ordination.****A. Pre-Application Process:**

1. From 2016 it will be normal for all who are intending to make an application to the Board of Christian Training (BCT) for training for the Ordained Ministry to have been accepted as a candidate on the Accredited Preachers Course (APC). The applicant should normally have completed the APC before the commencement of the application process.

2. It will be desirable that applicants in years 2014 and 2015 should complete the APC.

3. Applicants who reside outside Ireland will be advised on alternative or equivalent qualifications to the APC.

4. The Director of Ministerial Students (DMS) should have available a report from the APC on the candidate's performance on the course.

**B. Application Process:**

1. The BCT application form must be completed and submitted to the DMS no later than 15 September.

2. The applicant will commence as part of the application process a Bible reading programme recommended by the BCT and will be asked to read a prescribed book on 'leadership'.

3. The Presbytery will be notified of a respective applicant and will arrange for the applicant to be interviewed. Presbytery should comply with the 'Presbytery Guidelines' provided by the DMS and should follow as closely as possible the procedures suggested in the guidelines.

4. The Kirk Session of the applicant's Congregation will complete a questionnaire prior to the Presbytery interview.

5. The Presbytery will normally have completed the interview prior to the November meeting of Presbytery and will submit a recommendation regarding the applicant.

6. The applicant will attend a Study and Information Day in December. The members of the Interviewing Panels will attend for informal meetings with the applicants and the Panel members will particularly meet with the respective candidates they will interview.

7. The applicant will undertake a 7 week placement (January to March) arranged by the DMS. The placement will include a single session per week and attendance on Sundays for specific participation in the worship and other activities. The applicant and the supervising Minister will provide feedback on the placement. The Interviewing Panels will be provided with all details of the feedback.

8. The applicant will complete an EQi test and will have a meeting with the Vocational Consultant (VC) as arranged. The VC will report to the Interviewing Panels in advance of the interviews and will consult with Panels during the interviewing procedure.

9. The DMS will obtain references from 3 referees, including the home Minister. The references will be made available to the Interviewing Panels.

10. The applicant will attend the BCT interviews for the Ministry at Union Theological College (UTC) on dates arranged during the week before Easter. The interviews and other activities to be assessed will normally be conducted over two days.

11. The Interviewing Panels should normally be restricted to two panels of five persons, one of whom should be an Elder and at least one of whom should be female. Members of the panels will be trained and will normally act as a panellist for three years. There will be a rolling membership of the panels with one third of the panel being replaced annually.

12. The two days of interviews will be serviced by the DMS and the Convener of the Ministerial Studies and Development Committee (MSDC). The BCT Convener and Secretary will be present for consultation.

13. The DMS will report the decisions of the Interviewing Panels to the BCT on the day following the interviews and propose the recommendations of the Interviewing Panels. Subsequent to the approval of the BCT the respective applicants will be informed of the recommendations of the Board by e-mail at the close of the meeting. Formal letters will be posted to each candidate to be received as soon after the meeting of the BCT as possible.

#### **C. Assessment of Ministry Candidates:**

1. Students for the ministry should normally be required to complete a total of at least three years approved theological study prior to eligibility for licensing. During the students prescribed course of study a Standing Panel (SP) for ministerial formation consisting of the Board of Christian Training Convener, Board Secretary, Convener of Committee on Ministerial Studies and Development, Director of Ministerial Studies, Principal of Union Theological College and Professor of Practical Theology (PT) will receive reports from the DMS and take any action as appropriate.

##### **2. Year 1:**

- (a) Students will complete the prescribed course of study for year 1.
- (b) Students are required to do a placement in a Congregation of 7 weeks.
- (c) The 7 week placement will include the writing of a log and reflection on the experience. The Minister the student is assigned to will make a report to the DMS. The DMS and Professor of PT will follow up the placement with a consultation with the student.
- (d) By week 8 of the second semester the Faculty of UTC will have a designated meeting(s) and produce a corporate report for the DMS on both the standard of study and information relevant to a student's formation for the ordained ministry.
- (e) The DMS will compile a report covering the academic, ministry formation and general progress of the student. An action plan will then be drawn up to address any areas of weakness.
- (f) At the conclusion of year 1 the Presbytery through the Student Convener will receive a written report from the DMS. The Presbytery will meet with the student to discuss and offer advice and support.

- (g) The SP will have a meeting by the end of May to consider the reports on students and decide on the progress of individual students into Year 2.

### **3. Year 2:**

- (a) Students will complete the prescribed course of study for year 2.
- (b) Students will normally do a supervised summer placement in a Church prior to beginning Year 2. The supervising Minister will make a report to the DMS. The student should normally be evaluated by visiting assessors other than the Minister and an appraisal conveyed to the DMS.
- (c) Students participate in advanced homiletics workshops and will be assessed by the DMS and the Professor of PT.
- (d) Workshops on pastoral skills will be completed by the students and be assessed.
- (e) By week 8 of the second semester the Faculty of UTC will have a designated meeting(s) and produce a corporate report for the DMS on both the standard of study and information relevant to a student's formation for the ordained ministry.
- (f) As part of their ministry formation at college students will complete a written reflection on their own spiritual, ministerial, academic and family life and submit this to the DMS by week 8.
- (g) The DMS will compile a report covering the academic, ministry formation and general progress of the student. An action plan will then be drawn up to address any areas of weakness.
- (h) At the conclusion of Year 2 the Presbytery through the Student Convener will receive a written report from the DMS. The Presbytery will meet with the student to discuss and offer advice and support. If a significant issue has been developing with a student, the Presbytery, at the discretion of the DMS, might be represented at the annual interview with the student.

### **4. Year 3:**

- (a) Students will complete the prescribed course of study for year 3.
- (b) Students in Year 3 will complete a Student Assistantship in the Church they have been assigned to by the Assignments Committee.
- (c) During the Student Assistantship the student will be supervised by the Minister of the Congregation and the Minister will make two formal reports on the progress of the student. The Supervising Minister (SM) will attend a consultation with the DMS to evaluate the progress of the student in November.
- (d) The DMS and the Professor of PT will assess the student's ability to lead worship and to preach.
- (e) By Easter week of the second semester the Faculty of UTC will have a designated meeting(s) and produce a corporate report for the DMS on both the standard of study and information relevant to a student's formation for the ordained ministry.
- (f) Prior to the end of Year 3 the DMS will have a meeting with the student. The Presbytery Student Convener or other appropriate person

appointed by the Presbytery will normally attend the meeting and will have the opportunity to contribute to the assessment.

- (g) The SP for ministerial formation will make a recommendation to the BCT with regard to the issuing of the Certificate for Licensing. The Board shall meet at least one week prior to the closing of UTC.

#### **D. Licentiate Course:**

1. Licentiates should normally complete a course of training under the guidance of a Supervising Minister and the direction of the DMS.

2. A Licentiate assistantship will normally commence on 1 July and last for a minimum of two years and two months, giving a date of eligibility 1 September. All assistantships come to an end twelve months after the date of eligibility unless in exceptional circumstances.

3. Licentiate assistants are required to attend all seminars, workshops and lectures which are part of the prescribed course and undertake required reading. The course usually necessitates attendance at UTC on one day per month for up to 20 months.

4. Licentiates are required to complete a project on an area of ministry, within the local Church in which he/she is serving as an assistant and reflect biblically and practically upon it.

5. In the November of the first licentiate year:

- (a) An interim assessment of a Licentiate Assistant by his/her SM will be completed and returned to the DMS.  
 (b) An interim reflection by the Licentiate on his/her assistantship will be made available to the DMS.

6. A final assessment by the Supervising Minister will be completed and returned to the DMS by 1 August in the third licentiate year, following which the DMS after appropriate consultation with the Standing Panel for Ministerial Formation will certify eligibility for call on behalf of the Board of Christian Training.

## **APPENDIX 3**

### **Available and Pending Christian Training Resources**

#### **On Leadership**

The following resources on leadership have been developed by the Panel on Leadership and are available for download from the PCI website:

- ***Leadership Development Resources:*** A list of some suggested training resources provided by organisations outside the Presbyterian Church in Ireland;
- ***Developing Congregational Leadership:*** A training resource summarising the understanding of leadership in the Presbyterian Church in Ireland;
- ***Raising Up Leaders:*** A resource to inform Church leaders about the process of finding and developing leaders within the Congregation.

The following resources are currently being developed by the Panel on Leadership with a planned release date of autumn 2013:

- ***Leading Through Change***: A resource on how to plan and manage change;
- ***Leading a Large Congregation***: A resource on how to understand the differences between leading a larger Congregation and a smaller one in terms of structure and approach.

### **For Elders**

All of the above resources on leadership would be useful for Ruling and Teaching Elders. The following training resource is specifically designed for Ruling Elders and is available electronically on request from the Training Resource Centre office (trc.office@union.ac.uk):

- ***Prepared to Lead***: A training course for new Elders which can also act as a refresher for existing Elders. There are six sessions covering leadership, pastoral care and the Westminster Confession of Faith.

The following resources are available to download from the PCI website:

- ***Leading From The Middle***: A leadership development resource for Ruling Elders;
- ***Kirk Session Away Days***: Away Days provide the opportunity to step back and focus upon specific congregational, spiritual and strategic issues;
- ***Rethinking the Kirk Session Meeting***: Suggestions for structuring and leading meetings for small, medium and large Kirk Sessions.

The following resource is under development for Teaching Elders with a planned release date of autumn 2013:

- ***Leading the Team as 'First Among Equals'***: A leadership development resource for Ministers.

### **On Pastoral Care**

The following training resource on pastoral care has been developed by the Panel on Pastoral Care and is available electronically on request from the Training Resource Centre office (trc.office@union.ac.uk):

- ***Basic pastoral care***: a two session course lasting four hours to provide initial training for pastoral care teams.

The following resources are available for download from the PCI website:

- ***Biblical Basis for Extending the Ministry of Pastoral Care***: An explanation of the pastoral role of all Church members and in particular for those with suitable gifts;
- ***Developing Pastoral Care in our Congregations***: Three models for Kirk Sessions to consider;
- ***New Models for Pastoral Care***: A PowerPoint presentation explaining these new models;
- ***Pastoral Care Teams***: How to set up and manage effective pastoral care through teams.

The following resource is currently being updated with a planned release date of autumn 2013:



- *Caring for the Elderly.*

The following resource is currently under production:

- *Life After Loss:* A booklet designed for Church members who have questions following a bereavement.

### **On Small Groups**

The following series of short resources is available for download from the PCI website (two sides of A4). They can be used as a training resource for small group leaders, small group members or as discussion documents for Kirk Sessions considering starting or expanding small groups:

- *Why Small Groups?:* This guide is for Ministers and Kirk Sessions considering starting or expanding small groups for their Congregation;
- *Starting and Coordinating Small Groups:* This guide is for Ministers, Kirk Sessions or the person or group responsible for initiating or managing small groups;
- *Leading a Small Group:* This guide is essential reading for small group leaders;
- *Leading a Small Group: Bible Study Preparation:* This guide is for leaders responsible for preparing the Bible study when an ‘off the shelf’ Bible study guide is not being used – it can be used in conjunction with the following two resources;
- *Leading a Small Group: Bible Study Preparation - Worked Example;*
- *Leading a Small Group: Bible Study Preparation – Blank Worksheet;*
- *Small Group Bible Study – Leading:* This guide is for anyone leading a Bible study (whether they prepared it themselves or are using a Bible study guide) to help create, together with the Holy Spirit, an experience that is as useful and life changing as possible for the group;
- *Pastoral Care in Small Groups:* How to enhance pastoral care in small groups;
- *Prayer and Praise in Small Groups:* How to enhance prayer and praise in small groups.

In addition the following two resources are currently being developed together with BMI:

- *Evangelistic small groups;*
- *Mission and small groups.*

### **On Congregational Life**

Four leaflets on aspects of congregational life are available free of charge to collect from Assembly Buildings. They are also available in PDF format to preview on the PCI website (or for integration into a Congregation’s printed announcements):

- *Baptism of Children in the Presbyterian Church in Ireland:* This leaflet is designed to help people understand what is involved in baptism;

- **Giving:** Outlining the case for financial giving;
- **Choosing New Elders:** What to look for in choosing new Elders;
- **Choosing A New Congregational Committee:** What to look for in choosing a Congregational Committee.

A leaflet on Church membership in the same style as the four mentioned above is being prepared and it is planned to make this available in autumn 2013:

- **What should a Church member be?:** Explaining the basics of Church membership.

Two training courses are available for Congregations to order from the Training Resource Centre Office – course material includes a trainer’s booklet and participants’ booklet:

- **Prepared to Serve:** A course designed to help Church members discover where they can most effectively serve God and others within their own Church family and local community;
- **Discover Jesus:** A twelve-session programme for adults centred on the four Gospels and designed to promote Bible reading skills.

#### APPENDIX 4

##### **Elder and Wiser: Equipping Elders in Leadership**

The Panel on Leadership recognises the high calling of both Ruling and Teaching Elders and the increasing demands that are placed upon them in ministry. The Panel wishes to resource and equip Elders to help them face this task.

A number of key areas for development of Elders in their leadership role have been identified. A possible approach to equipping in these areas is outlined below. Training sessions addressing these areas could stand alone in their own right and yet also hang together as a coherent whole. The Panel plans to develop a range of material which can be used at regional, Presbytery and/or congregational level.

Elder and wiser...	Aim	Brief outline / outcomes
... in Christ	Helping Elders keep focussed on the importance and vitality of our spiritual life in Christ	Remembering that our identity is in Christ. Reiterating the importance of spiritual disciplines. Recapturing the “ <i>zeal for the glory of God</i> ”. Renewed for spiritual warfare.
... in character and relationships	Helping Elders continue to grow in Christ-like relationships.	Developing whole-life discipleship, self-awareness and emotional intelligence.
... in the leadership task	Helping Elders develop in their understanding of the leadership task in the Church.	How we gain our vision together from the Lord. How the Bible pictures leadership. Reflection on individual and corporate approaches to leadership.
... in leading change	Helping Elders to lead in Christ’s Church through the challenging situations of change.	Understanding change. Thinking ahead to the goal of change. Communicating change. Responding to change and dealing with conflict.
... as disciple-makers	Helping Elders develop in their task of building up God’s people in spiritual fruitfulness.	Corporately building a prayerful vision of Church as a covenant community of disciples. Understanding how disciples are formed. Being equipped individually to be disciple-making disciples.
... in mission	Helping Elders grow in their passion for mission.	Having a vision of what the Church is for in the world. Nurturing mission minded thinking and living in the Congregation. Understanding the opportunities for mission individually and corporately.

**RESOLUTIONS**

1. That the Report be received.

2. That the following candidates, their nomination having been sustained by the Board of Christian Training, be accepted as students for the Ordained Ministry, and placed under the care of their Presbyteries:

<b>Name</b>	<b>Congregation</b>	<b>Presbytery</b>
Jonathan Boyd	Kells	Ballymena
Ian Cahoon	Craigy Hill	Carrickfergus
Edwin Frazer	The Mall	Armagh
Andrew Gill	Adelaide Road	Dublin & Munster
Stuart Hawthorne	Woodlands	Carrickfergus
Craig Jackson	Hill St, Lurgan	Armagh
Ben Johnston	McQuiston Memorial	East Belfast
Craig Lynn	First Bangor	Ards
Alan Marsh	West Church, Bangor	Ards
John Martin	Richview	South Belfast
Alan McQuade	Orangefield	East Belfast
Jonathan Newell	Whitehouse	North Belfast
Richard Patton	High Kirk	Ballymena
Joanne Smith	Lucan	Dublin & Munster
Seth Wright	Fisherwick	South Belfast

3. That the revised scheme relating to the Pre-Application Process and the Application Process for the Ordained Ministry, the Assessment of Ministry Candidates and the Licentiate Course (as outlined in Appendix 2) be approved.

4. That the General Assembly commend to Ministers and Kirk Sessions the resources and training courses offered through the Board of Christian Training (as outlined in Appendix 3).

5. That the plans of the Panel on Leadership to develop further training opportunities for Elders (as outlined in Appendix 4) be welcomed and encouraged.

6. That the General Assembly commend the Handling the Word, Accredited Preacher and Auxiliary Ministry courses to the Church and confirm their oversight by the Board of Christian Training through the Committee for Training and Resources.

7. That the assessment for the Ministerial Development Programme be 0.25p per £ of stipend.

8. That the assessment for the Students' Bursary Fund be 5.25p per £ of stipend.

9. That the Board of Christian Training, together with the appropriate working Committees, be appointed for the ensuing year in accordance with Par 285 of the Code, as follows:

# BOARD OF EDUCATION

Convener: Rev Dr CD McCLURE

Secretary: Rev TD GRIBBEN

## EXECUTIVE SUMMARY

### **Supporting Christians in Education and Supporting Your Local School**

1. A Working Group reports on further resources for Congregations, including “Back to School With God 2013” material.

### **Republic of Ireland**

2. Apprehension is expressed about the pressing vulnerabilities felt by schools with a Protestant ethos.

### **Northern Ireland: Education and Skills Authority and a Controlled Sector Support Body**

3. PCI takes a full part in preparations for the establishment of the proposed education authority and hails the setting up of a secretariat and support body for Controlled Schools.

### **Teacher Training**

4. No progress in teacher training infrastructural proposals and concerns over employment opportunities, not least for newly-qualified teachers.

### **Shared Education**

5. The Churches, in collaboration with other stakeholders, express an earnest commitment to shared education. Despite much promise, research and examples of good practice, there has yet to emerge clear direction from government.

### **Religious Education**

6. The importance of adequately resourcing RE in the emerging framework for education is highlighted.

## ABBREVIATIONS

- TRC = Transferor Representatives’ Council  
The body representing the three main Protestant Churches – PCI, the Church of Ireland, the Methodist Church in Ireland – who previously “transferred” schools and have a statutory responsibility within the “controlled” sector.
- CCEA = Council for the Curriculum, Examinations and Assessment
- ESA = Education and Skills Authority
- The government’s proposed education authority.
- ELB = Education and Library Board  
These will be subsumed into the Education and Skills Authority
- ETI = Education and Training Inspectorate

## INTRODUCTION

7. The Board has met on two occasions since the last Assembly (9 October 2012 and 12 March 2013) to receive reports, be updated on on-going work and initiate appropriate action. Throughout the year the Board has undertaken, along with its partners in both jurisdictions, the on-going and extensive range of consultations, representations, oversight, lobbying and networking necessary in the frenetic world of contemporary educational governance. The effectiveness of the Board's function is contingent on the collaboration that has been forged with those partners, not least in the Transferor Representatives' Council (TRC).

8. The Board's considered and active engagement with political and governance issues is valued by educational stakeholders and yet again has constituted a major proportion of the Board's work. However, the priority of representing and cogently articulating a clear Christian vision and ethos continues to be paramount. Proposed educational legislation and structures will have consequences for members of PCI in seeking to be disciples in a diverse, demanding and complex world. Faced with competing ideologies and options the challenge is to provide education by which children and young people are not conformed to the pattern of this world, but are transformed by the renewal of their minds.

9. Whilst tasked with representing PCI on statutory bodies and other educational forums, the Board has also been charged with the creative exploration and facilitation of opportunities for Congregations and members to optimize their strategic responsibilities and roles in the educational enterprise.

10. The work of the Board impacts with structures, organisations and individuals in a variety of ways appropriate to the context. Consequently the Board, through its Convener and Executive Secretary, has earnestly entered into the on-going work of the Structures Panel.

### **Supporting Christians in Education & Supporting Your Local School**

11. A Working Group, convened by the Rev James Rogers, has met on several occasions to explore the potential for appropriately advancing this prioritized remit. The group has benefited from the input of Scripture Union as well as representatives of PCI's own Youth and Children's Ministry Board and SPUD.

12. By resolution of last year's Assembly much of the group's energy has been focused on the "Back to School with God" material, which was piloted in a range of Congregations, with a definite effort made to cover each Presbytery.

13. Given the positive feedback from last year's pilot, the easy-to-use format, and its potential for significant impact, the Board is encouraging all Congregations to make appropriate use of the 2013 resource (see resolution 2). The theme for 2013 is "Dig Down Deep!" focusing on the parable of the wise and foolish builders in Luke 6 v.46-49. A range of adaptable worship and publicity resources have been developed. The material, which originated from Scripture Union (Scotland), is now available through the website of Scripture Union Northern Ireland. [suni.co.uk/schools/withGod](http://suni.co.uk/schools/withGod)

14. The group continues to explore other means of promoting their assigned remit and is encouraged by collaboration with other agencies. For instance, at their MAD Weekend the Youth and Children's Ministry Board included a seminar

on “Being a Christian in School”; the denominational magazine editors have also provided openings.

15. The group has opened up “conversations” with Presbyterian teachers and others involved in schools throughout Ireland who share a passion for this sphere of ministry. This is a listening exercise whereby the group intends to learn from the experience of practitioners and thereby hone initiatives which can be genuinely helpful.

16. The group is also actively exploring conversations with agencies such as CARE regarding their “Pray for Schools” initiative. This is in keeping with the Board’s aim to have “every school a prayed-for school”.

## REPUBLIC OF IRELAND

### ABBREVIATIONS

- SEC = Secondary Education Committee
- DE&S = Department of Education and Skills
- PTR = Pupil/Teacher ratio

### Report to Board of Education – Post Primary Education in the Republic of Ireland

*Mrs Eleanor Petrie reports:*

#### Secondary Education Committee

17. The Secondary Education Committee (SEC) is a corporate body comprising representatives from the Church of Ireland, the Methodist Church in Ireland, the Presbyterian Church in Ireland and the Religious Society of Friends.

18. The functions of the SEC are twofold. The distribution of a Block Grant provided by the Department of Education and Skills (DE&S) to ensure necessitous Protestant children may attend Protestant secondary schools and the representation of the interests of the member Churches in the post-primary education system.

#### Block Grant Scheme

19. Enrolments in the twenty fee charging schools totalled 7,732 Day Pupils (7,577 in previous year); 2,071 Boarders (2,143); 9,803 in total (9,720). This figure does not include the five comprehensive schools. In the school year the audited accounts showed the total amount received from the DE&S was €6,500,000 (€6,481,720), the grant in aid of fees totalled €6,540,396 (€6,541,479). The net cost of administering the SEC scheme was €145,807 (€151,205). There is no grant to assist the running of the office.

20. The following numbers of grants were awarded in respect of the 2012/13 school year: 1,623 day grants (1,672), 819 boarding grants (872), in total 2,442 (2,544).

21. The Committee agreed to retain the grants for the school year 2012/13 on a scale for boarding from €570-€7767(€1140-€7767) day € 174-€2820 (€480-€2820). An increase in certain allowances was also agreed in relation to

the reckoning of assessments. This resulted in improved access to grants for a number of families.

### **Educational Developments**

22. Budget 2012 announced plans by the DE&S to conduct an analysis of all fee-charging schools to determine schools income from fees. The DE&S was in contact with schools and also met with the Committee on Management in this regard. The results of that analysis were published in March 2013, they suggest that the tuition fee charged by the school, less grants foregone in Budget 2009, can be declared “discretionary income” for the Protestant fee-charging secondary schools. In particular it seems these calculations do not take into account the fact that without employing extra teachers above the allocation from the State, many schools simply cannot deliver a comprehensive range of subjects to students in their schools. The analysis appears to indicate that the employment of such teachers is a “choice” made by the school. The analysis shows that while the DE&S considers the repayment of a mortgage is not discretionary, payment for repairs for the upkeep of buildings and capital investment is.

23. It is disappointing to read that in the view of the DE&S their analysis “does not provide evidence that the group of Protestant schools should be exempted from any measures being applied”, considering the many factors that create a necessity for the Protestant minority to provide costly boarding facilities for children of its community. The figures presented do not reflect the everyday reality of the costs associated with running many of our schools.

24. Budget 2013 saw a further increase in the pupil teacher ratio to 23:1 for schools who were outside the free education scheme (PTR in schools in the free scheme remains at 19:1). This increase will escalate the strain on Protestant fee-charging schools to provide a full range of subject and curricular choice to students while, at the same time, seeking to avoid employing significant numbers of privately paid teachers. The PTR has now been increased under three successive budgets. It is clear that a policy is being pursued at governmental level to “squeeze” fee-charging schools. Yet, it also seems clear that a significant portion of current fee-charging secondary schools will remain outside the free scheme as the costs associated with running their schools are too high to contemplate any other option. However, some schools are in a different position, to the extent that those with responsibility for the management and governance of the schools are reflecting carefully on the future funding provisions for their schools. Should the current Minister be minded to increase the PTR to the level suggested in the McCarthy Report (28:1), it is hard to see how the financial and curricular implications of such a reality would not push a number of schools to actively engage with the Department of Education and Skills in relation to other funding mechanisms, while concurrently it would likely cause other schools to either significantly curtail their curricular choices to students or employ more privately paid teachers and increase fees (or perhaps a combination of all three). What is clear however is that changes in the funding mechanisms for a number of Protestant voluntary secondary schools will be seen in the short to medium term.

25. In this regard, Kilkenny College, a fee charging boarding school under the Patronage of the Incorporated Society for the Promotion of Protestant



Education, announced in February 2013 that it intends to enter the Department of Education and Skills' Free Tuition Scheme. This entitles the School to the full Pupil/Teacher Ratio and the return of Department Support and Services Grants. The SEC boarding grant remains payable to support boarding families on the same basis as all other pupils attending SEC boarding schools. The School retains control of its admissions Policy and ethos in accordance with the Education Act 1998. Kilkenny College follows Wilsons Hospital School, Multyfarnham, Co Westmeath who entered the Free Scheme in 2011.

26. It is also timely to advise the Church of the opening of a new co-educational voluntary secondary school under the patronage of the Church of Ireland Archbishop of Dublin and Glendalough, The Most Rev Dr Michael Jackson. The new school will be called Temple Carrig Secondary School. It is to be built on a site owned by the Department of Education and Skills at Blacklion, Greystones, Co. Wicklow. The building of the new school will commence in September 2013 and open in September 2014 with capacity for 750 students when fully operational.

27. The SEC exists to increase access for children from Protestant traditions to attend second level schools of a Protestant tradition. In this regard, the SEC again notes with concern the continuing trend of low levels of Protestant children transferring to Protestant second level schools from primary level.

28. It is important to note that while the problems experienced by the fee charging schools are demanding, the principals and teachers in all schools are experiencing extraordinary challenges in today's difficult economic climate. We are very grateful for the wonderful education and support the staff in our schools provide for their pupils.

## **NORTHERN IRELAND**

### **REVIEW OF PUBLIC ADMINISTRATION: including the establishment of the Education and Skills Authority and a Controlled Sector Support Body**

29. Experience has counselled against making definite predictions about the status of ESA, the single authority for all schools in Northern Ireland which represents the most significant change in educational structure and administration in over forty years. However, at the time of writing the legislation to establish ESA is making progress through the Northern Ireland Assembly procedures, with the formal Committee stage nearing completion. In simple terms the proposed reconfiguration will bring together the five Education and Library Boards, the Youth Council, Staff Commission and the statutory functions of the Council for Catholic Maintained Schools. ESA will be the employing authority for all staff in grant-aided schools and, in addition, will have responsibility for raising standards, planning the schools' estate as well as supporting governors and delivering key services, such as transport, maintenance, meals and the youth service. ESA will also have regard for the ethos of different sectors and will be obliged to encourage the development of shared education. The ESA Board will consist of 20 members and a Chairperson appointed by the Minister of Education. The membership will consist of 8 nominees from political parties according to their representation in the NI Assembly and 4 nominees from each of the Catholic

Trustees, the Transferors and “community” representatives. The TRC will agree the allocation of the 4 places allocated to the Transferor Churches.

30. The TRC has made written and oral submissions during the Committee stage of the ESA Bill. It is gratifying to report that suggested amendments have been accepted. These will clarify and strengthen the functions of sectoral bodies, simplify the appointment of transferor governors to controlled secondary schools, and will firm up the right of governors to request Religious Education during inspections by ETI.

31. A significant enhancement to the educational landscape is the creation of a new Sectoral Body for Controlled Schools. For the first time there will be a properly resourced advocate for Controlled schools on a par with other sectors. A Working Group has been appointed by the Minister of Education and has been meeting since September 2012. The Group has been tasked with bringing into being the Sectoral Body. Information seminars for principals, staff and governors have already taken place in each ELB area. The representative membership of the Group includes professionals from primary and post-primary schools along with the Rev Trevor Gribben (PCI Education Secretary) and the Rev Ian Ellis (Church of Ireland Education Secretary).

### **Teacher Training**

32. At the time of writing there has been no report from a study of the teacher education infrastructure commissioned by the Department for Employment and Learning. Last year’s decision by the Department for Employment and Learning Minister not to proceed with a merger between Stranmillis College and the Queen’s University School of Education has not been followed up by any further significant proposals.

33. Employment prospects for graduate teachers continue to be unpromising, with less than one in ten newly qualified teachers in NI securing a full-time teaching post in 2012. In addition to those from former years unable to find secure employment have been added teachers made redundant. In May 2012 the Department of Education cut the number of post-graduate places for trainee teachers by 20% – mostly to the post-primary courses operated by Queen’s University and the University of Ulster. No reductions have been made to the places offered by the teacher training colleges, St Mary’s and Stranmillis, nor to the Open University.

### **Shared Education**

34. The General Assembly, the Methodist Conference and the Church of Ireland Synod have warmly endorsed the need to explore creative initiatives for meaningful shared education (e.g. Annual Reports 2011, p.235 res.5 and 6). There can be educational, fiscal and community advantages when schools of different ownership and sectoral identity and ethos produce configurations that optimise outcomes in their particular contexts.

35. In autumn 2012 the Minister of Education established a small Ministerial Advisory Group to consider how shared education could be further developed. The Group was asked to use a wide definition of shared education which should include all education sectors and take account of learners across the

socioeconomic spectrum and in the Section 75 categories.

36. In keeping with their stated enthusiasm for shared education the TRC made a written and oral submission to the Ministerial Advisory Group. The TRC Churches suggested that the sharing of facilities, classrooms, staff, as well as support services and equipment, should be incentivised.

37. The Board expressed regret at the seemingly limited and unrepresentative nature of the Group's membership. Unfortunately this seems to have carried through to the Group's emphases. The Board and TRC colleagues recognize that the Group was indeed given a wide brief, and within that equality issues are crucial. Nevertheless, there is surely a compelling and incontrovertible need to give priority to sharing between the two largest sectors in education – Controlled and Maintained, not least because these sectors are attended by the majority of pupils. The Ministerial Advisory Group reported to the Minister in February 2013. It is hoped that perceived imbalances will be corrected when the report is published.

### **Religious Education**

38. The Board Convener co-chairs the RE Advisory Group that works with the Council for the Curriculum, Examinations and Assessment (CCEA) to develop resources for the delivery of the RE curriculum. Inclusive of a range of interested parties, the RE Advisory Group is at the final stages of delivering web-based non-statutory guidance for the revised RE syllabus. The partnership with CCEA remains invaluable. However, at a time of budgetary constraint and ever-expanding job descriptions the project has been realised by the sheer hard work and determination of Group members.

39. The TRC Executive has historically met with the ELB RE Advisers, usually on a termly basis, to exchange matters of mutual interest. However, of necessity these meetings have become less regular. There are now only two RE Advisers in Northern Ireland and, given their growing range of additional responsibilities within their respective ELBs, their availability to resource RE has been severely curtailed. Consequently, the provision of curriculum support for RE teachers within the existing ELB and proposed ESA arrangements is a matter of marked concern. TRC have proposed that the Controlled Schools' Sector Support Body should have personnel to offer such support.

### **RESOLUTIONS**

1. That the Report be received.
  2. That the General Assembly welcome the continuing cooperation with Scripture Union in the production of *Back to School with God 2013 "Dig Down Deep"* materials and encourage all Congregations to use this resource as a valuable means of encouraging Christians engaged in education and in supporting their local school/s.
  3. That the General Assembly express thanks to those who fulfill demanding responsibilities in the oversight of the small but significant number of National Schools in the Republic of Ireland under Presbyterian Patronage, especially in this time of severe financial restraints and rationalisation.<sup>4</sup>
- That the General Assembly, noting with concern the recent cuts in the

funding available for secondary education in the Republic of Ireland and the disproportionate effect such cuts have had on many Secondary Schools under Protestant management, call upon the Government to ensure that ongoing policy protects minority rights within the State and secures the future of Secondary Schools with a Protestant ethos.

5. That the General Assembly thank those who represent the Presbyterian Church in fulfilling statutory responsibilities in Northern Ireland in schools, Education and Library Boards and the Transferor Representatives' Council, and acknowledge the exceptional demands being made on the time, energy, wisdom, fortitude and forbearance of those who serve in this way.

6. That the Board of Education be appointed in accordance with Par 284 of the Code as follows:

# BOARD OF FINANCE AND PERSONNEL

Convener: Mr JOHN HUNTER, CB

## EXECUTIVE SUMMARY

1. The Board is seeking the General Assembly's approval for:
  - The overall rate of assessment for 2013 to be applied to Congregations assessable income and
  - Rates of assessment for 2013 based on five bands of assessable income, as set out in the report.
2. The report also contains a summary of the work of the Board's four Committees.

## THE BOARD'S REPORT

### Background

1. Over the past year the Board of Finance and Personnel has continued to support the work of the General Assembly and its Boards through its control of Church finances, its development of personnel policies and its oversight of property matters affecting Assembly Buildings. Inevitably finance figures large in the Board's deliberations as it grapples with issues such as: the Ministerial Minimum; the salaries and wages paid to staff; congregational assessments; IT developments; income from the Mall and conference activities; various budgetary matters; plus Church accounts. Essentially the Board exists to underpin the wider mission and ministry of the Church, through its stewardship of its resources.

2. The Board remains conscious of the very difficult financial circumstances facing many Congregations and members. This is reflected most clearly in the small number of Congregations defaulting on their assessments. These are challenging economic times with many members living on either fixed or declining incomes which are being steadily eroded by inflation. It behoves everyone to ensure that no unnecessary demands are made on Church members and manage those resources entrusted to PCI as best as possible in God's service.

3. At the General Assembly in 2012 the Board of Finance and Personnel was asked "to bring to the 2013 General Assembly a report outlining the number of staff (full-time and part-time), the cost of salaries and the administrative costs for each office in Assembly Buildings". A copy of this report is included in Appendix 1.

### Assessments

4. Against that backcloth, the Board has sought to effect a smooth transition in the method of collecting congregational assessments from that based on stipends to that based on assessable income, as approved by the General Assembly in 2011, supported by necessary transitional arrangements. With no increase in stipends or in executive and administrative pay scales in 2012 it was

possible to maintain assessments for 2012 at the same level as in 2011 i.e. 69.0p per £ of stipend.

5. The Board intends to continue to bear down on costs, but most of the expenditure met through assessments is non-discretionary in regard to stipends, salaries and pensions.

6. The Board faced a difficult decision during the year regarding the Ministerial Minimum and executive and administrative pay scales for 2013. After much heart searching, which took into account the current rate of inflation and the zero increase in the previous three years, the Board decided to approve a flat rate increase to both Ministers and staff in Assembly Buildings of £500 (€700) for 2013. This represents an increase of between 1.2% for those on the highest stipend levels and 2.2% for those on the Basic Ministerial Minimum. It signals a partial recognition of the need to treat fairly those who conscientiously and diligently serve PCI and are already paid at a much lower rate than their professional counterparts. This increase will feed through into congregational assessments for 2013 based on assessable income.

7. The table below shows the estimated budget for the various assessment categories, making a total requirement of £7.215m.

	<b>2013</b>	<b>2013 (estimate for guidance) £/p stipend</b>
Central Ministry Fund	£2,532,000	23.50p (2012, 19.50p)
Retired Ministers Fund	£155,000	1.50p (2012, 1.50p)
Widows of Ministers Fund	£410,000	4.00p (2012, 4.00p)
Prolonged Disability Fund	£28,000	0.25p (2012, 0.25p)
Incidental Fund	£519,000	5.00p (2012, 5.00p)
Ministerial Development Fund*	£27,000	0.25p (2012, 0.25p)
Church House External Work	£370,000	3.50p (2012, 3.50p)
Sick Supply Fund	£26,000	0.25p (2012, 0.25p)
Students Bursary Fund*	<u>£425,000</u>	<u>4.00p (2012, 5.75p)</u>
SUB – TOTAL	£4,492,000	42.25 (2012, 39.00p)
Ministers Pension Scheme (1978)	<u>£2,723,000</u>	<u>27.40 (2012, 30.00p)</u>
<b>TOTAL</b>	<u><u>£7,215,000</u></u>	<u><u>69.65p (2012, 69.00p)</u></u>

8. The Board proposals to meet this overall assessment are contained in the Pensions and Assessments Committee report.

### **Tyrone Memorial**

9. The Board is also conscious that its proposals for revisions to the method for remunerating Ministers through the Tyrone Memorial remain outstanding. At last year's General Assembly it was agreed to refer the Board's Report on the Review of the Tyrone Memorial to the Doctrine Committee. The Report of the Review and the recommendations of the Board of Finance and Personnel flowing from it are reproduced from the Reports of the 2011 Assembly. At its meeting in March 2013, the Board decided that it would not make any recommendations regarding the Tyrone Memorial proposals until the General Assembly had received the report of the Doctrine Committee, through the General Board.

### **Pension Scheme Revaluation**

10. The Board's last report to the General Assembly drew attention to the on-going revaluation of the PCI Pension Scheme (2009) at the end of December 2011. Unfortunately the revaluation resulted in a significant increase in the deficit from £19.2m at 31/12/08 to £30.7m at 31/12/11. The increase in Scheme liabilities reflected poor yields from gilts. Following discussions with the Pension Scheme Trustees it was agreed to make use of flexibility in valuation methodology offered by the Pensions' Regulator to limit the increase required to a 0.1% increase in the "employers' contribution rate which increases from 27.4% to 27.5%. This figure is to be kept under review over the period to the next revaluation.

11. The Board also took steps to implement the Government's Pension Auto-Enrolment Scheme. This new legislation applies to all those employees over 22 years of age earning more than £8,105 who are not part of, or eligible for, the existing PCI Pension Scheme. The Board have agreed to establish a policy with Aegon. It will not be possible to extend this to employees in Congregations and Congregations will need to establish their own policies e.g. with NEST. (National Employment Savings Trust). The Board plan to issue some guidance to Congregations regarding the requirements.

### **Charities Legislation**

12. A response to the consultation on the Charities Act (2009) in the Republic of Ireland was made by the Board in conjunction with representatives of the relevant Presbyteries.

13. The Board plans to respond to the Consultation documents issued by the Charity Commission for Northern Ireland on the Public Benefit Guidance and Registering as a Charity before the deadline of 6 May 2013.

### **Committee Matters**

14. During the year, the Board took steps to strengthen the small IT Department in Assembly Buildings through the appointment of an additional IT support person. There remain, however, considerable pressures on this small group of IT staff, with its limited capacity to undertake software development.

15. On the personnel front, the review of posts through the job evaluation scheme in Assembly Buildings is nearing completion. The Board also approved new policies on Time off in Lieu (for staff in Assembly Buildings), Training and Development and Data Protection.

16. The Board is disappointed that the difficulties referred to in previous reports on Mall lettings have continued. The market is very competitive with a number of vacant shops in Belfast City Centre. The Board continues to address this situation through potential short to medium term lettings and by promoting the use of the Assembly Hall and meeting rooms for conferences and seminars. There is an encouraging level of interest in our conference facilities, but the Board decided that it needed to develop and implement a marketing plan. To that end, it has appointed Mr Michael McCormick of AzurEurope, as its part-time Head of Sales and Marketing for a twelve month period. A launch of the revamped conference and seminar facilities is planned for the Spring of 2013. Meanwhile, discussions are continuing with a possible tenant for the balance of the third floor of Fisherwick Buildings. This would require some investment to make the offices suitable for occupancy.

17. Finally, the Board is grateful to the four Conveners of its Pensions and Assessments Committee (the Rev David Porter), Finance, Legal and IT Committee (Mr Bob McCullagh), Personnel Committee (Mr Robert Campton), and Property Management Committee (the Rev Adrian McLernon) for all their work on behalf of the Board. The Board also wishes to thank the staff in the Financial Secretary's Office for all their work. They have been diligent in their advice and support not just to the Board but also to Ministers and Treasurers.

18. The Board notes with regret that the Rev David Porter has decided to stand down as Convener of the Pensions and Assessments Committee and thank him for his valuable contribution and dedication to the work of the Committee.

## **PENSIONS AND ASSESSMENTS COMMITTEE**

1. We are living through one of the most difficult and prolonged financial recessions of the past one hundred years. This has affected both the Republic of Ireland and the United Kingdom and an end of this crisis is not in sight. This factor is apparent in every part of the Pensions and Assessments Committee's work. With regard to Pensions, the downturn in economic growth is a major factor in the over 50% increase in the deficit at the recent Actuarial Valuation. With regard to Assessments, the Committee has sought not to increase the level of burden on Congregations very conscious of the difficulties they are facing.

2. The Committee's report this year will explain how it has worked within these constraints to serve the whole Church providing Ministers with adequate stipend and at the same time keeping the cost to Congregations to a reasonable level.

3. The major change in 2013 was the move from stipend to assessable income as the basis for calculating assessments. It is still early days but so far this change seems to have gone well.



4. The bands and rates are set out in the table below:

Assessment Band	Assessable Income (£)		Assessment Rate
	From	To	
1	0	65,000	14.00%
2	65,000	130,000	10.50%
3	130,000	195,000	7.00%
4	195,000	260,000	3.50%
5	260,000	and above	0.00%

5. It will be noted that the bands are set at a lower level than was originally presented to the General Assembly and the Assessment Rate is reduced. Both of these reductions are a benefit to all Congregations and an indication that the burden on Congregations is being kept as low as possible.

6. With the first quarterly collection processed the Committee anticipate that there will be a deficit for the year of approximately £138,831 when comparing actual amounts collected from Congregations against the original budgeted amounts. This is due to exchange rates differences, the additional cost of extending the rebate arrangement to include the cost of associates and the fact that budgeted cost increases were not passed on to Congregations. As the transition arrangements end over the next three years, this shortfall should be removed.

7. As was agreed by the General Assembly transitional arrangements limit the increase in larger Congregations for the first three years of the scheme. This transitional arrangement was extended to pension assessments for Associate Ministers. This only applies to an existing Associate Minister and not to new appointments. The Committee and Board agreed that where an existing Associate had his or her term extended by the Union Commission the transition arrangement would continue during the transition period.

8. The matter of the minimum stipend was widely discussed by the Committee and by the Board. A joint meeting was held with those responsible for Assembly Buildings staff salaries. The Committee decided to recommend that an increase in ministerial minimum be awarded for 2013. There were a number of reasons for awarding an increase this year. Firstly, the last increase was in 2009 and from that time inflation had continued to rise effectively reducing the value of the stipend. Secondly, the Committee was conscious of genuine difficulties being faced by Ministers on the minimum, particularly those with children.

9. The Actuarial Valuation of the pension scheme at 31 December 2011 was not good news. The deficit on the scheme had increased from £19.8 million as at 31 December 2008 to £30.7 million as at 31 December 2011. The Trustees of the Pension Scheme recommended an increase of the employer's contribution from 27.4% to 30.6% an increase of 3.2%. The Committee agreed to ask that the level of prudence during the recovery period be reduced by 0.5% which resulted

in an employer's contribution of 27.5% an increase of 0.1% but with the promise that this matter would be reviewed and if possible increased without increasing the overall level of assessment. The Trustees have accepted this proposal and the General Board on behalf of the General Assembly agreed the increase in the employer's contribution to 27.5% of pensionable pay from 1 April 2013.

10. Ministers already receiving pension are guaranteed increases on some of their pension but for pension accrued in the period from 1976 to 1997 increases are discretionary. As has been the case since 2005, the Trustees did not award an increase for the discretionary part of the pension for 2013.

11. The Committee want to ensure that retired Ministers do feel valued for the contribution they have made to the Church but funds are limited, so again the Committee and the Trustees will be as generous as they can be.

12. The Priorities Committee has asked the Pensions and Assessments Committee to look at three issues:

- (a) The present arrangements for the payment of the CMF bonus, in the light of the significant cost to CMF;
- (b) The present Family Grants system and whether funds are being effectively directed to situations of need;
- (c) The Euro differential for setting minimum stipend.

A special meeting of the Committee is to be held in May 2013 to consider these matters and a report made to the Priorities Committee.

13. The Committee considered an issue relating to State Benefits in the Republic of Ireland and entitlement to the State Pension Transition. This is payable between the ages of 65 and 66 provided the necessary PRSI contributions have been made. It is to be withdrawn from 1 January 2014. Ministers paying self-employed contributions are not entitled to the State Pension Transition and therefore those wishing to retire with State benefits have to wait to age 66.

14. The recommendations for each fund are set out in the Paragraphs below.

### **Central Ministry Fund**

15. At the end of 2012, CMF had a retained balance (excluding investments) of £2,176,928 an increase of £84,176 on 2011 in line with budgeted forecasts.

16. The proportion of assessed income to be allocated to CMF in 2013 is £2,532,000 and for comparison with previous years this would be equivalent to an assessment of 23.5p per £ of stipend as compared to 2012 which was 19.0p per £ of Stipend. This increase reflects the employer's pension contribution on amounts met by the Central Ministry Fund e.g. the CMF Payment (the Bonus) and augmented grants.

17. The following recommendations were approved by the Board for 2013:

**(a) Ministerial Minimum**

	Northern Ireland		Rep of Ireland	
	2013	2012	2013	2012
Ministerial Minimum	£22,916	£22,416	€35,941	€35,241
After 5 years service	£23,489	£22,977	€36,840	€36,123
After 10 years service	£24,062	£23,538	€37,739	€37,005
After 15 years service	£24,635	£24,099	€38,638	€37,887
After 20 years service	£25,208	£24,660	€39,537	€38,769
After 25 years service	£25,781	£25,221	€40,436	€39,651
After 30 years service	£26,354	£25,782	€41,335	€40,533

**(b) Family Grants 2013**

	2013		2012	
	£	€	£	€
Birth to 10 years	340	1,000	335	982
11 to 15 years	512	1,579	502	1,548
16 years and over				
At school	767	2,919	752	2,862
At university	2,553	4,869	2,503	4,774
<b>Bands – Joint Incomes</b>				
<i>Reduction - Nil</i>	27,324	41,753	26,771	40,940
<i>Reduction - £1 for every £5</i>	36,760	56,160	36,002	55,066 (up to)
<i>Reduction - £1 for every £2</i>	36,760	55,160	36,002	55,066 (Above)

- (c) The grant in respect of any child who is 16 years + falling into category (b) and who is in receipt of a maintenance or training grant shall be reduced by £1 for every £1 by which such grant or other sponsorship or scholarship exceeds £1,000.
- (d) The amount a Minister may earn, apart from congregational work, without the augmented grant being affected shall be £4,785 under Par 316(2)(d)(i) of the Code, or £2,400 under Par 316(2)(d)(ii). The maximum under the above paragraphs shall be £4,785.
- (e) That in reckoning augmentation for 2013, the CMF shall not take account of a sum not exceeding the annual bonus, being income from Commutation, Sustentation and Central Ministry Funds. Code Par 316(2)(e).
- (f) The Board recommended that the CMF Bonus remain at £1,518 for 2013.
18. The Tyrone Memorial increases are as follows

BAND	Percentage 2013	Increase on mid point
0 – 25,000	2.20%	500 (23,225)
25,001 – 30,000	1.80%	495 (27,500)
30,001 – 35,000	1.50%	488 (32,500)
35,001 – 40,000	1.33%	499 (37,500)
40,001 – and over	1.20%	510 (42,500)

Euro Stipends to increase €700 (approx. 2.0%) under Tyrone Memorial

### **Widows of Ministers Fund**

19. At the end of 2012 WMF had a retained balance (excluding investments) of £728,064, a decrease of £82,409 on 2011.

20. The following recommendations were approved by the Board for 2013:

- (a) That the proportion of assessed income for 2013 be £410,000, and for comparison with previous years this would be equivalent to an assessment of 4p per £ of stipend, the same as 2012.
- (b) That the maximum Widows Pension be £6,302.
- (c) That widows, not in receipt of Northern Ireland State Pension, receive a maximum of £6,302 plus £475.
- (d) That widows not in receipt of Northern Ireland State Pension or PFWA receive a maximum of £6,302 plus £500.
- (e) That widows, whose husbands were not eligible for Northern Ireland State Pension receive a maximum of £6,302 plus £5,587.

### **Presbyterian Widows Fund Association**

21. All Ministers, under the provisions of the Code, are required to join this Association at ordination. The annual membership subscription is 1.25% of the Ministerial Minimum for active Ministers and is 0.2% for Retired Ministers. An additional 0.1% is charged to Ministers not under the jurisdiction of the Presbyterian Church in Ireland. Membership provides an annuity to widows/widowers, which is currently £1,200.

### **Retired Ministers Fund**

22. At the end of 2012, RMF had a retained balance (excluding investments) of £730,095 a decrease of £318,997 on 2011.

23. The following recommendations were approved by the Board for 2013:

- (a) That the proportion of assessed income for 2013 be £155,000, and for comparison with previous years this would be equivalent to an assessment of 1.5p per £ of stipend, the same as 2012.
- (b) That the maximum Basic Retirement Allowance for 2013 be £11,458. (2012 £11,208)
- (c) That Supplemental Grant for those living in the Republic of Ireland with no State Pension is currently £8,936 married, £5,587 single.

### **PCI Pension Scheme (2009)**

24. The Actuarial Valuation of the scheme as at 31 December 2011 was finalised on 31 March 2013.

25. Congregational contributions to the scheme are collected by an assessment on stipend rather than as a percentage of pensionable income.

26. The Committee recommend that the rate of assessment required to fund the agreed contribution is 27.5p per £ of Stipend for 2013, an increase of 0.1% on 2012.

27. Since the last Assembly, the following were granted leave to retire, at or over age 65, by their Presbyteries: Rev WJ Orr (Newtownbreda), Rev DJ Boden (Malone), Rev WI Hunter (Ballywatt), Rev GP Young (Movilla and Greenbank), Rev HJ Honeyford (2nd Castlederg and Alt), Rev Dr DJ McKelvey (Fisherwick) and Rev NS Millen (Dundalk, Castlebellingham and Carlingford).

28. The Committee apologise to the Assembly and to the Rev WJ Orr for omitting to report his forthcoming retirement to the 2012 Assembly.

29. Unanimous approval was given to the Rev GBS Gibson (Railway Street, Lisburn) to seek the permission of the 2013 General Assembly to retire on or after his 64th birthday on 31 October 2013, and the Very Rev Dr IJ Patterson (Newcastle) to seek the permission of the 2013 General Assembly to retire on or after his 64th birthday on 15 July 2013.

30. Unanimous approval was given to the Rev Dr KO Patterson (Castledawson and Curran) to seek the permission of the General Board to retire on or after his 64th birthday on or after 31 March 2013.

31. The Trustees did not award any discretionary increase for pensions in payment, accrued pre 1997, in excess of the Guaranteed Minimum Pension.

### **Ministers Prolonged Disability Fund**

32. At the end of 2012, the fund had a retained balance of £722,213, a decrease of £1,385 on 2011.

33. The following recommendations were approved by the Board for 2012:

- (a) That the proportion of assessed income for 2013 be £28,000, and for comparison with previous years this would be equivalent to an assessment of 0.25p per £ of stipend the same as 2012.
- (b) That the maximum level of grant for 2013 is £11,525. (2012 £11,298)

34. In 2012, 2 Ministers received benefits under the fund.

35. In addition to annual grants, pension contributions to PCI Pension Scheme (2009) are paid by the fund until the beneficiary returns to work or attains his or her normal retirement age. In broad terms, the cost to the fund, for each person receiving benefit, including pension contributions, is in excess of £19,000pa.

### **Sick Supply Fund**

36. At the end of 2012, the fund had a retained balance of £20,928, an increase of £6,797 on 2011.

37. The following recommendation was approved by the Board for 2013:

- (a) That the proportion of assessed income for 2013 be £26,000, and for comparison with previous years this would be equivalent to an assessment of 0.25p per £ of stipend, the same as 2012.

### **Incidental Fund**

38. Grants from the Incidental Fund are approved by General Assembly under resolutions pertaining to individual Boards. It is the role of the Board of Finance and Personnel, acting on advice from its Pensions and Assessments Committee, to recommend an appropriate assessment, sufficient to meet the grants agreed and to maintain a prudent reserve.

39. At the end of 2012, the Incidental Fund had a retained balance of £143,511, an increase of £36,693 on 2011.

40. The increase in retained balance is largely due to the Trustees of the Presbyterian Church agreeing to cover costs of £35,772.87 incurred by the Panel on the Financial Crisis.

41. The Committee recognises that it is the Assembly responsibility to approve grants from the Incidental Fund. The Committee does not however budget for grants without asking searching questions about the necessity, the value and the legitimacy of these requests.

42. The following recommendation was approved by the Board for 2012:

- (a) That the proportion of assessed income for 2013 be £519,000, and for comparison with previous years this would be equivalent to an assessment of 5p per £ of stipend, the same as 2012.

### **Collection of Congregational Assessments**

43. During the past year a small number of Congregations have not met the full amount of their assessments on time. Additionally, in some cases, payment has not been received in respect of Stipend. The Committee seek to treat situations of hardship sympathetically and continue to monitor this area carefully.

44. Currently five Congregations have defaulted on payments of approximately £44,000 in Assessments and Stipend. The Committee is seeking to resolve these matters and for two Congregations we are awaiting reports from their respective Presbyteries.

DAVID C PORTER, Convener

## **PERSONNEL COMMITTEE**

1. The Committee met on two occasions during the year.

2. An excellent and professional Human Resources service continues to be provided by the team headed by Ms Laura Kelly, Head of Personnel, and thanks are due to all of them.

3. Thanks are also due to Mr Herbie Smyth and Mr Ian McElhinny for the sterling work carried out to further the work of the Retired Ministers' House Fund. After many years of service to the Fund, Mr Smith retired at the Committee meeting in February.

### **PERSONNEL MATTERS**

4. Work on the completion of the Job Evaluation Scheme has continued. Clerical and Administrative posts have been completed and reviewed. Executive posts are now in the final stages of being completed. Following a review of the outcomes these evaluations will provide a necessary input into the work of the review of structures and the application of resources.

5. New arrangements for the regular review of posts and their evaluation have been agreed, together with arrangements for the conduct of appeals relating to evaluations.

6. Work on policy development has been progressed through the Personnel Advisory Panel. During the year new policies were introduced relating to "Data Protection", "Time Off In Lieu" for additional hours worked and "Training and Development" for administrative and executive staff.

7. Following a review of proposals for a Childcare Voucher Scheme for staff the Committee recommended that in view of current financial constraints a

decision on introducing the scheme should be deferred for a further year. This recommendation was approved by the Board of Finance and Personnel.

8. A new Induction Programme for Assembly Buildings Staff has been introduced. The Committee is also considering the introduction of a staff appraisal scheme and the need for guidance to Congregations in relation to data protection.

9. During the evaluation of Executive Posts concerns were raised as to how specific aspects of some “ministry” posts were taken into account in the job evaluation process. These related to certain skill sets and the need for additional and flexible hours of working to meet the perceived requirements of such positions. The Committee identified that there is scope within the present system to reflect the issues highlighted and the hours of work are a matter that needs to be considered against contracted hours and time in lieu/flexible working arrangements. The Committee accepted that there are particular issues of evaluation related to “ministry” posts which need to be considered. These have implications beyond the remit of the Committee and may be influenced by the Structures Review and therefore the matter was referred to the Clerk of the General Assembly.

#### **HEALTH AND SAFETY MATTERS**

10. The Health and Safety Panel has continued to make progress on this important area of work.

11. On-going work includes the development of a checklist for Congregations in relation to running events on Church property.

#### **RETIRED MINISTERS’ HOUSE FUND**

12. The Committee continues to oversee the management and rental of the properties within its portfolio.

13. The land in Cullybackey continues to be held and routine maintenance carried out as necessary, awaiting sale in better market conditions. Planning approval on this site for development has been renewed to 2014. For the present some of the land is let to a local farmer for agricultural purposes.

14. During 2013 one property in Bangor was sold.

15. Property held in Galway has been restored to good order and is now on lease to Galway City Council for 2 years.

16. The Fund continues to provide assistance either by loans or letting of available property. The Ministers newsletter is used to advise on the availability of properties.

17. New guidelines for use when considering applications for Loans and Equity Sharing arrangements have been approved.

18. To allow the Fund to continue to meet demand for financial assistance through loans etc. the Committee and Board have approved an overdraft limit of £450,000. This will facilitate the provision of approved loans pending receipt of funds from house sales. This position continues to be reviewed by the Committee and Board.

19. At end of December 2012 the overdraft position was £10K with the current value of loans advanced at approx £900K.

ROBERT CAMPTON, Convener

**COMMITTEE APPENDIX 1****Sterling Salary Scales of Staff in post in Assembly Buildings on 1 January 2013.****EXECUTIVE POSTS****Scale 1 (£22,700 - £27,065)**

Communications Officer, BMI  
IT Support Manager, BFP

**Scale 2 (£25,701 - £31,019)**

Payroll & Assessment Manager, BFP  
Financial Manager, BSW  
Taking Care Trainer and Co-Ordinator, BSW  
Assistant Residential Services Manager, BSW  
Children's Development Officer, YAC  
Young Adults Development Officer, YAC  
Youth Development Officer, YAC  
Mission Training Officer, BMO  
Finance Manager, BMI  
General Secretary, PW  
Support Officer, BMI

**Scale 3 (£28,816 - £35,230)**

Education in Mission Officer, BMO  
Mission Development Officer, BMI  
Personnel Officer, BMO  
Buildings Manager & Safety Officer, BFP  
Head of Creative Production, GB

**Scale 4 (£31,811 - £39,867)**

Head of Personnel, BFP  
Senior Financial Accountant, BFP  
IT Development & Support Manager, BFP  
Residential Services Manager, BSW

**Scale 5 (£35,230 - £43,039)**

Head of Press and Media, GB  
Assistant General Secretary, GB  
Acting Director of Youth & Children's Ministry, YAC

**Scale 6 (£37,874 - £46,250)**

Executive Secretary, BMO  
Director of Social Service, BSW  
Executive Secretary, BMI



**Scale 7 (£43,039 - £55,506)**

General Secretary, GB  
Financial Secretary, BFP

**ADMINISTRATIVE AND RELATED POSTS****Scale 1 (£12,705 - £14,750)**

Clerical Officer (FSO)  
Secretary/Receptionist (BSW)  
Secretary (GSO)  
Telephonist (GSO)

**Scale 2 (£13,708 - £15,931)**

Clerical/Secretarial Assistant (FSO)  
Handyperson (BFP)  
Personnel Assistant (BFP)  
Secretary/Receptionist (PW)  
Taking Care Administrator (BSW)  
Office Secretary, (BMI)  
Secretary (JS), (BMI)

**Scale 3 (£15,444 - £17,935)**

Clerical Officer (BFP)  
Deputy Building Manager (BFP)  
Senior Personnel Assistant (BFP)  
Personnel Assistant (BMI)  
Senior Secretary (BMI)  
Senior Secretary (BSW) (JS)  
Senior Secretary (PW)  
Senior Secretary – Publications & Information (BMO)  
Senior Secretary - Mission Training & External Funding (BMO)  
Senior Secretary (GSO)  
Information Officer/Receptionist (GSO)  
Secretary (YACM)  
Senior Secretary, Finance (YACM)

**Scale 4 (£17,566 - £20,305)**

Administrative Assistant (JS) (YACM) Senior Secretary (JS) (YACM)  
Communications Administrator (GSO)  
Senior Secretary (GSO)  
Payroll and Clerical Assistant (BFP)  
Personnel Administrator (BFP)  
Personal Secretary (BFP)  
Wages Clerk (BSW)

**Scale 5 (£19,266 - £22,319)**

Editor of the Presbyterian Herald and Staff Writer (GSO)  
 Production Manager (GSO)  
 Assistant Accountant (BFP)  
 Financial Assistant (BFP)  
 IT Support Assistant x 2 (BFP)  
 Office Supervisor and Personal Secretary (BMI)  
 Personal Assistant to the Director of Social Service (BSW)  
 Development Officer, (PW)

**Scale 5 (Enhanced) (£21,328 - £24,453)**

Personal Secretary & Office Supervisor (GSO)  
 Personnel Officer (BFP)  
 Senior Administrative Officer (BMO)  
 Senior Administrative Officer (YACM)

**Sterling Salary Scales of Staff in post in other locations on 1 January 2013****EXECUTIVE POSTS****Scale 2 (£25,701 - £31,019)**

University Chaplain UUJ, (BSW)  
 Minister/Ministry Co-ordinator, Kinghan Church, (BSW)  
 Project Manager, Willow Brook, (BSW)  
 Chaplain in Residence, Queens University, Stranmillis/Union College,  
 (BSW)  
 College Librarian, Union College (BCT)

**Scale 3 (£28,816 - £35,230)**

Registrar/Administrator, Union College (BCT)

**Scale 4 (£31,811 - £39,867)**

Christian Training Development Officer, (BCT)

**ADMINISTRATIVE AND RELATED POSTS****Scale 1 (£12,705 - £14,750)**

Clerical Officer (7) OPS (BSW)  
 Receptionist (Term Time), Union College (BCT)

**Scale 2 (£13,708 - £15,931)**

Clerical and Resource Officer, Nightlight (BMI)  
 Clerical Officer - Carlisle House (PT 3) (BSW)  
 Clerical Officer, OPS (BSW)  
 Clerical Officer, Kinghan Church (BSW)  
 Custodian, Union College (BCT)  
 Library Assistant, Union College (BCT)

**Scale 3 (£15,444 - £17,935)**

Co-ordinator-Counselling Services (BSW)  
Nightlight Development Officers (1 FT) (BMI)  
Senior Secretary (2 posts), Union College (BCT)  
Administrative Assistant, Union College (BCT)

**Scale 4 (£17,566 - £20,305)**

Administrator, Derryvolgie (BSW)  
Senior Secretary, Union College (BCT)  
Deputy Librarian, Union College (BCT)

**Scale 5 (Enhanced) (£21,328 - £24,453)**

Assistant Chaplain, QUB (BSW)  
Resident Manager, Tritonville Close (Euro Scale) (BSW)

## PROPERTY MANAGEMENT COMMITTEE

1. The Property Management Committee continues to oversee the maintenance and commercial lettings associated with Assembly Buildings.

2. **Maintenance** – Following the completion of the internal refurbishment programme in early 2012 maintenance issues are minimal. However, the aforementioned scheme excluded the Minor Hall and the Committee has agreed to undertake a basic maintenance upgrade of the Minor Hall.

3. **Conference and Meeting Room Hire** – Over the last 12 months Conference and Meeting Room Hire has steadily increased. In order to maximum the income from this sector the Committee commissioned AzurEurope to develop a 12 month marketing strategy and plan for the Assembly Buildings Conference Centre. Subsequently Mr Michael McCormick was appointed in January on a 12 month contract as Head of Sales and Marketing for Assembly Buildings. At the time of writing an official launch of Assembly Buildings Conference facilities has been confirmed for 16 May.

4. **Retail Lettings** – The downturn in the retail landscape has been well documented and the Spires Mall is no exception. The Committee continues to monitor the situation closely and seeks to maximise income from the units. This has resulted in more flexible licence agreements in order to maintain occupancy and reduce Landlord voids and Service Charge liabilities.

5. **Office Lettings** – As reported last year the second floor office suite in Fisherwick Buildings is fully let. Negotiations are now at an advanced stage with two prospective tenants for the third floor office suite.

6. The Committee wishes to thank all staff directly involved in the daily management of Assembly Buildings.

ADRIAN McLERNON, Convener

## FINANCE, LEGAL AND IT COMMITTEE

1. **General Expenses** – General Expenses (which is the cost of the General Secretary’s Office and Financial Secretary’s Office (including Personnel and IT)) for the year ended 31 December, 2012 were 3% below budget and considered to be satisfactory.

Budgeted expenses for the year ended 31 December, 2013 show an increase of just over 7% compared with 2012. The main increase will be in salary costs which are projected to rise by just over 6% in total, with the appointment of a, previously approved, additional member of IT staff, together with flat rate £500 salary increases and some increments paid to other staff.

2. **Auditors/General Investment Fund** – For the year ended 31 December 2012, the auditors have not reported any matters of concern regarding the accounts. In their work in respect of the Trustees’ accounts of the General Investment Fund which are incorporated into the accounts of the General Assembly of the Presbyterian Church in Ireland, the auditors have recommended that the amounts held in the fund for Congregations and others charities connected with the Church should be classified as Creditors rather than Reserves. This will have the impact of reducing the reserves by around £35m.

3. **Statistics** – see appended tables.

4. **Pension Auto-enrolment** – Auto enrolment legislation has been introduced in UK so that everyone in employment will be automatically enrolled in a pension scheme. The Committee have sought advice from Kerr Henderson and agreed that Aegon UK plc, be selected as the scheme provider.

All employees over 22 years old, earning more than £8,105 (currently), who are not part of, or eligible for, the existing PCI pension scheme, must be enrolled in the new scheme. This will come into effect later in 2013.

5. **Statistical Returns from Presbyteries** – Annual Financial Returns from Presbyteries are now being submitted to the Board of Finance and Personnel and a summary is appended to this report.

6. **Regulation of Charities** – The Charities (Northern Ireland) Order 2008 and Charities Act 2009 (ROI) are making progress and the Committee has responded to a number of consultation requests in this regard. The Committee will continue to inform Presbyteries and Congregations about their obligations under the new legislation, including the need for ROI Congregations to register as individual charities.

7. **Risk Assessment** – Risk Assessment is on-going. A questionnaire was passed to all Board Conveners/Secretaries to enable them to report to the Committee on the key risks previously identified. Returns are awaited and if any issues arise they will be included in supplementary reports.

8. **Bank Overdrafts and deposit accounts** – The Committee continued to receive reports on overdrafts and deposit accounts. The four banks used continue to meet the agreed minimum credit ratings in accordance with the Board’s policy set in 2009.

9. **Ministerial expenses** – An increased number of Treasurers failed to submit Ministerial Expenses Returns in 2012 and their names were reported to Presbytery Clerks accordingly.

10. **Handbook for Treasurers** – The update of the handbook, last updated in 2002, has been deferred until the introduction of the Charities legislation.

11. **Insurance** – Overall premiums are expected to be in the region of £158,000 for 2013, compared with £156,000 for 2012. The main reason for the increase is the claims experience within older people's services of the Board of Social Witness.

12. **Information Technology** – The Committee monitored the implementation of new accounting software and other IT developments during 2012. It was pleased to note that an additional member of IT support staff has been recruited in 2013 and that the team is now working its way through a backlog of service and support requests.

In a few cases this has meant that development projects have been shelved or, where the necessary budget is available, have proceeded using external resources. However, generally, there has been an improvement in the service provided, though demands on the service continue to increase.

13. **Other matters** – The Committee continues to work on a number of other tax, finance, legal and IT matters.

14. **Thanks** – Special thanks go to the staff in the Financial Secretary's Office for their hard work and assistance to the Committee during the year.

ROBERT McCULLAGH, Convener

TABLE ONE

## PERSONS AND AGENCIES

	2011	2012	Increase	Decrease
Retired Ministers	230	230	0	
Ministers in Active Duty	391	392	1	
Retired Missionaries	15	15	0	
Missionaries in Active Duty	44	39	0	
Total Ministers and Missionaries	680	676	0	
Licensings during year	24	17	0	
Congregations	545	545	0	0
Total Families	103408	102273	0	1135
Persons of All Ages	241193	237481	0	3712
Contributors to FWO or Stipend	80942	79939	0	1003
Baptisms	1619	1600	0	19
Admitted to Lord's Table			0	0
for First Time	1877	1635	0	242
Communicants	104878	101242	0	3636
Attended at Least One			0	0
Communion during year	65471	63722	0	1749
Ruling Elders in Kirk Session	6563	6461	0	102
Number on Rolls in Sunday			0	0
School and Bible Classes (Note 1)	38064	39976	1912	0

Note 1 - from 2011 includes numbers enrolled in childrens and youth ministries under control of Kirk Sessions

**TABLE TWO**  
**CONGREGATIONAL INCOME**

	2011		2012		% Difference	
	£	€	£	€	N.I.	R. of I.
Assessable Income (gross)	32,307,581	3,020,285	34,057,830	3,637,919	5.4%	20.4%
Building Fund etc	17,153,545	1,876,910	15,012,686	1,257,497	-12.5%	-33.0%
Missions and Charities	7,265,856	434,855	7,112,855	425,233	-2.1%	-2.2%
Raised from other sources	11,777,256	2,449,761	6,825,913	1,597,267	-42.0%	-34.8%
Organisational Income	6,492,956	188,002	6,284,394	354,682	-3.2%	88.7%
<b>Total Receipts</b>	<b>74,997,194</b>	<b>7,969,813</b>	<b>69,293,678</b>	<b>7,272,598</b>	<b>-7.6%</b>	<b>-8.7%</b>

**TABLE THREE**  
**CONGREGATIONAL EXPENDITURE**

	2011		2012		€	N.I.	% Difference	R. of I.
	£	€	£	€				
Paid to ministers, other salaries and wages, allowances to ministers and others	16,899,066	1,546,399	17,658,708	1,472,965		4.5%		-4.7%
Payments under Assembly Assessments	6,822,620	690,708	6,668,320	702,849		-2.3%		1.8%
Building, Repairs etc.	14,564,887	2,211,707	15,929,854	1,894,946		9.4%		-14.3%
United Appeal Schemes	2,952,040	235,827	2,944,008	243,028		-0.3%		3.1%
Supplementary Schemes								
Other Religious and Charitable Objects	7,908,609	933,558	7,601,373	1,005,713		-3.9%		7.7%
Organisations	6,074,643	180,529	6,005,623	325,589		-1.1%		80.4%
General Expenses	12,324,997	1,450,378	11,267,530	1,329,527		-8.6%		-8.3%
Total Payments	67,546,862	7,249,106	68,075,416	6,974,617		0.8%		-3.8%



**TABLE FOUR**  
**CONGREGATIONAL FUND BALANCES**

	Opening 2012		Closing 2012		% Difference	
	£	€	£	€	N.I.	R. of I.
Unrestricted Funds	21,901,913	2,279,172	21,933,980	2,325,531	0.1%	2.0%
Restricted Funds	60,548,157	5,711,458	63,607,039	5,233,236	5.1%	-8.4%
Total Fund Balances	82,450,070	7,990,630	85,541,019	7,558,767	3.7%	-5.4%

**TABLE FIVE****MINISTERS' INCOME AND ALLOWANCES (SEE NOTES)**

	<b>2011</b>	<b>2012</b>	
	<b>£</b>	<b>£</b>	<b>% Difference</b>
Total Ministerial Income			
(active Duty - Note2)	11,292,774	11,077,240	-1.9%
Stipend Paid	9,464,587	9,362,832	-1.1%
Allowances			
Light, Heat, etc			
Ministerial Duties			
Total	2,683,466	2,720,707	1.4%

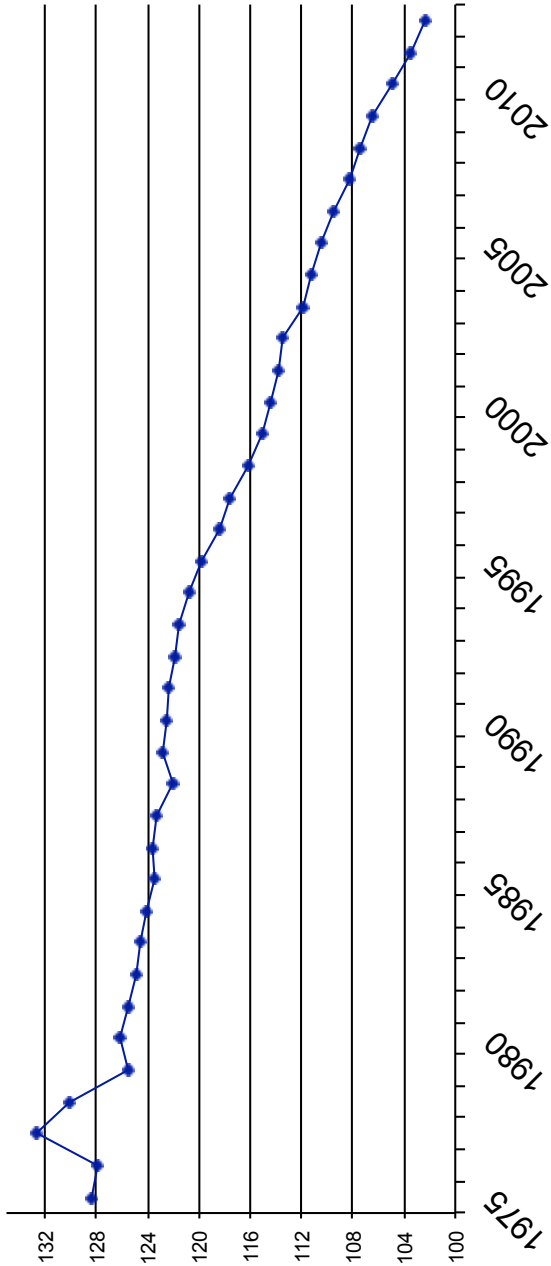
Note 1 Figures for the Republic of Ireland have been converted into £STG using the average value of the Euro for the relevant year (£ 1 /€1 .2222)

Note 2 This refers only to 344 Ministers in charge of Congregations, excluding Assistants, Chaplains, Missionaries, Professors, Administrative Officers and Ministers in recognised service in special work.

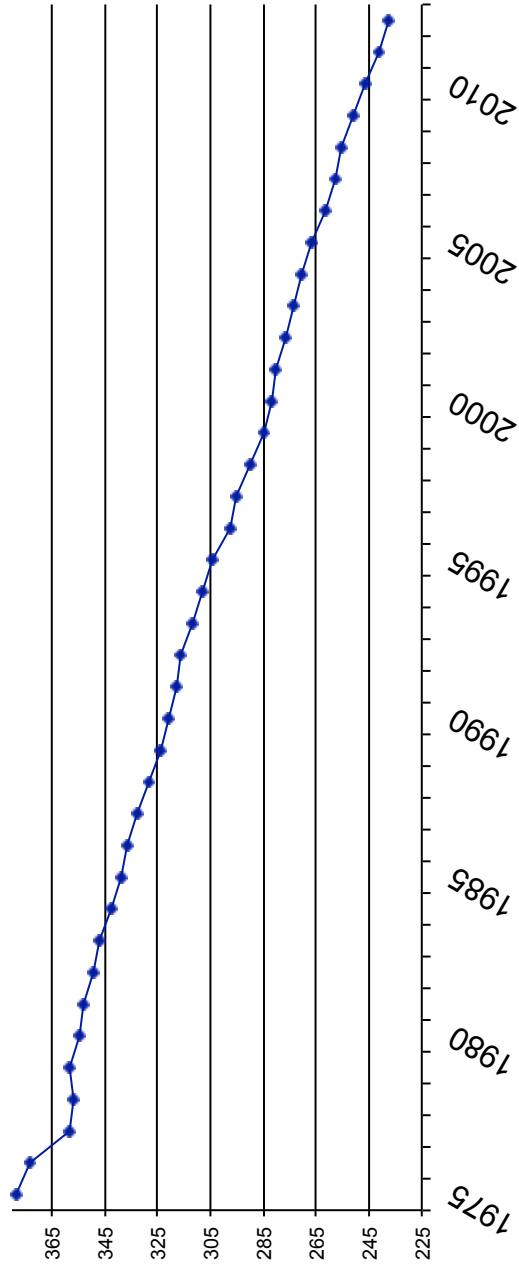
**TABLE SIX****PERSONS**

	<b>2011</b>	<b>2012</b>
Persons who are aged 18 and under	42,156	42,485
Average attendance at Sunday Worship - Morning	77,372	76,409
- Evening	18,301	18,036

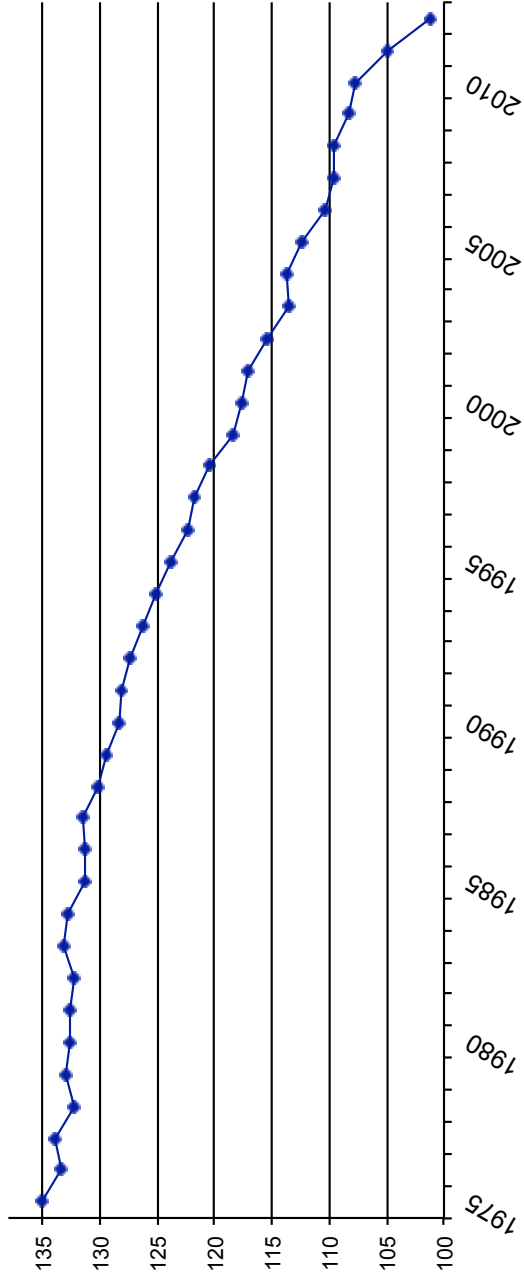
# FAMILIES ('000)



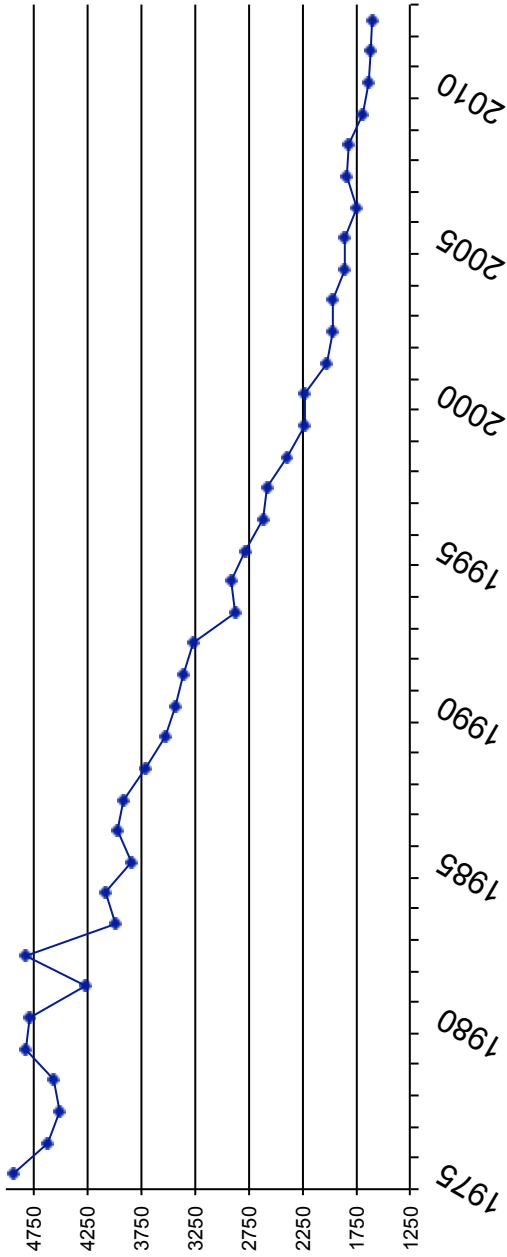
# PERSONS ('000)



# COMMUNICANTS ('000)



# BAPTISMS



**APPENDIX 1**

At The General Assembly in 2012 the Board of Finance and Personnel was asked to “prepare a report outlining the number of staff (full time and part-time), the cost of salaries and the administration costs for each office in Assembly Buildings.” A summary based on the accounts for the year ended 31 December 2012 is shown below.

## SUMMARY OF ASSEMBLY BUILDING STAFF, ADMINISTRATION COSTS AND CHARGES

for the year ended 31 December 2012

Notes	Salaries				Admin. Costs & Charges	Internal Rent	General Expenses Allocated	Total Costs	Staff No. - Full Time Equivalents		Total
	1	2	3	4					Exec. Admin.	No.	
	£	£	£	£	£	£	£	£	No.	No.	No.
General Board											
- General Secretary's Office	225,618	39,482	14,730		279,830				2.00	3.50	5.50
> <i>Reception</i>	34,573	6,050	2,257		42,880				0.00	2.00	2.00
Board of Finance & Personnel							0				
- Financial Secretary's Office											
> <i>Finance</i>	228,892	40,055	14,944		283,891				2.00	3.54	5.54
> <i>Personnel</i>	83,028	14,529	5,421		102,978				1.00	1.74	2.74
> <i>IT</i>	109,692	19,196	7,162		136,050				2.00	1.00	3.00
> <i>Payroll</i>	64,739	11,329	4,227		80,295				1.00	1.00	2.00
<b>Total - General Expenses Fund</b>	<b>746,542</b>	<b>130,641</b>	<b>48,741</b>		<b>925,924</b>				<b>8.00</b>	<b>12.78</b>	<b>20.78</b>
Property Management	90,849				90,849				1.00	2.00	3.00
Board of Mission Overseas	288,152	59,157	38,871		383,855				4.00	4.00	8.00
Board of Mission in Ireland	303,479	80,427	42,834		426,740				5.00	3.50	8.50
Creative Production/											
Press and Media Office	146,746	61,395	13,302		221,443				2.00	3.00	5.00
Board of Youth & Children's Ministry	322,975	45,046	38,356		406,377				5.00	4.49	9.49
Board of Social Witness											
- <i>Central Office</i>	207,428	61,934	17,778		287,140				2.00	4.20	6.20
- <i>Management of Residential Facilities</i>	181,512	44,934	17,000		243,446				2.00	2.45	4.45
- <i>Taking Care</i>	57,406	19,344	0		76,750				1.00	1.00	2.00
	<b>2,345,089</b>	<b>502,878</b>	<b>216,882</b>		<b>3,064,849</b>				<b>30.00</b>	<b>37.42</b>	<b>67.42</b>



Charged to other Boards and Agencies of the Church	759,289
Deduct following internal charges	
- Internal Rent Charge	-216,882
- Internal General Expenses Charge	-166,635
Total General Expenses Fund	<u>925,924</u>
COST TO CHURCH	<u><u>2,847,967</u></u>

(note 4)

**NOTES**

1. Salaries include Gross salaries and Employers National Insurance and Pension costs.
2. Administration Costs and Charges include Insurance, Professional Fees, Postage, Telephone, Stationery, Repairs, Equipment, Travel, Mission Education Costs, Web-site development etc.
3. An Internal rent charge is made to each Board for occupations costs by the Property Management Committee.
4. General Expenses are recovered by making an internal charge to the various Boards and Agencies of the Church.
5. The apportionment of Administration Costs and Internal rent to the General Secretary's Office and various departments within the Financial Secretary's Office is notional based on salaries costs.
6. Personnel. 2 members of staff who spend the majority of their time working for the Board of Social Witness are charged directly to that Board and are included under Management of Residential Facilities
7. The Finance Managers of the Board of Mission in Ireland and Board of Social Witness are charged directly to those Boards.

**APPENDIX 2****COPY OF REPORT SUBMITTED TO 2011 GENERAL ASSEMBLY****TYRONE MEMORIAL REVIEW PANEL****EXECUTIVE SUMMARY**

1. This report summarises the outcome of the consultations initiated at the 2010 General Assembly on the proposals for the payment of Ministers set out in the report of the Tyrone Memorial Review Panel (see pages 296-302 of Annual Reports, Belfast 2010.) The consultations show a substantial measure of support across Congregations and Presbyteries for the proposed reduction in stipend differentials between Ministers, including the introduction of a Local Allowance and new arrangements for the payment of Incremental Allowances.

2. However, it is clear that the implementation of the proposed measures has raised serious concerns – not least in regard to the proposed change in the method of assessment from “stipend” to “assessable income”. The Panel is clear that it would be unfair and inequitable to continue to use stipends as the basis of assessment, since this would favour larger Congregations at the expense of smaller ones. (It would also be necessary to introduce some transitional arrangement to protect any Congregation whose assessments would substantially increase under the adoption of an “assessable income” methodology.) This issue falls to be considered by the General Board’s Panel on “Pensions and Assessments”, on which a separate report has been prepared for the 2011 General Assembly.

3. The Panel is therefore seeking the agreement of the General Assembly to its proposals for achieving, over time, a reduction in stipend differentials, subject to the Assembly’s agreement to the recommendations in the report of the General Board’s Panel on “Pensions and Assessments”.

4. The report also endorses the existing arrangements for the payment of Ministerial expenses, but recommends that they are more vigorously overseen by Presbyteries, as set out in Par 237 of The Code.

**BACKGROUND**

5. At the General Assembly in June 2010, it was agreed that “the General Assembly send out the proposals set out in the paper on the Review of the Tyrone Memorial to Presbyteries and Congregations for discussion and comment, with report to the Board Convener by 31 December, 2010, and ask the Board to bring a report with appropriate Code changes to the 2011 General Assembly.” A Consultation Document was issued in September 2010, containing a questionnaire covering the proposals in the report to the General Assembly. In addition, the Panel organised five Consultation Meetings in Londonderry, Banbridge, Dublin, Belfast and Cookstown, to aid the process of discussion.

6. At the Consultation Meetings, a request was made for a summary of the responses to the questionnaire to be issued to Presbyteries and Congregations in advance of the General Assembly. In fulfilment of that request, a summary

that draws largely on this report has been circulated widely to recipients of the questionnaire.

## **RESPONSES TO CONSULTATION DOCUMENT**

7. The Appendix to this report contains a summary of the 207 responses received up to 3 February, 2011; the closing date for responses was 31 December 2010. The Appendix does not summarise the wide range of comments received to those supplementary questions that invited a narrative answer. As far as possible, those comments have been taken into account in the following analysis, which follows the order in the consultation response form. (The statistics included below have been rounded to the nearest full percentage point.)

### **Aims and Objectives**

8. 89% of respondents agreed that the Church “should seek to reduce the inequality in stipends between Ministers”. 6% disagreed and 4% was undecided. One Presbytery disputed the assertion in the consultation document that “the chief aim of the Tyrone Memorial was ... to reduce the inequality in stipends between Ministers”. It is true that this aim was never expressly stated in the report of the Ad Hoc Committee on the Tyrone Memorial in 2000. However, there is no doubt that the intention of the report’s recommendations (accepted by the General Assembly) was to reduce the differential between Ministers by the application of a basic rate percentage increase to stipends below £20,999, with a sliding scale and lower rate of increase payable to Ministers on stipends above this figure.

9. The second question in this section sought views on a possible reduction in the disparity between the highest and lowest stipend to “not more than 50% of the basic Ministerial minimum”. 77% of respondents agreed, with 20% opposed and 3% undecided. 13 respondents suggested, on average, that the differential should be 72%, rather than 50%. A similar number of respondents (78%) agreed that a Minister’s stipend should “be based primarily on years of service, with in some cases an additional local allowance”. 17% were opposed and 4% undecided. A few respondents suggested that the pay of Ministers should instead be based on performance.

### **Basic Ministerial Minimum**

10. This section sought responses on whether the current Ministerial Minimum of £22,416 was set at an appropriate level. 78% of respondents agreed that it was set at an appropriate level, while 20% disagreed. 25% of respondents favoured an increase in the minimum, with 70% against. Those that supported an increase suggested, on average, that the Minimum should be set at £25,417. Several argued that increasing the Minimum was a more appropriate way to reduce differentials than setting a maximum figure, notwithstanding the current financial climate. Indeed, it was suggested that with no increase to the Minimum, ministry could become a second career option.

11. The Panel is sympathetic to the argument that Ministers are underpaid compared to their counterparts in other professions. While starting salaries may be comparable to those paid in other professions, Ministerial pay quickly falls behind as their counterparts receive annual increments and promotions.

Nonetheless, the Panel concluded that it could not argue for an increase in the Minimum at the present time given affordability issues. Such an increase would almost certainly require an acceleration in the pace of amalgamations, combined with higher CMF assessments. The Panel notes that these are issues explored in the recent paper from the Union Commission on “Ministry, Finance and Mission” and encourages their further consideration in that forum.

12. At one of the Consultation Meetings, it was suggested that the discussion should be informed by comparative figures for remuneration paid in other denominations. This information had been collected by the Panel at an earlier stage in its deliberations. It is difficult to make exact comparisons, given variations in remuneration packages, including pension provision, expenses and family grants. However, the Panel believes that at lower levels, the remuneration paid in the Presbyterian Church in Ireland is either comparable to or in excess of, that paid to Ministers in other denominations. At higher levels, it is generally above that paid elsewhere. The Church of Scotland, for example, operates a scale with the minimum (£22,239 in 2008) rising to a maximum some 33% higher, over a period of 10 years.

13. Finally, in this section, an argument was made that the remuneration of Ministers employed in Church House or Union College should be reviewed in the light of decisions on the review of the Tyrone Memorial. This matter does not fall within the remit of the Panel, but the Panel supports the need to consider the position of Ministers in Church House and Union College in the light of decisions on this report and has referred the matter to the Personnel Committee of the Board of Finance and Personnel.

### **Incremental Allowance**

14. This section sought views on the payment of an Incremental Allowance based on years of service up to 20 years, rather than the present 30 years. The increment would be paid every five years at the rate of 5% of stipend, instead of the present 2.5%. 88% of respondents supported the payment of an Incremental Allowance based on years of service, with 10% opposed. 59% supported a five year period for the payment of increments, with 37% opposed. 60% favoured the payment of increments over a 20 year period, with 36% opposed. The latter group favoured, on average, extending the incremental period from 20 years to 27.5 years. Lastly, 64% of respondents accepted that the increase in the level of Incremental Allowance (from 2.5% to 5.0%), partially offset by a reduction from 30 years to 20 years, would result in an increase in costs. 33% questioned whether an increase in the cost of the Allowance was affordable and rejected the proposal, while others suggested that progression should be dependent on some measure of performance or output, without defining precisely what the measure might be.

### **Local Allowance**

15. The responses showed broad support for a Local Allowance – 78% in favour and 18% against. There was an almost identical level of support for the principle that a Local Allowance should be the only way a Congregation could pay their Minister more than the appropriate point on the scale. (The proposed scheme was costed on the basis that any Local Allowance should be funded by

the Congregation and not paid by way of augmentation.) The responses of the 18% that opposed this principle reflected, at least in part, a concern over local autonomy and a belief that it represented a transfer of authority over stipends to Church House, although the Union Commission already exercises a role in regard to setting stipends in respect of granting “leave to call”. Nonetheless, the proposals were perceived by this group to represent a centralisation of authority at variance with congregational responsibility.

16. In regard to the factors to be taken into account in setting the level of the Local Allowance, some 82% of respondents supported the inclusion of the size of the Congregation, any specific Ministerial responsibilities, local additional responsibilities and the general needs and resources of the Congregation. A number of respondents suggested additional factors, while others noted the challenge the proposals would present to the Union Commission in setting the level of stipend when granting “leave to call”. However, the Commission’s present process for setting stipend levels is arguably equally challenging. The local Congregation makes its case to the Commission, whose decision is far from formulaic.

17. Finally, 62% of respondents agreed that the maximum Local Allowance should be set at 30% of the Basic Ministerial Minimum. 30% of respondents disagreed with the level: the average increase suggested by this group came to 22%, although there was a wide range. The Panel believes that the size of the Local Allowance is central to its proposals. It reflects a belief that Ministers undertake broadly the same duties, wherever they are called to serve: the Allowance is designed to reflect appropriately the variation in the scale of responsibilities at local level.

### **The Bonus**

18. Responses to questions on the payment of the Bonus produced a mixed response. 52% of respondents favoured continuing to pay the Bonus in accordance with the provisions of the Code. 37% disagreed. Only 30% of respondents favoured fixing the Bonus at the present level and not applying any further increases – a view rejected by 57% of respondents. There was a slight majority in favour of taking steps over time to reduce the Bonus to the amount required under the Regium Donum (approximately £275) – 48% to 41%.

19. A number of respondents expressed unease over the term “Bonus”, but were also unhappy with the proposed alternative “Discretionary Grant”. Following discussion in the Panel, it was agreed to adopt the term “CMF Grant”. In the absence of clear agreement on the level of payment, the Panel decided to give further consideration to whether the non Regium Donum part of the Bonus should be incorporated into either the Basic Minimum or the Incremental Allowances.

### **Existing Leave to Call Arrangements**

20. A substantial majority of respondents (85%) supported the introduction of the “proposals to all new leave to call arrangements and the protection of the present leave to call arrangements”. That figure dropped to 66% in respect of the proposal that protected stipends should only receive an annual increase of 50% of the increase applied to the Basic Ministerial Minimum. 28% opposed the figure

of 50% and on average suggested 26%. Again, there was a wide spread around the 50% figure. The Panel welcomed the comment from a number of respondents that the call of God was the paramount consideration.

### **Assessments**

21. This section concerned the proposal to move from assessments based on “stipend” to “assessable income”, with Congregations contributing according to their means. While 73% of respondents supported this proposal with 21% against, it was clear from comments that a number of Congregations have serious concerns about the implementation of this proposal and sought clarification of the definition of “assessable income”. The Panel still considers it necessary to change the method of assessments if the proposals in regard to stipends are accepted by the General Assembly. The proposals should have the effect over time of reducing the overall stipend bill, with a consequent saving to wealthier Congregations whose Ministers are currently above the Minimum. To maintain an assessment methodology based on stipends would have the effect of increasing assessments to smaller Congregations least able to afford an increase. Some respondents suggested that a “super” assessment should be introduced on stipends exceeding that recommended to discourage what were described as “maverick payments”.

22. At the same time larger Congregations already have substantial commitments, including staff, and cannot be expected to meet a greatly increased assessment in the short term – without the risk in some cases of making staff redundant. The Panel therefore believes that there needs to be some transitional arrangement to allow those adversely affected to plan for an increased assessment in the future and make any necessary adjustment to their local mission plans. The transitional arrangement should take into account the combination of increased assessments on such Congregations while still paying their existing Minister on his or her protected stipend. It would also be important to smooth out annual variations in the level of “assessable income” for assessment purposes. It is for these reasons that the Panel seeks the endorsement of the General Assembly to its proposals, subject to the Assembly’s agreement to the proposals in the report from the General Board’s Panel on “Pensions and Assessments”.

### **Overall View of the Proposals**

23. The final question invited respondents to categorise their support or otherwise for the proposals. 71% of respondents expressed themselves either in “broad support” (26%) or in “support with reservations or suggested changes” (45%). 10% accepted that “change is necessary but do not support the proposals”, with 5% arguing for “no change”. No alternative schemes were suggested. 15% did not answer the question.

### **EXPENSES**

24. The General Assembly also asked the Tyrone Memorial Review Panel to review the system for paying Ministerial expenses. The present system was devised by the Board of Finance and Personnel in consultation with the Union Commission. The basis for the present method, which enjoys the endorsement of HMRC, is that Ministers are reimbursed for actual expenses based on certain

assumptions about travel expenses, manse expenses etc. A single allowance is intended to cover all expenses incurred by the Minister. Ministers and Treasurers are regularly advised of the detailed procedures, which, if followed, satisfy the requirement to make an annual return of Ministerial expenses to HMRC.

25. The Panel reviewed the existing system and concluded that it remained fit for purpose. Any alternative could place potentially significant additional responsibilities on Treasurers and Ministers and add to the existing paperwork. The Panel believes that the problems lie not in the system itself but in the failure of some Congregations to pay adequate expenses or the practice in some Congregations of using expenses to add to the remuneration of Ministers. Income tax is levied on any amount paid over and above what is declared to be a legitimate expense by HMRC. However, if this additional amount becomes excessive it creates anomalies in the Church's own financial system. For example, it is unfair that Congregations, which draw on augmentation from the centre to fund their ministry, can by this method make an additional payment to their Minister over and above the agreed appropriate Ministerial minimum.

26. The Panel wishes to remind Presbyteries of their responsibilities in relation to expenses as set out in Par 237 of The Code. To that end, the Board of Finance and Personnel and the Union Commission intend to issue a joint communication to Presbyteries setting out their responsibilities and to organise a training event for Presbytery Clerks and Presbytery Finance Conveners.

## CONCLUSIONS

27. The Tyrone Memorial Panel invites the General Assembly to:
- (a) receive its Report; accept the Panel's proposals for achieving a reduction in stipend differentials between Ministers, including the introduction of a Local Allowance and new arrangements for the payment of Incremental Allowances, subject to the agreement of the General Assembly to the proposals in the report of the General Board's Panel on "Pensions and Assessments";
  - (b) agree that Presbyteries should more vigorously exercise their responsibilities in regard to ministerial expenses, in accordance with the terms of Par 237 of the Code.

**TYRONE MEMORIAL REVIEW**  
**SUMMARY OF CONSULTATION RESPONSE FORMS**

<b>1. AIMS AND OBJECTIVES</b>	<b>YES No.</b>	<b>NO No.</b>	<b>N/A No.</b>	<b>TOTAL No.</b>	<b>YES %</b>	<b>NO %</b>	<b>N/A %</b>
1.1 Do you support the chief aim of the Tyrone Memorial which was that the Church should seek to reduce the inequality in stipends between Ministers?	185	13	9	207	89.37	6.28	4.35
1.2 One of the objectives in the Review Panel's Report is to reduce the disparity between the highest and lowest stipend to not more than 50% of the Basic Ministerial Minimum (see 2 below). Do you support this objective?	159	41	7	207	76.81	19.81	3.38
If you do not support the 50% is there another % that you believe the Panel should be trying to achieve (if so please specify)? (Average percentage and number of Congregations who responded indicated)	71.77	13					
1.3 One of the fundamental changes arising from the proposals is that a Minister's stipend would be based primarily on years of service, with in some cases an additional local allowance. Do you support, in principle, the introduction of such a method of remunerating Ministers?	162	36	9	207	78.26	17.39	4.35



	YES No.	NO No.	N/A No.	TOTAL No.	YES %	NO %	N/A %
<b>2. THE BASIC MINISTERIAL MINIMUM</b>							
2.1 The Basic Ministerial Minimum for 2010 is currently £22,416. Do you consider that this is at an appropriate level? (Please note that Ministers in Congregations also receive a supplement from the Central Ministry Fund which is currently £1,518 – see Section 5 below)	161	41	5	207	77.78	19.81	2.41
2.2 Would you support an increase in the Ministerial Minimum recognising that this will result in an increase in the assessment for the Central Ministry Fund and may impact on the financial viability of some Congregations	52	144	11	207	25.12	69.57	5.31
2.3 If you support increasing the Basic Ministerial Minimum, have you a view on the level at which it should be set? (If so please indicate amount) (Average and No. of Congregations indicated)	35	25,417					
<b>3. INCREMENTAL ALLOWANCE</b>							
3.1 Do you support an increase in the incremental allowance recognising that this will result in an increase in the assessment on all Congregations for the Central Ministry Fund?	133	68	6	207	64.25	32.85	2.90

	YES No.	NO No.	N/A No.	TOTAL No.	YES %	NO %	N/A %
3.2 Do you support an incremental allowance based on years of service?	182	20	5	207	87.93	9.6	2.42
3.3 Do you support increments every 5 years of 5% (currently 2.5%)?	122	77	8	207	58.94	37.20	3.86
3.4 Do you support increments over a 20 year period?	125	75	7	207	60.39	36.23	3.38
4.1 If Not, What period do you suggest? (please specify) (AVERAGE INDICATED)	2.75						
<b>4. THE LOCAL ALLOWANCE</b>							
4.1 Do you support the introduction of a Local Allowance as part of the overall remuneration paid to Ministers?	161	37	9	207	77.78	17.87	4.35
4.2 Do you support, in principle, the proposal that the only way a Congregation could pay their Minister more than the appropriate point on the scale is through a Local allowance?	160	37	10	207	77.29	17.87	4.84

	YES No.	NO No.	N/A No.	TOTAL No.	YES %	NO %	N/A %
4.3 Do you agree that the factors to be taken into account should include the size of the Congregation, the staffing resources of the Congregation, any specific Ministerial responsibilities, local additional responsibilities, general needs and resources of the Congregation?	169	21	17	207	81.64	10.14	8.22
4.4 Are there any additional factors that should be taken into account or any that should not be taken into account? If so please detail below	57	92	58	207	27.54	44.44	28.02
4.5 Do you agree that the maximum local allowance should be 30% of the Basic Ministerial Minimum? (i.e. based on a Basic Ministerial Minimum of £22,416 it would be £6,725)	128	62	17	207	61.84	29.95	8.21
4.6 If not what percentage or amount do you suggest? (please specify) (AVERAGE INDICATED)		22%					
<b>5. THE BONUS</b>							
5.1 Do you believe that the Board should							
(i) Continue to pay the Bonus in accordance with the provision of the Code	107	77	23	207	51.69	37.20	11.11

	YES No.	NO No.	N/A No.	TOTAL No.	YES %	NO %	N/A %
(ii) Fix the amount of the bonus at the present level and not apply any further increases	62	117	28	207	29.95	56.52	13.53
(iii) Take steps over time to reduce the bonus to the amount which is required to be paid under the Regium Donum (i.e. approx £275)	99	84	24	207	47.83	40.58	11.59
<b>7. EXISTING LEAVE TO CALL ARRANGEMENTS</b>							
7.1 Do you support the proposals being introduced to all new leave to call arrangements and the protection of present leave to call arrangements?	175	26	6	207	84.54	12.56	2.90
7.3 Do you support the proposal that protected stipends should only receive an annual increase of 50% of the increase applied to the Basic Ministerial Minimum?	136	57	14	207	65.70	27.54	6.76
If not, what increase should be applied? (please specify)? (AVERAGE INDICATED)							26%

**8. ASSESSMENTS**

8.1 Do you support, in principle, the move from assessments being based on stipend to assessable income so that Congregations contribute according to their means?

YES No.	NO No.	N/A No.	TOTAL No.	YES %	NO %	N/A %
151	44	12	207	72.95	21.26	5.79

**9. OVERALL VIEW OF THE PROPOSALS**

9.1 Subject to your detailed responses to the questions above how would you categorise your support or otherwise for the proposals (delete as appropriate)

- In broad support of the proposals	54
- In support but with reservations or suggested changes	93
- Accept that change is necessary but do not support the proposals	20
- Prefer no change to present arrangements	10
Did not answer question	30
	<hr/>
	207

**APPENDIX 3****COPY OF REPORT SUBMITTED TO 2010 GENERAL ASSEMBLY****TYRONE MEMORIAL REVIEW PANEL PROPOSALS****1. EXECUTIVE SUMMARY**

In accordance with a resolution of the General Assembly in June 2009 this report outlines new proposals for the financial support of Ministers. In bringing forward these proposals the Panel wishes to reaffirm the original aims of the Tyrone Memorial and address some of the issues arising out of its implementation and operation. It is proposed that a new Stipend Scale be introduced, with five-yearly service increments over a 20-year period. In addition, and depending on circumstances, a local allowance may be payable. Payment outside these arrangements would not be permitted. Present call arrangements would continue to be honoured and, if approved by the General Assembly, these proposals would only be implemented in respect of all future leave to call arrangements.

These proposals also include arrangements to change the basis of Congregational assessments from stipend to income.

**2. BACKGROUND**

At the General Assembly in June 2008, it was agreed that the Board of Finance and Personnel should “prepare detailed proposals for an alternative basis for the provision of financial support for Ministers and make a further report to the General Assembly 2010”.

The Board delegated this work to the Tyrone Memorial Review Panel, which includes representatives from the Board, Union Commission, the Board of Mission in Ireland and other interested parties.

The membership of the Panel is:

John Hunter (Board Convener), Revs Drew Abernethy, David Porter, Leslie Casement, Dr Uel Matthews, Dr Michael Barry, Dr Donald Watts (General Secretary), Messrs James Livingstone, Douglas Crowe, Douglas Cowan and Clive Knox (Financial Secretary).

**3. AIMS/OBJECTIVES**

In considering an alternative basis for the financial support of Ministers the Panel reaffirms the main aims of the Tyrone Memorial and in particular:

- to reduce the inequality in Stipends / disparity between Ministers
- to enable Bible teaching on giving to be carried out free from the accusation of self interest on the part of Ministers
- to enable Congregations to retain income for local mission

Based on experience of the Tyrone Memorial and in line with its original aims the Panel’s objective is to:

- (i) eradicate as many as possible of the present anomalies (e.g. Congregations exceeding recommended increases, the anticipated

timescales required to reduce the gap between the highest and lowest stipends, varying rates of annual increase under the Tyrone Memorial etc.)

- (ii) reduce the disparity between the highest and lowest stipends to not more than 50% and to take account, where terms permit, of additional sources of income such as bequests, land lettings and manse rents. (*The Panel notes that at one time the highest stipend paid was more than 2.6 times the minimum. At present apart from one instance no Minister has a stipend in excess of twice the minimum.*)
- (iii) address the anomaly which has arisen under the operation of the Tyrone Memorial arrangements where some stronger Congregations are contributing proportionately less by way of assessment than previously was the case.

While it is not within the remit of the Panel to increase the Ministerial Minimum the Panel did consider this matter but concluded that the additional cost to central funds would result in a considerable increase in the rate of the assessment for the Central Ministry and other assessment funds.

The Panel recognises that while some allowance needs to be made for additional responsibilities and pressures it believes the Church ought to recognise every call as a call from God and has a responsibility to provide adequately for the needs of every Minister no matter where the call takes him or her. The Panel does not believe that financial reward should be a contributory factor in a call.

#### **4. SUMMARY OF PROPOSALS**

The Panel proposes that a Minister's remuneration is made up of 4 elements

- (i) A Basic Ministerial Minimum
- (ii) An Incremental Allowance reflecting years of service
- (iii) A Local Allowance (where appropriate) reflecting local congregational circumstances
- (iv) A Discretionary Grant which includes the amount due from the Regium Donum (this is an amount that used to be paid by the Crown to Ministers until a lump sum payment was made by the Crown to the Church to take over the payment of this. The amount received is invested in the Commutation Fund. The annual income from this Fund is paid through the Sustentation Fund to the Central Ministry Fund which pays the "bonus" to Ministers under the provisions of The Code Par 315.)

The total of (i) and (ii) above is referred to as the "Appropriate Ministerial Minimum" i.e. the minimum amount of remuneration a Minister of the Presbyterian Church in Ireland should receive based on their years of ministry.

Throughout this paper, references to "Stipend" mean the amount a Congregation contributes or pays towards a Minister's remuneration and not the total amount paid to a Minister.

##### **(i) The Basic Ministerial Minimum**

The Basic Ministerial Minimum is the minimum amount of remuneration a Minister of the Presbyterian Church in Ireland should receive.

**Current:**

The Basic Ministerial Minimum for 2010 is £22,416. The Panel compared the minimum with that in other denominations and found that the basic Ministerial minimum compares favourably, taking into account the additional bonus of £1,518 Ministers received from the Central Ministry Fund. However, some other denominations have better incremental allowances for those with longer service. The Panel therefore decided that rather than increasing the basic Ministerial minimum it ought to consider improving the incremental allowance.

**Proposed:**

No change is proposed. The Basic Ministerial Minimum should continue to be reviewed annually by the Board of Finance and Personnel under the provision of The Code, Par 314 in light of relevant factors and where appropriate a discretionary increase applied.

**(ii) An Incremental Allowance****Current:**

At present Ministers are entitled to an increment of 2.5% of the Basic Ministerial Minimum after each period of 5 years up to a maximum of 15%, i.e. after 30 years service). The Panel considered a number of improvements to the incremental allowance but the costs of implementing some of these improvements were considered to be more than the Church could pay at this time.

**Proposed:**

It is proposed that the 5 yearly increments are increased from 2.5% to 5% but only up to 20 years service i.e. maximum of 20% after 20 years

The proposed STERLING scale (using 2010 as a base year) is as follows



	<b>STIPEND</b>			
Year	<b>Current (2.5%) £</b>	<b>Proposed (5.0%) £</b>	<b>Increase (2.5%) £</b>	%
<b>Increment</b>	<b>561</b>	<b>1,121</b>	<b>560</b>	
1 to 5	22,416	22,416	Nil	
6 to 10	22,977	23,537	560	2.44%
11 to 15	23,538	24,658	1,120	4.76%
16 to 20	24,099	25,779	1,680	6.97%
21 to 25	24,660	26,900	2,240	9.08%
26 to 30	25,221	26,900	1,679	6.66%
31 +	25,782	26,900	1,118	4.33%

The proposed EURO scale (using 2010 as a base year) is as follows

	<b>STIPEND</b>			
Year	<b>Current (2.5%) €</b>	<b>Proposed (5.0%) €</b>	<b>Increase (2.5%) €</b>	%
<b>Increment</b>	<b>882</b>	<b>1,762</b>	<b>880</b>	
1 to 5	35,241	35,241	Nil	
6 to 10	36,123	37,003	880	2.44%
11 to 15	37,005	38,765	1,760	4.76%
16 to 20	37,887	40,527	2,640	6.97%
21 to 25	38,769	42,289	3,520	9.08%
26 to 30	39,651	42,289	2,630	6.66%
31 +	40,533	42,289	1,748	4.33%

The Panel notes that the Board of Finance and Personnel has undertaken a review of the differential between the Sterling and Euro scales. In the light of current cost of living and other relevant factors the Board has concluded that

no changes are required to the differential at this stage, but will keep the matter under review.

The Panel proposes the following:

- (a) A Minister should be remunerated on the appropriate point on the scale and Congregations should not make any additional payment other than the local allowances if authorised by Union Commission.
- (b) An annual discretionary increase should be applied to the scales as approved by the Board of Finance and Personnel based on cost of living increases and other relevant factors.
- (c) The new scales should apply to all calls issued after 1 January 2012 following General Assembly approval of the Scheme and, from the same date, to all existing arrangements where a Minister is on the Basic Ministerial Minimum or Appropriate Minimum.
- (d) In the case of augmented Congregations, the Union Commission will continue to set the Stipend when leave to call is being granted. The Stipend paid by the Congregation should be increased annually in line with the annual discretionary increases in (b) above.

### **(iii) The Local Allowance**

In addition to the Basic Ministerial/Appropriate Minimum, Ministers may be entitled to a local allowance as agreed by the Union Commission. The maximum allowance is 30% of the Basic Ministerial Minimum, which for 2010 would be £6,725 (30% x £22,416). In deciding the amount of the local allowance Union Commission will take into account a number of factors including, but not limited to

- the size of the Congregation in terms of families, membership etc
- the staffing resource of the Congregation
- specific Ministerial responsibilities
- any local congregational issues which may be appropriate and require additional responsibilities and experience (including missional issues)
- the general needs and resources of the Congregation

A Congregation's ability to pay will not be a determining factor in setting the level of the local allowance.

Congregations will normally be expected to pay the full amount of the local allowance as determined by the Union Commission.

### **(iv) The Bonus (including the Regium Donum) (to be renamed The Discretionary Grant)**

#### **Present:**

Under the provisions of The Code Par 315(2) every "qualified" Minister receives a bonus. The amount of the bonus is calculated in accordance with the provision of Par 315(2) or is fixed by the Board of Finance and Personnel. For 2010 the Board of Finance and Personnel has fixed the bonus at £1,518

The Bonus is paid to all active Ministers in Congregations and Ministers who have retired from a Congregation. It is paid to active Ministers, as a monthly amount of £30 i.e. £360 for the year plus an annual bonus paid in December

of £1,158. Retired Ministers receive the total bonus on a monthly basis. The following table summarises the position and approximate annual costs based on 360 active and 205 retired Ministers.

When Paid	RETIRED	ACTIVE MINISTERS		ALL
	MINISTERS	Monthly	Monthly	Annually
	Monthly	Monthly	Annually	Total
Amount per annum	£1,518 (£126.50/month)	£360 (£30/month)	£1,158	£1,518
Active Ministers (360)	-	£129,600	£416,880	£546,480
Retired Ministers (205)	£311,190	-	-	£311,190
<b>TOTAL BONUS</b>	<b>£311,190</b>	<b>£129,600</b>	<b>£416,880</b>	<b>£857,670</b>

In the first place the bonus is paid out of income received from the Sustentation Fund (this includes the income from the Commutation Fund, the “Regium Donum”). In keeping with the principles of the Sustentation Fund, and based on present levels of income, each Minister should receive approx £550 per annum (assuming 565 eligible Ministers). The remainder of the bonus is paid for out of the Central Ministry Fund and it is this part which is discretionary.

#### **Proposed:**

It is proposed that the term Bonus is no longer used and a “Discretionary Grant” of an amount to be determined annually by the Board of Finance and Personnel, and set initially at £1,500, is paid to “qualified” Ministers. This is to be paid to active Ministers in December each year and monthly to retired Ministers. This Discretionary Grant is to include the amount due for the Regium Donum.

#### **5. OTHER SOURCES OF INCOME**

Ministers will be entitled to receive in addition to the Basic Ministerial/ Appropriate Minimum and Local Allowance any bequest or endowment income where the terms specify that it is “**for the benefit of the Minister**”. Bequest or Endowment income “**for stipend**” is a source of funds contributing to the cost of stipend and therefore should be applied for that purpose by the Congregation and not paid in addition to stipend.

Existing arrangements should continue to apply until a vacancy arises.

#### **6. MINISTERIAL EXPENSES**

The initial level of Ministerial Expenses is agreed when leave to call is granted. Congregations are entitled to review the level of the expenses allowance to cover actual expenses incurred but expenses should not be used as a means of

increasing the level of Ministerial income.

The Panel support expenses being paid to Ministers based on a reimbursement of actual expenses incurred and recommend that the Board of Finance and Personnel undertake a review of the present system in conjunction with the Union Commission. The review should take account of the impact any change in arrangements would have on a Minister's current level of remuneration.

## **7. EXISTING LEAVE TO CALL ARRANGEMENTS**

It is proposed that where the level of remuneration from the Congregation in an existing leave to call arrangement exceeds the proposed stipend scales the original leave to call arrangement should continue to apply until the Congregation becomes vacant. In other words where a Minister's stipend at the date of implementation is higher than the proposed scale their stipend will be "protected" and not reduced. However, in such circumstances the annual increases should be limited to 50% of the normal discretionary increase.

Where a Ministers existing level of remuneration is below the proposed scale, the new scale should be applied with effect from the introduction of the scheme. It is expected that non-augmented Congregations will meet in full the additional costs, but where this creates genuine financial difficulties for a Congregation, they may apply to Union Commission for a review.

## **8. CONGREGATIONAL ASSESSMENTS**

The Panel has also considered whether the assessments, which Congregations have to pay in addition to stipend, should continue to be based on the stipend paid to Ministers in the preceding year. The Pensions and Assessment Panel of the General Board which was initially set up to review pensions but has had its remit extended to look at the level of assessments has also been considering this matter. It appears both panels are minded to recommend a change in the way assessments are levied to one based on Income rather than Stipend. The Panels view is that this will lead to a fairer distribution of the burden of assessments.

The change from Stipend to Income as a rule will mean that the level of assessment will better reflect a Congregation's ability to contribute. The rates of assessment for the various Assessment Funds will continue to reflect the ongoing expenditure requirements of those funds.

## **9. COST IMPLICATIONS OF THE PROPOSAL**

In estimating the cost implications of the proposals it has been assumed that if a Congregation is currently augmented it will continue to be augmented and no increase in stipend will be requested from the Congregation. If the proposed scales were to be applied in 2010:

- (i) the overall cost of stipends to the Church would reduce from approx. £9.1m to £7.9m. There would, however, not be a saving of the difference as these proposals include provisions to protect the stipend of Ministers in excess of the proposed scales.
- (ii) it is estimated that the additional annual cost of augmentation to the Central Ministry Fund would be £180k. For those Congregations not augmented whose Ministers receive less than the proposed scales there would be an additional cost of £38k.

- (iii) There are currently 69 Ministers in Northern Ireland and 32 in Republic of Ireland receiving augmentation (via augmented or incremental grants).

### RESOLUTIONS

1. That the Report be received.
2. That the overall rate of assessment on Congregations for 2013 based on Congregations assessable income for 2011 be

Assessment Band	Assessable Income (£)		Assessment Rate
	From	To	
1	0	65,000	14.00%
2	65,000	130,000	10.50%
3	130,000	195,000	7.00%
4	195,000	260,000	3.50%
5	260,000	and above	0.00%

and that amounts collected be allocated to the various assessment funds based on the on the following budgeted collected amounts:

	<b>2013</b>
Central Ministry Fund	£2,532,000
Retired Ministers Fund	£155,000
Widows of Ministers Fund	£410,000
Prolonged Disability Fund	£28,000
Incidental Fund	£519,000
Ministerial Development Fund	£27,000
Church House External Work	£370,000
Sick Supply Fund	£26,000
Students Bursary Fund	£425,000
<b>TOTAL</b>	<b>£4,492,000</b>

3. That the rate of assessment for the PCI Pension (2009) Fund for 2013 be 27.5% of stipend.

4. That in the light of the report of the Doctrine Committee, the Board of Finance and Personnel requests the permission of the Assembly to withdraw the report of the Tyrone Memorial Review Panel for further consideration and examination and to report with recommendations to the 2014 General Assembly.

5. That under the provisions of the Code Par 556(3) the Rev GBS Gibson (Railway Street, Lisburn) be given permission to retire on or after his 64th birthday, on 31 October 2013.

6. That under the provisions of the Code Par 556(3) the Very Rev Dr JJ Patterson (Newcastle) be given permission to retire on or after his 64th birthday, on 15 July 2013.

7. That the Board of Finance and Personnel, with its associated working Committees for the ensuing year, be appointed in accordance with Par 286 of the Code as follows:

# UNITED APPEAL

Convener: Rev RIA ALLELY

Secretary: THE CLERK

1. The Board is grateful to God and applauds the faithfulness of congregational members in almost reaching the United Appeal Target of Honour. When the Accounts closed this year the deficit was just £23,000. 9 Presbyteries reached or exceeded their Target, while 10 did not. 11 Congregations paid nothing by the closing date and they are called upon to make up this discrepancy in 2013. As noted in previous years, the majority of Congregations appear to be “making up” their Target of Honour from their General Funds, a practice that will inevitably reduce the amounts invested in local outreach.

2. Despite asking Congregational Committees to change their habits and remit the Appeal donations as they are received, the vast majority of funds were received by the Financial Secretary’s Department in December and January. Congregations should be made aware that the United Appeal is distributed to the Mission Boards on a regular basis spread over the year, which necessitates the maintaining of substantial reserves. With the Board having to make payments from reserves in order to ensure that the Mission Boards do not go into overdraft, this seriously compromises the whole situation. Consequently, the Board has taken the decision to introduce a phased reduction in the use of reserves over the next 3 years to match the Appeal with Grants awarded – with the net effect that the overall amount paid as grant to the Mission Boards will require an annual increase in the Appeal of about 2%. Over the last 8 years the United Appeal Fund reserves have been reduced by approximately £1m.

3. Despite the excellent work of the Promotions Committee many Congregations remain somewhat ignorant of the work of the Appeal and the need for it – to advance the cause of Christ at home and abroad. The Board appeals to Ministers to promote the work of the General Assembly Mission Boards through the creative use of the Briefings and also utilising the resources now available from the PCI website. It is vital to ensure that members are continually updated and informed.

4. It became obvious as the Finance Committee examined the Mission Board’s Accounts and also as their representatives were interviewed, that they have tightened up to such an extent that there is little room to manoeuvre.

5. The Board recognises the willingness and professionalism of the Financial Secretary and his Department in assisting the Board. It asks Treasurers to recognise that December and January are stressful months for the Department and to ensure that all monies are deposited with them before the end of December.

6. Last year comment was made on the need to have a United Appeal Sunday. This remains a necessity and accordingly a suitable Resolution is appended. The first Sunday in March, or other suitable Sunday, is recommended as United Appeal for Mission Sunday. The date was chosen as it is close to the February Presbyteries when the Spring Briefings are distributed and avoids School half term breaks.

7. The Planned Giving (Grace of Giving) initiative was launched last year and it remains to be seen what difference it has made. The Board commends its introduction into the life and witness of Congregations believing that when people give in a biblical manner the Lord will bless.

### PROMOTIONS COMMITTEE

*The Very Rev Dr John Dunlop reports:*

1. The Promotions Committee has continued to make material available to Congregations through Ministers. James McCormick has taken over from Stephen Lynas in Communications. The Committee thanks Stephen for the work he did over many years and has begun to work with James. The promotion material draws attention to the mission projects funded through the United Appeal for Mission.

2. In order to ascertain how useful this promotion material had proved to be, the Committee surveyed Ministers through a show of hands at Presbytery meetings.

10 out of 19 Presbyteries responded.

76% of the Ministers of those Presbyteries were present.

77% of the Ministers present had used or drawn attention to the 2012 Autumn Briefing.

3. 13.5% had used the Autumn Powerpoint associated with the projects featured in the Briefing.

4. Of the DVDs/Videos previously made available in the past; 11% used them regularly, 40% occasionally and 49% never. Not all Congregations have projection facilities.

5. 5.5% had used the comprehensive Powerpoint presentation and commentary giving an overview of the United Appeal circulated in June 2012.

6. Regarding the February 2013 Briefings and associated Power Point promotion, Ministers were referred to the Presbyterian website where there is additional commentary and background material to featured projects. An associated article appeared in the Herald. Articles featuring Mission Board Projects appeared regularly in ReachOut in 2012.

7. The Committee has decided it is not worth the expense of producing and posting hard copies of DVDs to Ministers. In future PowerPoint presentations and simple DVDs will be produced in house and made available on the new website.

8. Briefings and associated material will be available at February and September Presbyteries.

9. It is the intention to make short "cut and paste" articles available for congregational magazines and for weekly Sunday bulletins.

10. The Committee is of the opinion that many Presbyterians do not fully comprehend the way in which the United Appeal for Mission substantially funds the work of the six Mission Boards of the General Assembly. The Assembly is almost wholly dependent on Ministers to explain and promote this work. The Committee has attempted, without much success, to recruit Presbytery and Congregational agents. Members of the Committee welcome deputation opportunities.

**RESOLUTIONS**

1. That the Report be received.
2. That the United Appeal for 2014 be as set out in the Schedules (III) and (IV).
3. That the General Assembly encourage all Congregations to make use of the available promotional materials.
4. That the General Assembly designate the first Sunday in March as United Appeal for Mission Sunday.
5. That the United Appeal Board for the ensuing year be appointed in accordance with Par 287 of the Code as follows:



## SCHEDULE I

Presbytery	Contributing Families 2011	Assessable Income 2011 £	United Appeal 2013 £
Ards	7,716	3,284,631	301,065
Armagh	3,765	1,830,173	157,256
Ballymena	7,154	3,176,499	285,103
Belfast North	5,207	2,069,001	196,451
Belfast South	3,450	1,663,394	143,477
Belfast East	5,639	2,849,403	240,456
Carrickfergus	4,944	1,882,573	182,800
Coleraine and Limavady	5,594	2,383,137	218,351
Derry and Donegal	4,927	1,956,260	185,820
Down	4,696	1,661,917	167,887
Dromore	4,734	2,022,778	185,057
Dublin and Munster	1,139	1,159,472	75,146
Iveagh	3,509	1,473,400	135,989
Monaghan	1,084	625,790	49,776
Newry	2,811	1,145,737	107,365
Omagh	3,493	1,300,366	127,800
Route	3,582	1,299,841	129,524
Templepatrick	4,118	1,549,454	151,414
Tyrone	3,380	1,601,003	139,263
	<u>80,942</u>	<u>34,934,829</u>	<u>3,180,000</u>

50% of the allocation for 2013 has been based on contributing families and 50% on Specified Sources. Specified Sources for Congregations in the Republic of Ireland have been converted to euro on the basis of the average exchange rate for 2011 of 1.1496.

**SCHEDULE II**

	Requested 2013 £	Proposed Grant 2013 £
BOARD OF MISSION IN IRELAND	1,080,000	1,000,000
BOARD OF EDUCATION	42,500	40,000
BOARD OF CHRISTIAN TRAINING	405,500	400,000
BOARD OF YOUTH AND CHILDREN'S MINISTRY	435,000	390,000
BOARD OF SOCIAL WITNESS	422,000	400,000
BOARD OF MISSION OVERSEAS	1,100,000	1,000,000
GENERAL BOARD – COMMUNICATIONS	185,000	150,000
	<u>3,670,000</u>	<u>3,380,000</u>
Allocation from reserves		<u>(200,000)</u>
Appeal to Congregations		<u>3,180,000</u>

**SCHEDULE III**

Presbytery	Contributing Families 2012	Assessable Income 2012 £	United Appeal 2014 £
Ards	7,472	3,341,864	299,701
Armagh	3,793	2,008,468	165,939
Ballymena	6,950	3,200,231	282,826
Belfast North	5,003	2,116,975	195,335
Belfast South	3,266	1,820,051	146,892
Belfast East	5,594	3,039,655	248,159
Carrickfergus	4,940	1,913,654	185,062
Coleraine and Limavady	5,543	2,491,807	222,890
Derry and Donegal	4,935	2,066,228	191,708
Down	4,715	1,751,945	173,335
Dromore	4,637	2,103,332	187,292
Dublin and Munster	987	1,350,791	79,809
Iveagh	3,510	1,529,612	139,007
Monaghan	1,007	660,624	49,690
Newry	2,838	1,199,071	110,726
Omagh	3,498	1,448,429	135,172
Route	3,515	1,401,824	133,456
Templepatrick	4,075	1,621,748	154,567
Tyrone	3,661	1,673,355	148,434
	<u>79,939</u>	<u>36,739,664</u>	<u>3,250,000</u>

50% of the allocation for 2014 has been based on contributing families and 50% on Assessable Income. Assessable Income for Congregations in the Republic of Ireland have been converted to euro on the basis of the average exchange rate for 2012 of 1.2222.

**SCHEDULE IV**


---

	Requested 2014 £	Proposed Grant 2014 £
BOARD OF MISSION IN IRELAND	1,030,000	1,000,000
BOARD OF EDUCATION	40,000	40,000
BOARD OF CHRISTIAN TRAINING	427,000	410,000
BOARD OF YOUTH AND CHILDREN'S MINISTRY	420,000	410,000
BOARD OF SOCIAL WITNESS	445,000	415,000
BOARD OF MISSION OVERSEAS	1,000,000	1,000,000
GENERAL BOARD – COMMUNICATIONS	150,000	130,000
	<hr/> 3,512,000	3,405,000
Allocation from reserves		<hr/> (155,000)
Appeal to Congregations		3,250,000
		<hr/>

# COMMISSION ON TRUSTS

1. In accordance with Par 130(2) of The Code the Commission has *“Assembly powers to deal with all cases where trustees or others desire to transfer any property, real or personal, to the Trustees of the Presbyterian Church in Ireland, under the provisions of the Irish Presbyterian Church Acts, 1871 and 1901, and to authorise the Trustees to accept any such transfer on such terms as it deems expedient”*

2. A list of deeds held by the Trustees of the Presbyterian Church in Ireland in relation to various properties and trust funds is set out in the annual certificate given by the General Assembly Solicitor which is printed in the General Assembly Accounts Book.

3. During 2012 the Trustees received various bequests designated for a specific Board or Agency of the General Assembly, “The Presbyterian Church in Ireland” or “The Trustees of the Presbyterian Church in Ireland”. In accordance with the provisions of the Code Para 130(3) the Commission has received and reviewed an abstract of bequests received during 2012 and has authorised their acceptance.

4. The Commission on Trusts has not been considered during the structural review but would itself raise the question of whether its work may be carried out in a different way. It is therefore asking permission to review its role and function, and report to the next Assembly.

AJ RANKIN, Convener

## RESOLUTIONS

1. That the Report be received.
2. That the General Assembly authorise the Commission on Trusts to review its role and function and report to the next Assembly.
3. That the Commission on Trusts for the ensuing year be appointed in accordance with Par 130 of the Code as follows:-

# TRUSTEES OF THE PRESBYTERIAN CHURCH IN IRELAND

Hon Secretary: Rev Dr DONALD J WATTS  
Financial Secretary: Mr CLIVE KNOX

1. The following is an extract from the Minutes of the proceedings of the Trustees at their Annual General Meeting held in Church House, Belfast, on 16 March, 2013.

2. The Report of the Executive Committee and the Statement of audited Accounts for the year ended 31 December, 2012 of the following were laid before the Trustees, and were adopted by them:

- The General Investment Fund
- The Commutation Fund
- The Non-Participating Trust Funds
- The Magee Fund
- The Tops Wilson Trust Fund
- The Fire Insurance Trust Fund
- The Fortune Mission Bequest
- The Lindsay Memorial Fund
- Various other Trust Funds

3. Moved by the Rev WJ Orr seconded by Mrs M Guiler and unanimously agreed, that the Report and the Statements of Accounts be adopted, signed by three Trustees, inserted in the Appendix to the Minute Book and lodged with the Clerk of Assembly to be laid before the Assembly in June. The Report and the Statement of Accounts were, therefore, signed by Mr L McKeague, Mrs M Guiler and the Rev Dr WPH Erskine and lodged in accordance with the foregoing resolution.

4. It was reported that the Executive Committee will also receive and examine the audited Accounts for 2012 of the Getty Trust, Union Theological College and The War Memorial Hostel and accept these for inclusion in the volume of Accounts to be submitted to the General Assembly. On the proposal of the Rev WPH Erskine seconded by the Rev RJA Bell, this report was received.

5. Three retiring members of the Executive Committee were re-appointed for a further three years, these being Sir Bruce Robinson, Mr AT Ross and the Very Rev Dr S Hutchinson.

6. The Executive Committee were authorised to nominate members of the General Assembly according to the provision of the Code Par 97 (h) (iv).

## **Trust Funds**

7. A summary Account of the various Trust Funds is included in the Book of Accounts 2012. The following Trust Funds are distributed by the General Assembly on the recommendation of the Trustees.

As in 2012, the Trustees have agreed to recommend to the General Assembly that, where the terms of Trust permit, these should be distributed via the United Appeal rather than directly to various agencies.

**Mrs A M Davidson Trust:** The total income for 2012 available for distribution is £6,627.40. The following recommendation is made to the General Assembly:

United Appeal	£6,627.40
---------------	-----------

**Sir Wm V McCleery Estate:** The total income for 2012 available for distribution is £34,601.84. The following recommendation is made to the General Assembly:

Central Ministry Fund	80%
Retired Ministers' Fund	10%
Widows of Ministers' Fund	10%

**Estate of Miss Irene Scott:** The total income for 2012 available for distribution is £7,169.24. The following recommendation is made to the General Assembly:

United Appeal	£7,169.24
---------------	-----------

**Estate of Miss Ida Mary McGeown:** The total income for 2012 available for distribution is £4,600.96. The following recommendation is made to the General Assembly:

United Appeal	£4,600.96
---------------	-----------

**Estate of Mr Victor Morrow:** The total income for 2012 available for distribution is £1,499.68. The following recommendation is made to the General Assembly:

United Appeal	£1,499.68
---------------	-----------

### GENERAL INVESTMENT FUND

8. The General Investment Fund was originally established under the Charities Act (Northern Ireland) 1964. It is a Common Investment Fund in which any charity connected with the Presbyterian Church in Ireland can invest.

Investments in the fund or shareholdings tend to arise from trust funds, bequests or donations which often have particular terms or restrictions attached regarding the application of the capital and income.

On occasions the Trustees are notified of bequests where the terms may state they are for the "benefit of the Presbyterian Church in Ireland" or to the "Trustees of the Presbyterian Church in Ireland". The present policy of the Trustees is to invest these in the Trustees Discretionary Fund in the General Investment Fund, unless a specific project requiring funding is identified, and then to distribute the income annually. In allocating capital or income, and while recognising no restrictions have been expressed by the donor, the Trustees will have regard to expressions of wish or known interests of the donor. During 2012, the Trustees received bequests of £96,486 which they have included in their Discretionary Fund.

In accordance with the Scheme Rules, dividends are declared on shareholdings in the fund, at 15 April and 15 October and the shares are also valued on these dates. Recent dividend levels and share values are set out below.

Further details about the General Investment Fund, the investment performance and investment holdings, is available in a booklet available from the Financial Secretary's office. The accounts are included in the Book of Accounts presented to the General Assembly.

<b>9. Declaration of Dividend</b>	15.4.12	15.10.12
Number of shares qualifying	5,332,100	5,342,195
Income from investment for distribution and tax recoverable less administrative charge and Investment Advisers' Fees	£593,349	£846,719
Dividend per share	11.00p	15.00p

During 2012, £45,390 was transferred to the Dividend Equalisation Reserve, in accordance with the Scheme Rules, and the balance on the Reserve at 31 December, 2012 is £506,701.

The combined annual Dividend of 26.00p per share for 2012 is to be compared with 25.00p for 2011, 26.00p for 2010; 28.00p for 2009; 33.00p for 2008; 31.00p for 2007; 30.00p for 2006; 27.00p for 2005; 27.00p for 2004; 29.3p for 2003.

<b>10. Valuation</b>	15.4.12	15.10.12
	£	£
Valuation of Investments	38,444,688	39,650,157
Cash on Deposit	104,734	3,175
Dividend Equalisation Reserve	468,129	506,701
	<u>£39,017,551</u>	<u>£40,160,033</u>

No of Shares Issued	5,349,251	5,351,233
Share Value	£7.2940	£7.5048

The Trustees meet with Investment Managers, Newton Investment Management Limited, three times a year to review investment performance. During 2012, there was a return of 9.4% compared to a benchmark return of 9.2%. Newton Investment Management Limited was appointed advisers to the Trustees Funds in June 2006 and from then to 31 December 2012, the General Investment Fund returned 4.6% per annum compared to the benchmark of 5.0%.

### Crescent Church Loan Fund

11. During 2012 loan requests of £194,848 were approved. Interest is currently charged on loans at half the total of bank base rate plus 2% (currently 1.25%) on the average balance outstanding over the term of the loan. Loans outstanding at 31 December 2012 were £284,162 and at that time, the fund had £70,315 available to meet loan requests.

12. The Trustees have recently reviewed the terms on which loans are provided, the information requested in the application process and the nature of the undertaking given by congregations to make the loan repayments as they fall



due. Due to the limited funds available, the maximum loan normally provided has been reduced from £50,000 to £25,000. Further information about loans from the Fund is available from the Financial Secretary Office.

### **Getty Bequest**

13. The allocation of grants out of the income of the Trust Estate of John Getty for the year ending 31 December, 2012 was as follows:

Overseas – Foreign	£2,330
Overseas – Jewish	£1,270
Home Mission	£3,070
Belfast City Mission	£2,330
TOTAL	£9,000

### **Resignation of Trustees**

14. Mr JO Greer tendered his resignation from the Board and the Trustees wish to thank him for his faithful service and valuable contribution.

### **Governance Arrangements**

15. In 2012 The General Assembly agreed in principle to a single governing Trustees body and instructed the Board of Trustees and Executive Committee of Trustees, in consultation with the General Assembly Solicitor, to bring detailed proposals to the 2013 General Assembly, with necessary Bye Law and Code changes.

16. The proposal agreed in principle is to have a single governing body which would consist of 15 members and the Clerk of the General Assembly who would be an ex-officio member. Five of the members would be ministers and 10 would be non-ministers. Members would be appointed for a term of five years renewable for one further term of five years. Disciplines such as banking, accountancy, law, etc. should be represented among the 10 non-ministers.

17. The General Assembly's Solicitor has agreed with the Trustees the necessary changes to the Byelaws which are presented as an Overture. As part of the transitional arrangements all existing Trustees have been contacted to establish whether they would wish to serve on the new Trustees Body, if approved by the General Assembly. A report and resolution on the membership will be brought in the Supplementary Reports.

18. Necessary changes to the Code are brought in overtures to amend Pars 97(k), 286(a) and Appendix 15 of the Code.

### **Annual Accounts**

19. The Trustees have had preliminary discussions regarding the presentation of their audited accounts, which are included in the annual Account Book. The audited accounts consolidate the various funds listed in paragraph 2 of this report. The Accounts Book, however, also includes the accounts for each of the various funds.

20. The audited accounts include the General Investment Fund. This is a common investment fund in which congregations, boards and agencies of the Church, various trust funds and other charities connected with the Presbyterian Church in Ireland can invest. In order to reflect more accurately the funds to

which the Trustees have beneficial entitlement consideration is being given to the present inclusion of the General Investment Fund in the audited accounts. It may be appropriate to prepare a more detailed set of accounts for this Fund in accordance with recommend practice and to include a separate audit report. The Trustees plan to consider this matter further during the incoming year and to take advice as necessary from the Assembly Solicitor and General Assembly auditors.

### RESOLUTIONS

1. That the Report be received.
2. That the recommendation regarding the Mrs AM Davidson Trust be adopted.
3. That the recommendation regarding the Sir Wm V McCleery Trust be adopted.
4. That the recommendation regarding the Miss Irene Scott Trust be adopted.
5. That the recommendation regarding the Miss Ida Mary McGeown Trust be adopted.
6. That the recommendation regarding the Victor Morrow Trust be adopted.
7. That the General Assembly agrees to a single governing Trustees body, as outlined, and approves the revised Bye Laws.
8. That in accordance with the Will of the late John Getty the following be constituted as the Committee for the “direction and management of the application” of the income from the Getty Bequest:

### OVERTURES TRANSMITTED

#### **Anent Par 97(h) of the Code**

It is hereby overtured to the General Assembly to enact that in Par 97(h) (iv) of the Code the words “Executive Committee” be deleted and the word “Trustees” substituted in their place.

#### **Anent Par 286(2)(a) of the Code**

It is hereby overtured to the General Assembly to enact that in Par 286(2)(a) of the Code the words “Executive Committee of the” be deleted.

#### **Anent Appendix 15 of the Code**

It is hereby overtured to the General Assembly to enact that Appendix 15 of the Code be deleted and the following substituted in its place:

#### **15. ASSEMBLY TRUSTEES — BYE-LAWS**

Framed by the Trustees of the Presbyterian Church in Ireland, pursuant to the provisions of the Irish Presbyterian Church Acts, 1871 and 1901, (“the Acts”) and approved by the General Assembly at its annual meeting in Londonderry on ? June 2013.

## **1. Definitions**

In these Bye-Laws “the Trustees” means the Trustees of the Presbyterian Church in Ireland and the Executive Committee referred to in the 1871 Act

“the General Assembly” means the General Assembly of the Presbyterian Church in Ireland

“the Clerk” means the Clerk of the General Assembly

“the Secretary” means the Secretary for the time being of the Trustees

“Individual Trustee” means the Clerk of the General Assembly or a person appointed by the General Assembly in accordance with the Acts and “Individual Trustees” shall be construed accordingly.

## **2. Meetings**

In each calendar year, the Trustees shall hold at least four meetings, one of which shall be designated as the annual general meeting.

## **3. Calling of Meetings**

All meetings of the Trustees shall be called either by circular signed by the Secretary or by email from the Secretary, either on his own motion or on receiving a requisition signed by three or more Individual Trustees, and sent or posted at least seven days before the day of meeting.

## **4. Quorum**

The quorum for a meeting shall be five Individual Trustees and, if such a number be present, the resolutions passed and matters and things transacted and done by the majority of those present shall be as valid and effectual as if the same were passed, transacted or done by all the Individual Trustees for the time being. In case a quorum be not present, those present may form an ad hoc committee for the transaction of any urgent business and report for confirmation of their actions to the next meeting of the Trustees.

## **5. Chairman**

At each annual general meeting of the Trustees a chairman shall be elected to serve until the next annual general meeting who, in division, shall have only a casting vote. If the chairman is not present at a meeting those Trustees present shall elect a chairman for that meeting who, in a division, shall have only a casting vote.

## **6. Minutes**

The Trustees shall keep an accurate record of their meetings and such records shall be open to inspection by any person or persons appointed by the General Assembly.

## **7. Annual Accounts**

The Trustees shall at their annual general meeting examine and consider the report and statement of accounts for the preceding year, made up to the 31st day of December inclusive submitted to them by the Secretary, giving all the

particulars which may be required to exhibit the true financial condition of the Trustees. Following approval, the report and statement of account shall forthwith be signed by three Individual Trustees, duly audited by the auditors appointed by the General Assembly and lodged with the Clerk to be laid before the next annual meeting of the General Assembly.

#### **8. Number of Individual Trustees**

There shall be sixteen Individual Trustees including the Clerk who shall be an Individual Trustee ex-officio while Clerk. Subject to the death, resignation or removal of an Individual Trustee between annual meetings of the General Assembly, at any one time, five Individual Trustees, in addition to the Clerk, shall be ministers of the Presbyterian Church in Ireland. Each Individual Trustee, other than the Clerk, shall serve for five years from the date of his appointment but shall be eligible for re-election for one further term of five years.

#### **9. Death, Resignation or Removal of an Individual Trustee**

In the event of the death, resignation or removal of an Individual Trustee, other than the Clerk, the General Assembly shall appoint a replacement Individual Trustee who shall serve for five years from the date of appointment but shall be eligible for re-election for one further term of five years.

#### **10. Appointment and Dismissal of Staff**

The Trustees may appoint or dismiss an agent or the Secretary or any staff upon such terms as they may think necessary and fit. The Trustees shall transact their business at Assembly Buildings, 2-10 Fisherwick Place, Belfast, BT1 6DW or such other place, as the Trustees from time to time deem appropriate.

#### **11. Appointment of Bankers**

The Trustees shall, from time to time appoint some company or companies to be the Trustees' bankers; and all moneys received by the Trustees or the Secretary for or on account of the Trustees shall be as soon as reasonably possible deposited in the appropriate account.

#### **12. Authorisation of Payments**

All cheques shall be signed, and other payments by any means shall be approved, by two authorised signatories from a list of authorised persons approved from time to time by the Trustees.

#### **13. Use of Trustees' Seal**

The seal of the Trustees shall be carefully preserved and used under the direction of the Trustees; and every document to which the seal is attached must at the time of sealing be witnessed either by an Individual Trustee and the Secretary, or by two Individual Trustees.

#### **14. Trustees' Records**

The Trustees shall have full records kept of all receipts, payments and transactions connected with their trust funds or the management thereof, and

these records shall be open to inspection by any Individual Trustee or any person or persons appointed by the General Assembly.

#### **15. Receipts**

The receipt in writing of the Secretary, or his authorised representative, for any moneys paid, and for any stocks, funds, shares or securities transferred by virtue of the Acts, or of these Bye-Laws, or in execution of any of the trusts or powers thereof, shall effectually discharge the person or persons paying or transferring the same therefrom.

#### **16. Reports on Investments and Transactions**

A report upon investments and transactions undertaken or matters before the Trustees shall be presented to each meeting of the Trustees as required.

#### **17. Auditors**

The General Assembly's Auditors of Accounts for the time being, or any auditors specially appointed by the General Assembly for the purpose, shall examine and audit the accounts of the Trustees.

#### **18. Investments**

Any moneys vested in or which may become vested in the Trustees may be invested in any investments they think fit as if they had all the powers of a sole beneficial owner absolutely entitled and whether or not they are investments authorised by the general law for the investment of trust funds and whether or not investments already authorised by the Acts and the Presbyterian Church Investment Fund Scheme (Northern Ireland) 1965 provided always:-

- 18.1 No investment to be made in any undertakings (whether business or otherwise) which are engaged in activities which are regarded as contrary to the interests of the General Assembly.
- 18.2 All investments shall be reviewed by the Trustees who shall arrange for regular reports to be received from appropriately qualified advisers.
- 18.3 The Trustees are empowered to transpose investments and from time to time to determine the proportions of the capital to be invested in the various sectors of the market.

#### **19. Clause Headings**

The clause headings are included for reference only and shall not affect the interpretation of these Bye-Laws.

DJ WATTS

# SPUD YOUTH ASSEMBLY

Convener: Mr ANDY DOWNEY  
Chair: Miss LAURA HUTCHESON  
Secretary: Miss HELEN FORSYTHE

## **Grow Your Own SPUDs**

1. This year the SPUD Working Group focussed their attention on the Grow Your Own SPUDs programme which was launched at last year's General Assembly. The programme is a conversation starter aimed at looking at the topic of increased youth participation in local Congregations. The Grow Your Own SPUDs programme consists of an engaging Bible study and various interactive elements geared towards aiding Congregations in continuing conversations about youth participation in their Church.

2. Over the last year the SPUD Working Group has led four Grow Your Own SPUDs sessions with representatives from eight Congregations attending those evenings. A great number of young people, youth leaders, elders and Ministers were present and the Working Group pray that those evenings will continue to bear fruit in those Congregations.

3. In January the Working Group ran a training evening to equip youth leaders, elders and Ministers to use the Grow Your Own SPUDs programme in their own Congregations. Seven Congregations were represented at the training evening with great feedback coming from those who were present.

4. The Grow Your Own SPUDs programme will continue to be available to Congregations next year, 2013/14. There have already been a number of Congregations who have expressed an interest in having members of the SPUD Working Group come to them to help run the programme for the evening. Anyone who would like to consider using the Grow Your Own SPUDs programme at some stage in the next year should get in touch with the Board of Youth and Children's Ministry Office.

5. The SPUD Working Group is also planning on running another training evening during the next year; again those interested should get in touch with the Board of Youth and Children's Ministry Office for more information.

## **Blue Book Overnight**

6. At the end of April the SPUD Working Group ran a Blue Book Overnight in Coleraine. The overnight was a time for young people to come together and look at the reports in this year's Blue Book and to discuss the issues in the reports.

7. The SPUD Working Group believes that it is important for young people to be engaging with the issues that PCI is facing. The Blue Book Overnight was created to provide a forum where young people could discuss these important issues and report their views at the General Assembly.

## **The Future of SPUD**

8. 2012/2013 has been a slightly different year for SPUD. The Working Group did not run a Big Event or Mash Up, instead the emphasis was on the

Grow Your Own SPUDs programme and on the Blue Book Overnight.

9. In March the SPUD Working Group and a number of other young people undertook a review of the SPUD Youth Assembly and began to look ahead to the next few years. As a result of this review, a strategy has been developed for the next 3 years of SPUD and this will be reported at the General Assembly during the SPUD report.

10. The Working Group is very aware that its age profile (the Working Group and those engaging with SPUD) has risen. The Working Group members who were involved at the beginning while in sixth form or starting university are now graduates and in the working world.

11. The Working Group believes God is using SPUD in powerful ways within PCI and it is its prayer that by God's grace it will continue to be so used. The Working Group is therefore actively seeking to bring younger people into its membership. The Working Group would appreciate the prayers of the denomination as it endeavours to do this and seeks a positive way forward for youth participation across the Church.

### **RESOLUTION**

1. That the Report be received.

298 ANNUAL REPORTS, LONDONDERRY, 2013

**OVERTURES ON THE BOOKS**

Par. 128(1) 123

**OVERTURES TRANSMITTED**

Pars. 82(4); 274(8) 123  
97(h); 286(2); Appendix 15 292-295



# INDEX TO REPORTS

Additional Pastoral Personnel		Ministry Events (YAC)	194
Committee (UC)	110	Ministry Opportunities (YAC)	197
<b>Assessments</b>		Ministry Resources (YAC)	198
Church House, External	279	Mission Involvement (BMO)	137
CMF	279	Moderator's Advisory	36
Incidental Fund	279	Older People Services (BSW)	179
Ministerial Development	279	Outreach Ministries (BMO)	130
PCI Pension Scheme (2009)	279	Pensions and Assessments	234
Prolonged Disability	279	Personnel	240
RMF	279	Priorities	53
WMF	279	Property Management	245
<b>Assembly Boards</b>		Reception of Ministers and	
Business	1	Licentiatees	80
Christian Training	201	Research and Education (YAC)	198
Education	223	Research and Resources (BMI)	149
Finance and Personnel	231	Specialist Ministries (BSW)	175
General	15	Strategy for Mission (BMI)	146
Mission in Ireland	145	Training (YAC)	192
Mission Overseas	124	Training & Resources (BCT)	206
Social Witness	171	Union Theological College	
Trustees	288	Management (BCT)	209
United Appeal	280	World Development (BMO)	135
Youth and Children's Ministry	188	BMI Finance	154
<b>Assembly Commissions</b>		BMI Personnel	153
Judicial	97	BMI Property	155
Nomination	100	Building Good Relations Panel	71
Special	100	Candidates Recommended	222
Trusts	287	Carlisle House	185
Union	101	Chaplains Committee (BSW)	176
<b>Assembly Committees</b>		Clerk's Appointment Panel	19
Adult Services (BSW)	184	Consultations Panel	69
Arrangements	6	Conveners Resigning	
Church and Society	46	Prof. WG Campbell (144); Dr JM Finlay (96);	
Church Architecture	151	JH Flaherty (200); SJ Richmond (143); Dr MJ	
Church Relations	73	Welsh (144);	
Communications Committee		Deaths	
(BMI)	152	Allen McBride (9); JV Craig (10); Dr RFS	
Doctrine	27	Poots OBE (13); RS Ross (9);	
Family Services (BSW)	181	Elders' Terms, Ad-Hoc Committee	83
Finance, Legal and IT	246	Environment Panel	69
Global Concerns	69	Family Grants	237
Leadership Development (BMO)	133	Financial Crisis Panel (PMS)	19
Ministerial Studies & Development		Forces Committee (BSW)	177
(BCT)	203	General Investment Fund	289
		Getty Bequest	291

Grays Court	185	Presbytery Reports	9
Historical Society	93	Principal's Appointment Panel	23
Indigent Ladies Fund	186	Promotions Committee	
Inducted		(United Appeal)	281
Glen Jordan (10); CWA Jones (13);		Property Committee (BMI)	155
Installed		Race Relations Panel	72
AWT Brown (11); Karen Campbell (13); PT		Recognised Ministries	
Dalzell (11); Peter Douglas (13); Andrew		Dr. WJP Bailie (83); Dr. MR Patterson (82); JA	
Faulkner (12); WI Ferris (14); JH Flaherty (9);		Peacock (191); D Stanfield (190).	
WH Higgins (12); RJ Hyndman (12); DC Millar		Resigned	
(9); RM Moody (13); DT Moore (11); NG		AWT Brown (9); Karen Campbell (11); Chris	
Mulholland (9); PJ Nelson (13); DJ Paul (13);		Cordner (11); PT Dalzell (13); JH Flaherty (14);	
Barry Reid (9); JA Spence (14); JP Stanbridge		WH Higgins (11); CWA Jones (13); Graeme	
(13); Ivan Steen (10);		McConville (9); DT Moore (12); Troy Morgan	
Kinghan Church (BSW)	178	(12); Stanley Stewart (11);	
Leadership Panel (BCT)	203	Retired	
Learning Disability	182	WA Abernethy (10); RIA Allely (9); NA Brown	
Licensed		(9); WT Cordner (9); CI McKnight (10); WJ Orr	
Jonathan Abernethy-Barkley (10); Andrew		(10); John Rushton (12); Roy Stirling (9); Dr JA	
Boreland (11); DP Burke (12); Chris Cordner		Thompson (13);	
(11); Stephen Cowan (10); MJO Currie		Reviews Committee	
(10); MW Dodds (11); FMA Forbes (9); SM		(Union Commission)	107
Hamilton (9); Corrina Heron (10); NJ Kane		Social Issues and Resources	
(14); PA Kerr (10); Edward Kirwan (9);		Committee (BSW)	186
Ivan Linton (11); RE McCormick (12); GA		Statistics	248
McCracken (11); Alan Moore (11); Ben Preston		Structures Panel	54
(14); Gareth Simpson (10); RMP Simpson (10);		Student Services Panel (BSW)	175
Manse Committee		Students' Bursary Fund	204
(Union Commission)	108	Students, Schedule of	212
Methodist Conference (2012)	4	Supply Fees	110
Memorial Record	15	Taking Care	181
Ministers without Charge	81	Thompson House	184
Ministerial Minimum	237	Travel Expenses	109
Old Age Fund	186	Tyrone Memorial Review Panel	233
Ordained		United Reformed Assembly (2012)	2
Peter Douglas (13); Andrew Faulkner (12); WI		United Appeal Targets of Honour	285
Ferris (14); DC Millar (9); RM Moody (13);		UTC Stonework Panel	91
NG Mulholland (9); PJ Nelson (13); JA Spence		Women's Fund	186
(14); JP Stanbridge (13); Ivan Steen (10);		Worship Panel (BMI)	150
Overtures			
On the Books	298		
Transmitted	298		
Pastoral Care Panel (BCT)	206		
Pastoral Care of Manse Families Panel	46		
PCI Counselling	182		
PCI Family Holiday	183		
Planned Giving, Ad Hoc Committee	86		
Presbyterian Church of Wales			
Assembly (2012)	3		
Presbyterian Widows Fund			
Association	238		
Presbyterian Women	166		



