

LINKAGE COMMISSION

Convener: Rev WJ HENRY

Secretary: TJ LIVINGSTONE

EXECUTIVE SUMMARY

1. This report summarises the work of the Union Commission from April 2017-March 2018. Matters dealt with include the terms of leaves to call granted to 28 charges, the reviews of the financial terms in various leaves to call, and reports on the work of the internal Panels of the Commission.

Guidance for Interviews

2. Two options for interviews at vacancies had been presented by the Commission to the General Assembly of 2016 – one which permitted only interview by Kirk Session and a second which permitted interview also by Hearing Committees. It was the second option of the Guidelines for Interviews which were adopted, allowing for interviews by Hearing Committee. However, at the 2017 General Assembly, the Commission was asked to reconsider the phrasing of some aspects of the guidelines, again taking particular note of the desire of local congregations to express every member ministry. Opinions were sought from interested parties and an amended form of these guidelines is now presented (Appendix A).

Congregational Mission Plans

3. Since the former Board of Mission in Ireland had facilitated the production of congregational mission plans, the Commission has been required by the Assembly to receive these as part of the paperwork to be considered at the time a congregation seeks leave to call. These have been useful in giving an insight into the life and heartbeat of congregations over most of that period. However, increasingly the Commission has found that many of these plans are now so badly out of date (even should a keen Vacancy Convener initiate an update) that their usefulness is limited.
4. After reflection upon the new Consultation process for Congregations, the Commission felt that a lot of the perspectives found in mission plans are highlighted through this updated scheme. Additionally the Commission does not want to add to the burdens already experienced at presbytery level by adding more needless bureaucracy to produce extra documentation. The Commission has decided that mission plans are no longer required (from September 2018) at the time of seeking

leave to call: many of the answers that are required can already be accessed from responses submitted through Presbytery Consultations. Accordingly a new presbytery comment form has been devised which seeks answers to missional questions which would be available through the Consultation process. At present, this is only beginning, but over time all congregations will be covered. This will give the Commission the information it requires without too much additional workload upon presbytery.

Protracted Illness guidelines

5. These guidelines were updated during the year and are printed in Appendix B.

Parish bounds

6. Historically Parish Bounds were dealt with by Synods, but since their passing it is possible that, with changes due to amalgamations etc that the alterations which might be necessary (and reported to General Assembly) could be overlooked. Certainly, there are several congregations for which the General Secretary's Department has no up to date information concerning Parish Bounds. Accordingly the Commission has established a Parish Bounds Panel whose initial task is to ensure that bounds are in order, and where it considers there are some issues, to address these, and inform the Assembly. Work has begun by consulting Synod and Assembly minutes.

Termination of Licensed Assistantships

7. During the year the date of eligibility of Licensed Assistants was changed to 1st September; and similarly the date at which an assistantship will end, if no call has been received, is 31st August. Recognising that few calls will be issued over July/August, it has been decided that central funds will cover a further month as a period of grace to allow more time wherein a call might be processed. This simply mirrors practice which was followed previously, but then, over January.

Licensed Assistants Expenses and Housing Allowance

8. Following the changes to the Minister's Expenses Scheme from April 2018, the Ministerial Studies and Development Committee of the Council for Training in Ministry considered it good practice to ensure that payments given to Licentiate Assistants should be made in a similarly transparent manner which would satisfy the tax authorities in both jurisdictions. At this time it was also noted that the housing allowance paid to assistants had not been altered in over 30 years (half of this has been paid by CMF). After consultation with the Commission, it has been decided that housing allowances should cease, and that payments to assistants should mirror those made to ministers with the creation of a similar ministerial duties allowance alongside a car allowance. Half of the ministerial duties allowance will be paid

from CMF. It is not anticipated that any Licensed Assistant will be worse off under the new scheme, nor that congregations or CMF will have a significantly greater financial outlay to make. However, for the future, the amounts will be linked in percentage terms to the figures set each year for allowances payable to ministers, and so they will have the same potential to rise.

Leave To Call a Minister

9. This is only a summary- there may well be conditions attached to the Leave to Call, which are not recorded here. These might include Part-time, Reviewable Tenure, Restricted List, additional income for Minister etc. When a figure is set the year denotes when Leave to Call was granted. This figure will increase automatically under the annual Stipend Review. Expenses are 'initial ministerial expenses' which were set in respect to all Leave to Call figures issued up and until March 2018. From April 2018 Expenses have been replaced by Allowances and are paid as per the system agreed at the 2017 General Assembly.

Congregation	Stipend	Expenses
Milford	€13,000 (2017)	€3,996
Fannet	€9,000 (2017)	€3,536
Rathmullan	€9,000 (2017)	€2,600
Second Islandmagee	£12,800 (2017)	£3,000
Rathcoole	£A.M.M. (2017)	£7,500
Alexandra	£A.M.M. (2017)	£7,500
First Ballynahinch	£29,000 (2017) or £A.M.M.	£7,500
St. Columba's Lisburn	£17,500 (2017)	£6,000
First Bailieborough	€12,500 (2017)	€4,000
Trinity, Bailieborough	€13,500 (2017)	€4,000
Corraneary	€6,000 (2017)	€2,000
Ervey	€3,500 (2017)	€1,000
First Castleblayney	€12,455 (2017)	€3,975
Frankford	€6,345 (2017)	€2,025
Corvally	€4,700 (2017)	€1,500
Fintona	60% £A.M.M. (2017)	£4,500
Ballynahatty and Creevan	40% £A.M.M. (2017)	£3,000
Castlerock	66.66% £A.M.M. (2017)	£4,800
Trinity, Ballymoney	£37,000 (2017)	£7,500
Harmony Hill, Lisburn	£38,000 (2017)	£7,500
First Monaghan	75% €B.M.M. (2017)	€7,500
Smithborough	25% €B.M.M. (2017)	€2,500

LINKAGE COMMISSION

199

Second Randalstown	£30,000 (2017)	£7,500
Woodburn	60% £A.M.M. (2017)	£4,800
Loughmourne	40% £A.M.M. (2017)	£2,880
Downshire, Carrickfergus	£A.M.M. (2017)	£7,500
Cloughwater	£27,000 (2017)	£7,700
Cregagh	£34,000 (2017)	£7,500
Aghada	€5,147 (2017)	€1,500
Trinity, Cork	€18,219 (2017)	€6,000
First Cookstown	£34,500 (2017)	£7,500
First Dromara	£30,000 (2017)	£7,500
Annalong	£34,000 (2017)	£7,500
Waringstown	£38,000 (2017)	£7,500
First Newry (Sandys Street)	£A.M.M. (2017)	£7,500
Ravenhill	£A.M.M. (2018)	£7,500
First Coleraine	£38,400 (2018)	£7,500
Orangefield	£40,000 (2018)	£7,500
Mullingar	€12,000 (2018)	€1,600
Corboy	€4,000 (2018)	€800
Trinity, Ballygowan	£40,000 (2018)	£7,500

The following congregations were granted leave to call under the new scheme for minister's allowances

Whitehouse	£31,000 (2018)
Car Allowance:	£3,600
Minister's Taxable Allowance:	£2,400

Second Newtownhamilton	£12,000 (2018)
Creggan	£8,000 (2018)
Shared costs set at 85% of the full allowance:	
Car Allowance:	£3,600
Minister's Taxable Allowance:	£2,400

Associate Ministry

Hamilton Road, Bangor	£A.M.M. (2017)	£3,600
Cunningham Memorial	£A.M.M. (2017)	£4,600
First Holywood	£A.M.M. (2018)	
Car Allowance:	£3,600	
Associate's Taxable Allowance:	£2,000	

Reviewable Tenure Ministries

10. Reviewable Tenure Ministry in Living Room, North Belfast Presbytery, was terminated.
11. Reviewable Tenure Ministry in Clontibret and Middletown was extended for seven years from 26th September 2017.
12. Reviewable Tenure Ministry in Dunluce. The Congregation was released from any tenure restriction from 27th February 2018.
13. Reviewable Tenure Ministry in Toberkeigh was extended for seven years from 27th February 2018.

Stated Supply Arrangements

14. During the past year the Commission has renewed a number of previous nominations for a further period in co-operation with the appropriate Presbytery. New Stated supply arrangements in Ballyblack, Boyle and Second Donegore were effected.

DISSOLUTION OF LINKAGES

15. During the year one Linage was dissolved.
First Castleblaney, Frankford and Corvally and Ervey. The Linkage was dissolved on 27th June 2017.

CONGREGATIONS LINKED

16. During the year 3 new Linkages were agreed.

First and Second Islandmagee

Terms of Linkage

- (a) That the congregations of First Islandmagee and Second Islandmagee be linked as from 1st September 2017 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: First Islandmagee at 11.30am and Second Islandmagee at 10am or at such other times as the two Kirk Sessions acting together shall determine.
- (f) That the Stipends (2017) be: First Islandmagee £19,200 and Second Islandmagee £12,800; and initial ministerial expenses: First Islandmagee £4,500 and Second Islandmagee £3,000.

- (g) That Holiday Supplies, and other shared expenses not included in (f) be borne in the proportions 3/5th First Islandmagee and 2/5th Second Islandmagee.
- (h) That Rent, Rates, Taxes and Maintenance of the Manse (or residence for the minister) be borne in the proportions 3/5th First Islandmagee and 2/5th Second Islandmagee.
 - (i) That the minister shall reside in First Islandmagee Manse.
 - (ii) That the directions of the Linkage Commission be observed in respect of the Manse and Manse property at Second Islandmagee.

The new revised Stipends in the linked charge created would be payable upon installation of the Minister of First Islandmagee in Second Islandmagee.

First Bailieborough, Trinity Bailieborough, Corraneary and Ervey

Terms of Linkage

- (a) That the congregations of First Bailieborough, Trinity Bailieborough, Corraneary and Ervey be linked from 27th June 2017.
- (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: First Bailieborough 10.30a.m. (1st and 3rd Sundays), Trinity Bailieborough 10.30a.m. (2nd and 4th Sundays); Ervey 12 noon (1st and 3rd Sundays), Corraneary 12 noon (2nd and 4th Sundays); on the 5th Sunday a united service will be held on an alphabetical rotation; 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 Stipends [2017] be:
 - (i) Trinity Bailieborough €13,500;
 - (ii) First Bailieborough €12,500;
 - (iii) Corraneary €6,000;
 - (iv) Ervey €3,500.
- (f) That initial minimum expenses be:
 - (i) Trinity Bailieborough €4,000;
 - (ii) First Bailieborough €4,000;
 - (iii) Corraneary €2,000;
 - (iv) Ervey €1,000.

- (g) The Minister shall reside in First Bailieborough Manse. That Rent, Rates, Taxes and Maintenance of the Manse be borne in the proportions:
 - (i) Trinity Bailieborough 38%;
 - (ii) First Bailieborough 35%;
 - (iii) Corraneary 17%;
 - (iv) Ervey 10%.
- (h) That Holiday Supplies, and other shared expenses not included in the total expenses allowance be borne in the proportions:
 - (i) Trinity Bailieborough 38%;
 - (ii) First Bailieborough 35%;
 - (iii) Corraneary 17%;
 - (iv) Ervey 10%.

First Castleblaney, Frankford and Corvally

Terms of Linkage

- (a) That the congregations of First Castleblaney, Frankford and Corvally be linked from 27th June 2017.
- (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 three congregations shall act as one congregation and the three Kirk Sessions as one Kirk Session.
- (d) There shall be stated services each Sunday as follows: Corvally 10.30am; First and Second Sundays of each month in Frankford at noon; Third, Fourth and Fifth Sundays in First Castleblaney at noon; or at such other times as the three Kirk Sessions acting together shall determine provided any permanent change to the times of stated services is approved by the Presbytery.
- (e) That the Stipends [2017] be:
 - (i) First Castleblaney €12,455;
 - (ii) Frankford €6,345;
 - (iii) Corvally €4,700.*
- (f) That initial minimum expenses be:
 - (i) First Castleblaney €3,975;
 - (ii) Frankford €2,025;
 - (iii) Corvally €1,500.*
- (g) The Minister shall reside in First Castleblaney Manse. That Rent, Rates, Taxes and Maintenance of the Manse be borne in the proportions:
 - (i) First Castleblaney 53%;
 - (ii) Frankford 27%;
 - (iii) Corvally 20%.

- (h) That Holiday Supplies, and other shared expenses not included in the total expenses allowance be borne in the proportions (i) First Castleblayney 53%, (ii) Frankford 27%, (iii) Corvally 20%,

*The above figures for stipend and expenses reflect the fact that leave to call was sought at 60% Part-time.

CONGREGATIONS AMALGAMATED

Cloughey and Greyabbey

17. The 2017 General Assembly resolved as follows: *That the congregation of Cloughey be amalgamated with the congregation of Greyabbey on 1st July, 2017 or other suitable date, on terms set by the Linkage Commission; and that the Linkage Commission, in consultation with the Presbytery of Ards, bring recommendations to the 2018 General Assembly concerning parish bounds for the amalgamated congregation, and for neighbouring congregations.*

Terms of Amalgamation

- (a) That the congregation of Cloughey be amalgamated with the congregation of Greyabbey under the name Greyabbey, the date of amalgamation to be no later than 31st December 2017, (as agreed by the Presbytery of Ards in consultation with the Linkage Commission), on the following terms:
- (b) That the two Congregational Committees become one Congregational Committee until new Committee elections are held.
- (c) The assets to be dispersed are defined as Cloughey Church building, Halls and surrounding grounds, Cloughey Old Church and Graveyard, any other property owned by Cloughey congregation and any investments and bank accounts in the name of Cloughey Congregation.
- (d) Dispersal of Assets:
 - (i) Cloughey Old Church, Graveyard and curtilage to become the sole property and responsibility of Portavogie Congregation.
 - (ii) Church building, Halls and surrounding grounds, and any other property owned by Cloughey (other than the old church and graveyard previously mentioned), to transfer to Greyabbey Congregation;
- (e) That all future assets, including legacies and bequests subsequent to the amalgamation, become the property of the amalgamated congregation.
- (f) That the amalgamated congregation will remain responsible for any Cloughey liabilities following dispersal of the assets (other than those pertaining to Cloughey old Church and graveyard which become the liability of Portavogie).

Greyabbey Parish boundary

18. The Commission in conjunction with the Presbytery of Ards recommends the following revised parish boundary for (the amalgamated congregation of) Greyabbey:

From Millar's Corner on the Portaferry Road (542705) along the Mountstewart Road and Cardy Road to Cardy (587705) thence along Cardy Road East to Dunover Road (594704) thence along Dunover Road to its junction with Tullykevin Road (604704) thence along Tullykevin Road to its junction with Ballywalter Road (606682) thence westwards along Ballywalter Road to its junction with Blackabbey Road (600682) thence along Blackabbey Road to its junction with Inishargy Road at St. Andrew's (C. of I.) church (621658) thence along Inishargy Road to its junction with an unnamed Road (608653) leading to Herring Bay thence by that unnamed Road to Herring Bay (588653).

By the sea from Kearney (650518) to the Pumping Station (opposite Green Island) (655586) thence by a straight line to the Bog Road at (647593) thence along Bog Road to its junction with Rubane Road (636593) thence along Rubane Road through Six Road Ends to where the Blackstaff River crosses the Rubane Road (628603) thence along the Blackstaff River to Saltwater Bridge (603591) and Strangford Lough to a point opposite the junction of the Rowreagh, Deerpark and Loughdoo Roads (590567) thence along the Loughdoo Road to Nun's Bridge (623553) thence along Ballygalget Road to its junction with Ardminnen Road (628532) thence along Ardminnen Road to its junction with Newcastle Road (641537) thence along Newcastle Road to its junction with Kearney Road (643515) and thence along Kearney Road to Kearney (650518).

REVIEWS, EXPENSES AND FEES PANEL

Mr James Livingstone reports:

Reviews

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

Congregation	Stipend
ARDS PRESBYTERY	
Ballyholme	No Change
ARMAGH PRESBYTERY	
Redrock and	No Change
Druminnis	No Change

BALLYMENA PRESBYTERY

Wellington	No Change
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NORTH BELFAST PRESBYTERY

Carnmoney	No Change
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Seaview	No Change
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SOUTH BELFAST PRESBYTERY

Fitzroy	No Change
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Townsend Street	No Change
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EAST BELFAST PRESBYTERY

Christ Church, Dundonald	No Change
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Strand	Increase by £1,000
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CARRICKFERGUS PRESBYTERY

Ballyclare	No Change
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Ballynure	No Change
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Gardenmore	No Change
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Raloo and	No Change
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Magheramorne	No Change
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COLERAINE AND LIMAVADY PRESBYTERY

Dungiven and	No Change
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Largy	No Change
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Hazelbank, Coleraine	No Change
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DERRY AND DONEGAL PRESBYTERY

Carlisle Road Londonderry and	No Change
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Crossroads	No Change
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First Derry and	No Change
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Monreagh	No Change
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Donegal and	Increase by €2,500 per annum for next 2 years
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Stranorlar	No Change
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DOWN PRESBYTERY

Ballygowan	No Change
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Second Comber	No Change
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Downpatrick and	Increase by £1,000
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Ardglass	No Change
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Killinchy	No Change
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Second Saintfield	Increase by £1,000
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DROMORE PRESBYTERY

First Lisburn	No Change
Magheragall	£29,250 (2018). Change to Appropriate Ministerial Minimum (2019)

DUBLIN AND MUNSTER PRESBYTERY

Corboy and	No Change
Mullingar	No Change
Donabate	Increase by €2,000. Review again in 2019.
Dun Laoghaire	No Change
Galway	Increase by €2,000 per annum for next 2 years. Review again after 2 years.
Howth and Malahide	Increase by €2,000 per annum for next 2 years.
Maynooth	No Change

IVEAGH PRESBYTERY

Bannside	No Change
Glascar and	Increase by £1,000
Donoughmore	No Change

MONAGHAN PRESBYTERY

Ballyalbany and	No Change
Glennan	No Change

NEWRY PRESBYTERY

Warrenpoint and	No Change
Rostrevor	No Change

OMAGH PRESBYTERY

Newtownstewart and	Increase by £1,000
Gortin	No Change

ROUTE PRESBYTERY

Ballyweaney	No Change
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TEMPLEPATRICK PRESBYTERY

High Street, Antrim	No Change
Hydepark and	No Change
Lylehill	No Change

TYRONE PRESBYTERY

Coagh and	No Change
Ballygoney and	No Change
Saltersland	No Change

Supply Fee

20. The level of Supply Fee is determined by the Code, Par 238, and for 2017 this is £105 (€155) and £70 (€105) where only a single service is supplied in one Congregation. Travelling expenses should be paid in accordance with the rate set for attendance at Assembly Councils, currently 15p (22cents) per mile.

CHURCH ARCHITECTURE AND MANSES PANEL

Mr Brian Knox reports:

21. In the past year the Panel has met eight times and considered applications in accordance with Par 57(6) of the Code. These ranged from construction of new churches, halls and manses, demolition works, structural alterations etc., to the removal of pews enabling wheelchair access, provision of new audio-visual systems, designs for memorials, windows, artificial lighting, seating/furnishings requisite for public worship. Proposals are authorised, successively, by congregation, presbytery and Linkage Commission. In practical terms therefore following congregational approval, proposals should be sent to presbytery which in turn, following its approval, transmits it to the Church Architecture and Manses Panel for consideration on behalf of the Linkage Commission. The Panel Convener will then present an appropriate recommendation for approval directly to the Commission. Over the last year many of the submissions were able to be dealt with by the Panel using the information provided, while others necessitated the request for more detailed explanation of the proposal. The Panel was able to assist on numerous occasions by making helpful comments/suggestions which were appreciated by the congregations involved.
22. Throughout the year representatives from the Panel have been involved in discussion with the Department for Communities (Historic Environment Division) officials regarding a decision taken by the Minister for Communities in September 2016 not to remove the ecclesiastical exemption from Listed Building Consent and to put in place partnering arrangements between the Department for Communities and larger church organisations. These discussions culminated in January 2018 and the Partnering Arrangements agreed between the Presbyterian Church in Ireland and the Department for Communities are shown in Appendix C. It is understood that the other larger church organisations will now engage individually to reach the same final position as PCI.

ADDITIONAL PASTORAL PERSONNEL AND AUXILIARY MINISTRY PANEL

The Rev Colin Gamble reports:

23. In the past year, the Linkage Commission approved the creation of 39 new Additional Pastoral Personnel (APP) posts and the extension or amendment of 13 existing posts. One new Congregational Auxiliary Ministry post was created.
24. Kirk sessions should contact the Convener of the APPAM Panel when considering the creation an APP post. Guidelines are available from the Convener which set out the necessary steps. The Convener is also able to advise kirk sessions on the best way to contact the HR support provider. The approval of the HR support provider, presbytery and the Linkage Commission is required before any new APP post can be advertised.
25. The approval of the HR support provider, presbytery and the Linkage Commission is also required to extend an existing post. Kirk sessions are advised to note carefully when an existing fixed-term contract concludes in order to give sufficient time to decide whether or not to extend the post.
26. New APP Salary Scales for 2018 were agreed by the Linkage Commission at its meeting in November 2017. These are available from the Convener of the APPAM Panel and are shown below. Kirk sessions are required to use the recommended salary scales when creating a new post.
27. Kirk sessions should also contact the Convener when considering the creation of a Congregational Auxiliary Ministry post. Proposals to create such posts should normally come to the Linkage Commission through the presbytery. Auxiliary ministers are commissioned to work, normally on a part-time basis, under the supervision of a full Minister of Word and Sacrament. The Auxiliary Ministry Scheme is intended to be flexible and therefore, while it is a Ministry of the Word, some pastoral duties may be associated with the post.
28. Guidelines for kirk sessions on general employment issues were issued in 2017. These provide guidance on: what support is available from the HR support provider; creating a post; supervision of an employee; conflict of interest; capability, disciplinary and grievance issues; and salaries and expenses. It is hoped these guidelines will be helpful to Kirk Sessions by summarising for them some of their responsibilities and the support they can expect from the HR support provider and, in exceptional cases, from the Head of Personnel. The guidelines are available from the Convener.
29. Kirk sessions are reminded that organists (or similar) who receive any form of remuneration should be issued with a statement of main terms and conditions and job description. Once the documents have been issued, presbytery should be notified. Before employing a new

organist (or similar), the kirk session should draw up a statement of main terms and conditions, job description, personnel specification and advertisement. The approval of presbytery is required before creating such a post. Templates are available from the Convener. The HR support provider should always be consulted.

30. Ministers are reminded to seek approval from presbytery and the Linkage Commission before undertaking paid public appointments ('Extra-Parochial Work'). This kind of work has been defined 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." A return form, available from the Convener of the APPAM Panel, should normally be returned before the appointment begins and then annually by 15 September.

APP RECOMMENDED SALARY SCALES 2018

	Sterling salary pt	Euro salary pt	Level of responsibility of post	Qualification attained by employee or level of experience
Band A	£18,319 £18,975 £19,638 £20,297 £21,135 £21,790	€27,968 €28,970 €29,981 €30,988 €32,268 €33,266	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 2and3 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.

	Sterling salary pt	Euro salary pt	Level of responsibility of post	Qualification attained by employee or level of experience
Band B	£22,849 £23,885 £24,956 £26,061 £26,816	€34,884 €36,466 €38,099 €39,786 €40,938	General responsibility for specific areas of programme and ministry oversight; graduating to 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 and 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:

- (a) This salary scale was initially based on the JNC Youth and Community work scale (2009) for the UK and has since been updated annually. For 2018, the NI salary scale has been increased in line with the increase in the NI ministerial minimum (2% for 2018). The ROI salary scale has been increased in line with the increase in the ROI ministerial minimum (1% for 2018).
- (b) 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.
- (c) The APPAM Panel Convener of the Linkage Commission should be contacted for the most up to date figures and for advice on their interpretation.

EFFECTIVE CONTEMPORARY MINISTRY TASK GROUP

The Rev Jim Stothers reports:

31. The Effective Contemporary Ministry Task Group was established by the Commission in January 2016, with membership also from the Council for Mission in Ireland and the Council for Training in Ministry, from which Council the initiative for the Task Group originated. The remit was “to bring recommendations as to how the thrust of the resolutions of the 2004 and 2005 General Assemblies concerning mission may be implemented.” (See GAR 2004 pages 67-68 and 2005 pages 156-157 and 162-163.)
32. The Task Group made recommendations in the autumn of 2016 as Action Points for each of the three represented bodies as follows:
 - (a) **Linkage Commission**
 - (i) Liaise with CMI concerning the establishment of appropriate missional posts, with an emphasis on urban mission and on the Republic of Ireland, and with a willingness to prioritise resources (both financial and personnel) to these situations.
 - (b) **Council for Mission in Ireland**
 - (i) Research, propose and develop appropriate missional posts, with an emphasis on urban mission and on the Republic of Ireland.
 - (ii) Liaise with the LC concerning the establishment of these posts.
 - (iii) Through consultation with CTM, factor into the consideration of missional posts opportunities that might be available to contribute to the training of students and licentiates for effective contemporary ministry.
 - (iv) Contribute financially to this training through the Mission Support Grant Scheme.
 - (c) **Council for Training in Ministry**
 - (i) Offer advice to CMI concerning missional posts that might contribute to the training of students and licentiates for effective contemporary ministry.
 - (ii) Assign students and licentiates to appropriate missional contexts.
 - (iii) Contribute financially through scholarships.
 - (iv) Develop courses of study and training which will equip students and licentiates for effective contemporary ministry in mission contexts.
 - (v) Consider whether funding for student and licentiate assistantships needs to be removed from CMF to a fund which would be the responsibility of CTM.

33. The Task Group in March 2018 reviewed these action points and concluded that in large measure they had been followed through. It is noted in particular that two students for the ministry have been placed in missional situations in which it is intended that the gifting and calling they already appear to have for urban and cross-cultural mission can be further developed. Funding to enable this to happen has been released through College Scholarships, Central Ministry Fund, and Council for Mission in Ireland grants.
34. The Task Group has made some further recommendations as follows:
 - (a) That a vision for recruitment in terms of a contemporary style of ministry be developed by the **Council for Training in Ministry**: this would include proactively publicising examples of good missional situations.
 - (b) That the **Linkage Commission** encourage presbyteries to put support structures in place for those called to challenging situations, such as struggling urban congregations or small rural congregations which lack personnel resources and which need revitalisation.
 - (c) That licentiates be encouraged to consider calls to charges which are in need of revitalisation (as distinct from Church Plants): this could include the **Council for Mission in Ireland** hosting an event to inform and enthuse licentiates in this regard.
35. It was from the beginning intended that, as a Task Group, it would have a time-limited existence and so, having in some measure fulfilled its remit by bringing the two sets of recommendations noted above, it has been thanked for its services and discharged.

Mr James Livingstone writes:

36. Having completed his five year term as Convener of the Linkage Commission (previously Union Commission), Rev William Henry retires at this Assembly. Mr Henry was previously Secretary of the then Union Commission and has served as a member for some fifteen years in total.
37. During that period he has demonstrated not only industry in all that he has done but much graciousness in the manner in which he has sought to deal with vacancies throughout the denomination. His wise counsel and determination to do what is best for the work of Christ's kingdom will be greatly missed.

WILLIAM HENRY, Convener

APPENDIX A

Note:

- The bulk of the wording below is as was presented to GA 2016.
- Additional wording as requested following GA2016 and presented to GA 2017 is highlighted as text in CAPITALS.
- New wording presented to GA 2018 is highlighted by being underlined>.

Guidelines for Interview by Kirk Session and Hearing Committee.

There are two points at which an interview may take place. The first is that at which the Kirk Session is in the process of drawing up a list for hearing (Code Par 194(6)). The second is that at which a Hearing Committee has heard a candidate (Code Par 194(4)). It is important to distinguish between these interviews and the fact that a Hearing Committee must not ask questions about matters which are the particular responsibility of the Kirk Session under Code Pars 35ff.

1. General

- (a) No meeting shall be held before a minister is eligible for call.
- (b) The minister's spouse shall not be present.
- (c) There shall be no bargaining, and no promises shall be sought or given.
- (d) The same basic questions for each candidate shall be agreed at a meeting convened by the Vacancy Convener or another ministerial member of the Vacancy Commission. **ATTENTION SHOULD BE GIVEN TO THE IMPORTANCE OF WEIGHTING OF QUESTIONS AND WISE USE MADE OF THE INTERVIEW TIME TO ENSURE THAT THE ESTABLISHED PRIORITIES OF THE KIRK SESSION AND CONGREGATION ARE EXPLORED THROUGH THE QUESTIONING.**
- (e) If possible, the questions should be notified to the candidates beforehand. Supplementary points may be discussed at the meeting.
- (f) No questions may be asked which invite comment on current settled policy of General Assembly.
- (g) No questions may be asked about the likely role of the minister's spouse or family in the life of the congregation or local community.

2. Interview by Kirk Session

- (a) While it is common practice for Kirk Sessions to interview possible candidates before drawing up a list, they are not obliged to do so.
- (b) If a Kirk Session wishes to interview, then it should take care to observe all the guidelines at 1. *General* above, as well as those that follow under this section.

- (c) In interviewing candidates Kirk Sessions must bear in mind that, while the right to select candidates for a hearing belongs to them (Code Par 194(3)), it is the prerogative of the congregation to choose the minister (Code Par 195). The way the interviews are structured, and how the list is drawn up following the interviews, must be in such manner that the right to choose is not taken away from the congregation.
- (d) The Convener of the Vacancy Commission, or another ministerial member of the Vacancy Commission, shall act as Chairman.
- (e) ALL MATTERS CONCERNING THE LIFE OF THE CONGREGATION ARE UNDER THE AUTHORITY OF THE KIRK SESSION UNDER CODE PARS 35FF; RECOGNISING THE GENERAL ADVICE IN 1(D) ABOVE, IT MAY BE APPROPRIATE FOR KIRK SESSIONS TO ASK QUESTIONS ABOUT SOME SPECIFIC MATTERS WHERE CLARITY MAY BE IMPORTANT. THESE MAY INCLUDE QUESTIONS ON: SACRAMENTAL DISCIPLINE; THE DELIVERY OF PASTORAL CARE; HOW THE MINISTER MIGHT SUSTAIN AND NURTURE THEIR OWN SPIRITUAL LIFE; TIMES OF SERVICES OR NUMBER OF SERVICES ON A SUNDAY; THE MERITS OR DEMERITS OF A PARTICULAR TYPE OF ORGANISATION OR GROUP THAT THE KIRK SESSION WOULD BE RESPONSIBLE FOR, BB, GB, BOWLING CLUB, CHOIR, PRAISE GROUP, HOUSE GROUPS; ATTITUDE TOWARDS SERVICES IN CONNECTION WITH THE LOYAL ORDERS OR THE MASONIC ORDER, INCLUDING WHAT MAY BE CARRIED/WORN INTO CHURCH; INTER-CHURCH WORSHIP AND RELATIONSHIPS.
- (f) It may be appropriate to ask questions concerning other matters not specified above but which may be important locally. These include: preaching patterns – e.g. topic, text, expository, lectionary; style of worship – e.g. use of liturgy, congregational participation; music – issues around use of organ and/or other instruments, contemporary songs, traditional hymns and psalms; marriage – personal criteria used by the candidate in deciding who to join in marriage.
- (g) While many of the issues relevant to church life may be later explored by the Hearing Committee, the Session should be satisfied that they have sufficiently reflected upon these areas with potential candidates to proceed with confidence to hearing (and if necessary interview with Hearing Committee).
- (h) Candidates should be given opportunity to indicate their position on matters important to them, which may not have been raised by Kirk Session.
- (i) Once a list has been drawn up no further interview by Kirk Session may take place in the process, unless it is necessary to make out a new or supplementary list.

3. Interview by Hearing Committee

- (a) Interviews by a Hearing Committee are not obligatory, nor are they necessary to fulfil the remit of a Hearing Committee, which is appointed in some circumstances to carry out more conveniently the role of the congregation in hearing candidates.
- (b) If a Hearing Committee wishes to interview, then it should take care to observe all the guidelines at 1. General above, as well as those that follow under this section.
- (c) An interview by a Hearing Committee may only take place on the same day that it has 'heard' a candidate preach – it must not be part of the process of drawing up a list.
- (d) The purpose of a Hearing Committee interview must be understood. A Hearing Committee must not trespass in areas that are the responsibility of Kirk Session, including those undertaken in drawing up a list for hearing. A Hearing Committee may be appointed i) to hear candidates and report back to the congregation, or ii) to recommend a sole nominee to be heard directly by the congregation before a call is decided on (Code Par 194(4)). In both cases the Hearing Committee will either report that it is unable to bring in a recommendation, or it will bring forward a name. If a candidate is being recommended, the Hearing Committee will report only their name and the details available in the General Assembly Directory (updated if necessary) or the equivalent information if not already a minister of the Presbyterian Church in Ireland.
- (e) The Convener of the Vacancy Commission, or another ministerial member of the Vacancy Commission shall act as Chairman.
- (f) ALL MATTERS CONCERNING THE LIFE OF THE CONGREGATION ARE UNDER THE AUTHORITY OF THE KIRK SESSION; BUT IT MAY BE APPROPRIATE FOR THE HEARING COMMITTEE TO ASK QUESTIONS WHICH ARE OF GENERAL CONCERN TO THE CONGREGATION. It would be beneficial to enquire about the candidates approach to ministry and the priorities they would espouse e.g. what is the value and merit of every member ministry and how the candidate would demonstrate this in practice. HOWEVER, THE HEARING COMMITTEE SHOULD NOT ASK QUESTIONS WHICH ARE SPECIFIC TO KIRK SESSION: MATTERS OF SACRAMENTAL DISCIPLINE OR ATTITUDES TO SPECIAL CHURCH SERVICES. FOR EXAMPLE WHILE IT MAY BE APPROPRIATE FOR A HEARING COMMITTEE TO ENQUIRE ABOUT COMMUNITY RELATIONSHIPS IT WOULD NOT BE APPROPRIATE TO QUESTION ABOUT FORMAL INVOLVEMENT IN INTER-CHURCH SERVICES WHICH IS A KIRK SESSION (AND MINISTER'S) PREROGATIVE.

- (g) While the Minister is responsible to Presbytery for the conduct of public worship, it may be appropriate to ask questions concerning matters connected with public worship. This includes preaching patterns, style of worship, music, and things relating to the service that has just been 'heard'.
- (h) While the delivery of pastoral care is the responsibility of Kirk Session, it may be appropriate to ask candidates about their own personal approach – for example how they prioritise, the use of prayer and Scripture in visiting, the conduct of funerals.

APPENDIX B

Protracted Illness guidelines

1. As a result of protracted medically certified absence, a Minister or Associate Minister (hereafter referred to as 'Ministers') shall be paid as follows:

Months 0-6 - 100% of salary paid

Months 7-9 - 75% of salary paid

Months 10-12 - 50% of salary paid

Months 12 onwards – all payments cease

Notes: The Minister shall be informed prior to each of these changes being enacted, through an appropriate letter from the Clerk's office being included with the previous month's payroll.

No payments under the scheme shall be made to any Minister for more than 12 months in any 24 month period and the above reductions shall also apply in a similar rolling '12 month in 24 month' manner.

2. Medical evidence must be supplied to the Financial Secretary in all cases of illness of more than seven days duration. Failure to submit such evidence could mean loss of benefit.
3. While on full salary any invalidity or other state benefit reclaimed by a Minister should be paid over to the Financial Secretary to be forwarded to the Congregation to be applied towards meeting expenses of the period of illness. (When a Minister serves in a linked charge normally one Treasurer will be identified to whom payment is to be made.)
4. Application may be made for a grant to meet the cost of pulpit supplies in accordance with the rules for the time being of the Sick Supply Fund.
5. Presbytery shall make arrangements for a reduction in ministerial expenses during the period of illness (in accordance with the Linkage Commission Guidelines for the time being) to assist with pulpit supplies or other additional expenditure occasioned by a Minister's incapacity.

6. Normally, after 6 months of medically certified absence (and at any other point deemed necessary) a Minister will be required to attend an independent occupational health consultation. (This consultation would also clarify whether a further independent 'return to work' consultation was necessary.)
7. Each case of protracted illness shall be reviewed so that a decision can be made at the end of twelve months absence from duties provided that (a) absence has been continuous, or (b) absence or absences have been of significant duration or recurring over the twelve-month period, as interpreted by the Linkage Commission, after consultation with Presbytery.
8. The Commission, in consultation with Presbytery and the Finance Panel, shall have the authority to advise Presbytery to loose from his/her charge any Minister on the grounds of medical incapacity, after consultation with the Kirk Session and Congregational Committee.
9. Specifically, with regard to Licentiates and Ordained Assistants, during medically certified absence:
 - (a) Licentiates and Ordained Assistants shall be paid as outlined in section (A) above. Sections (B) and (C) shall also apply.
 - (b) The costs shall be met as follows:
 - (i) 1-3 months: no change in the arrangements in place.
 - (ii) 4-12 months: appropriate salary and employer's national insurance contributions, along with full housing allowance to be paid by C.M.F. Expenses, paid by C.M.F., may be reduced by the Linkage Commission.

The provisions of section (F) above shall apply.

Each case of protracted illness shall be reviewed in consultation with the Council for Training in Ministry, so that a decision can be made at the end of twelve months absence from duties, or at the date of eligibility for call, provided that (a) absence has been continuous, or (b) absence or absences have been of significant duration or recurring over the twelve-month period, as interpreted by the Linkage Commission, after consultation with the Council for Training in Ministry.

The Commission shall have authority to recommend to the Council for Training in Ministry and the Congregation concerned the termination of a Licentiate or Ordained Assistantship on the grounds of medical incapacity.

Appendix

Minister's Holiday entitlement during periods of illness shall be reduced as follows:

After 6 months of illness – 2 weeks reduction (including 2 Sundays)

After 9 months of illness – 3 weeks reduction (including 3 Sundays)

Between 10 and 11 months of illness – 4 weeks reduction (including 4 Sundays)

Adopted by the Union Commission on Tuesday, 28th October 2014

Revised by the Linkage Commission on Tuesday, 27th February 2018

APPENDIX C

ECCLESIASTICAL EXEMPTION – PARTNERING ARRANGEMENTS BETWEEN THE PRESBYTERIAN CHURCH IN IRELAND AND THE DEPARTMENT FOR COMMUNITIES

1. On 29th September 2016, the Minister for Communities advised the Northern Ireland Assembly of his decision not to remove the ecclesiastical exemption from Listed Building Consent, and of his intention instead to put in place partnering arrangements between his Department and large church organisations.
2. The Presbyterian Church in Ireland (PCI) and the Department for Communities recognize the potential benefits of greater engagement between our organizations. The following partnering arrangements are designed to enhance communication and to continue to facilitate appropriate internal Church controls.

Enhancing Communication

- (a) The PCI will take part in an annual meeting agreed to between the Department for Communities, the PCI and other invited denominations.
- (b) The PCI and the Department of Communities will each provide a key central contact person, through which significant matters can be raised as necessary throughout the year.

Facilitating Appropriate Internal Church Controls

The PCI agrees:

- (a) To maintain a Church Architecture and Manses Panel (or successor) containing suitably qualified personnel (augmenting the Panel as required);

- (b) That the decisions of the Panel will reflect the Church's responsibility for ministry and mission, while taking account of the special architectural and historic aspects of listed buildings;
- (c) To facilitate appropriate engagement between the Panel and Department for Communities officials; and
- (d) To share relevant information with congregations, including best practice advice on the management and development of historic church buildings, provisions of planning legislation, and the rigorous process within the PCI for gaining approval for all works (attached as Appendix 1).

The Department for Communities agrees:

- (a) To engage constructively with PCI and its Panel to seek to determine a way forward on development proposals which respects both architectural and ministry and mission considerations;
 - (b) To write to the PCI Panel regarding any proposals to list a Presbyterian church, to give the Panel the opportunity to provide input on behalf of the PCI (alongside continuing to write to the individual PCI congregation as the custodian/ owner of the building being considered).
3. The PCI and the Department believe that this approach is fully in accordance with the Minister's decision, and will ensure that church buildings are fit for purpose to meet the changing needs of congregations in their ministry and mission, and the local communities they serve, while giving appropriate consideration to the public value in maintaining the special architectural and historic interest of listed buildings.
 4. The key contact points for the effective operation of these arrangements will be the chair of the PCI Panel and the Assistant Director of Heritage Advice and Regulation Branch. These arrangements will be effective from 1 February 2018 and their operation will be reviewed after 12 months.

APPENDIX 1

PERMISSIONS FOR WORKS IN CONNECTION WITH CONGREGATIONAL PROPERTY

1. The process of making alterations to a church building proceeds as follows:
 - (a) If there is a proposal for a congregation to carry out work in connection with property which falls within the scope of Code Par 57 (6), permission at a congregational meeting must first be obtained.

- (b) The advice of the Church Architecture and Manses Panel may be sought early on, even before congregational approval is obtained.
- (c) Full planning permission should not be sought until final sign-off by the Linkage Commission.
- (d) The proposal is submitted to Presbytery which decides whether to approve the proposal on missional, financial and other related grounds, unless the congregation receives augmentation, in which case it consults the Linkage Commission and obtains its consent before authorising the project.
- (e) If the project is approved, Presbytery transmits it to the Church Architecture and Manses Panel. It may, but it is not required to, include comment on the details.
- (f) The Panel examines the proposal, taking into account any Presbytery comments. If necessary, it works with the congregation to finalise the project.
- (g) The Congregation resubmit the finalized project to Presbytery.
- (h) Presbytery approves and signs off on the finalised project and sends the revised plans to the Panel Convener for final submission to the Linkage Commission.
- (i) The Commission gives final sign-off.

ASSESSMENTS ON FULLY CONSTITUTED CHURCH EXTENSION CHARGES – 2018

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

<i>Church</i>	<i>Fully Constituted</i>	<i>Families (†)</i>	<i>Assess 2018 £</i>	<i>Assess Income £</i>	<i>Income* £</i>
New Mossley	2005	110 (72)	108	41,992	103,526
Ballysally	2007	150 (89)	133	58,008	174,511

† Families contributing at least £5.00 per annum

* As from 2012 Income includes all Organisational Income

ASSESSMENTS ON CHURCH EXTENSION CHARGES – 2018

<i>Church</i>	<i>Building</i>	<i>Assessable Income</i>	<i>Stipend</i>	<i>CMF</i>	<i>Ch. Ext.</i>	<i>HM</i>	<i>Total</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Taughmonagh	–	10,823*	3,247	1,623	1,082	649	6,601

*2016 Assessable income as 2017 figure not yet available

LICENTIATES

FIRST YEAR – From 1st January, 2018

LICENTIATES ARE PAID 75% of the ministerial minimum = £18,731 plus House Allowance p.a. (single - £702; married - £1,002) if applicable House Allowance is shared equally between the Congregation and C.M.F.

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Lic.</i>	<i>Ministers Stipend</i> £	<i>Cong. Cont.</i> £	<i>CMF</i> £
Sloan Street	* R Aicken	18.06.17	31,499 (30%)	9,951	9,782
Hillhall	* A Alves-Areias	04.06.17	38,739 (30%)	12,123	7,610
Edengrove	* J Brogan	28.05.17	33,067 (30%)	10,421	9,312
Windsor	* D Curran	16.06.17	33,590 (S/A)	3,000	16,733
Whiteabbey	* A Downey	04.06.17	40,008 (30%)	12,503	7,230
Kilbride	* S Kennedy	28.05.17	37,773 (30%)	11,833	7,900
Legacurry	* M McCormick	04.06.17	37,849 (30%)	11,856	7,877
New Row	* J McKane	21.05.17	37,271 (30%)	11,682	8,051
Railway Street	* J Maguire	11.06.17	37,773 (25%)	9,944	9,789
Newmills	+ P Poots	16.06.17	31,653 (30%)	9,847	9,586
Richhill	* J Torrens	28.05.17	41,368 (30%)	12,911	6,822
Greenwell Street	* R Tregaskis	25.06.17	38,850 (30%)	12,156	7,577
Ballyholme	* S Wright	11.06.17	35,849 (30%)	11,256	8,477
Stormont (from 5.2.18)	* A Gillicze	05.02.18	45,065 (30%)	14,021	4,464

* Married House Allowance

+ Single House Allowance

No House Allowance - House provided by congregation

s/a Special Arrangement

LICENTIATES

SECOND YEAR – From 1st January, 2018

LICENTIATES ARE PAID 75% of the ministerial minimum = £19,980 plus House Allowance p.a. (single - £702; married - £1,002) if applicable House Allowance is shared equally between the Congregation and C.M.F.

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Lic. £</i>	<i>Ministers Stipend £</i>	<i>Cong. Cont. £</i>	<i>C.m.f.</i>
Wellington	* J Boyd	19.06.16	42,693 (32%)	14,163	6,819
First Ballymena	* M Boyd	29.05.16	39,864 (32%)	13,257	7,725
Maze	* E Frazer	19.06.16	32,950 (32%)	11,045	9,937
Abbot's Cross	* S Hawthorne	29.05.16	33,017 (32%)	11,066	9,916
The Mall	* C Jackson	05.06.16	38,066 (29.5%)	11,730	9,252
McQuiston Memorial	* A Marsh	05.06.16	35,862 (32%)	11,977	9,005
Immanuel	+ J Martin	27.05.16	33,590 (32%)	11,100	9,582
Cooke Centenary	* J Newell	19.06.16	31,499 (32%)	10,581	10,401
Fisherwick	* J O'Donnell	18.06.16	39,864 (32%)	13,257	7,725
Whitehouse	* R Orr	05.06.16	32,640 (27%)	9,314	11,668
Hamilton Road	* R Patton	29.05.16	46,870 (32%)	15,499	5,483
Alexandra	* J Porter	27.05.16	25,659 (27%)	7,429	13,553
Harryville	* M Rutledge	05.06.16	37,994 (32%)	12,595	8,387
Ballyclare	* J Smith	26.06.16	37,982 (32%)	12,655	8,327
Elmwood	* G Andrich	07.12.00	37,249 (32%)	12,421	8,561

* Married House Allowance

+ Single House Allowance

No House Allowance - House provided by congregation

s/a Special Arrangement

LICENTIATES

THIRD YEAR – From 1st January, 2018

LICENTIATES ARE PAID 85% of the ministerial minimum = £21,229 plus House Allowance p.a. (single - £702; married - £1,002) if applicable House Allowance is shared equally between the Congregation and C.M.F.

<i>Congregation</i>	<i>Assistant</i>	<i>Date Of Lic.</i>	<i>Ministers Stipend</i> £	<i>Cong. Cont.</i> £	<i>CMF</i> £
Killead	* A Burke	21.07.15	18,845 (S/A)	3,265	7,850
Loanends	* A Burke	21.07.15	18,845 (S/A)	3,265	7,851
Kilfennan (to 12.1.18)	† D Clarke	07.06.15	36,201 (32%)	392	329
Kirkpatrick Memorial	* R Cronin	21.06.15	46,876 (32%)	15,501	6,730
Knock (to 3.1.18)	* A Dickey	31.05.15	52,500 (32%)	142	41
First Carrickfergus	† A Gill	07.06.15	43,993 (32%)	14,429	7,502
Bangor, Hamilton Road	* M Gray	05.06.15	46,870 (32%)	15,499	6,732
Carryduff	* B Kee	12.06.15	36,727 (32%)	12,254	9,977
First Larne	* D Kelly	07.06.15	40,371 (32%)	13,420	8,811
Hill St., Lurgan (to 1.2.18)	* S Kennedy	26.06.15	41,171 (32%)	1,177	736
Derramore	† R McClure	14.06.15	13,643 (32%)	4,485	6,367
Drumachose	† R McClure	14.06.15	26,718 (32%)	8,782	2,297
Templepatrick	* A McCracken	07.06.15	41,502 (32%)	13,782	8,449
Second Comber	* A McQuade	21.06.15	45,197 (32%)	14,964	7,267
Dungannon (to 4.1.18)	* G Mullan	14.06.15	39,470 (32%)	144	100
Stormont	* B Van der Linde	28.06.15	45,065 (32%)	1,104	541

* Married House Allowance
 + Single House Allowance
 s/a Special Arrangement
 # No House Allowance

ORDAINED ASSISTANTS

From 1 January, 2017

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Ord</i>	<i>Minister's Stipend £</i>	<i>% Min</i>	<i>Salary £</i>	<i>House Allow £</i>	<i>Total £</i>	<i>Cong Contrib £</i>	<i>CMF £</i>
Bloomfield	* D Burke	08.05.16	39,538	100	25,659	1,002	26,661	2,000	24,661

* Married House Allowance

† Single House Allowance

s/a Special Arrangement

No House Allowance - House provided by Congregation

ASSOCIATE MINISTERS – 2017

<i>Name</i>	<i>Congregation</i>	<i>Salary</i>		<i>House Allow. Paid £</i>	<i>Employer Pension NIC Costs £</i>
		<i>Paid £</i>	<i>Recovery £</i>		
A Mullan	Mourne	27,839.42	27,839.42	n/a	9,411.00
G McCracken	Ballywillan	26,430.00	26,430.00	2,000.00	8,878.00
D McGaughey	Cuningham Memorial	29,514.00	29,514.00	n/a	10,044.00
D Stanfield	First Bangor	30,799.00	30,799.00	n/a	10,530.00
G Ball	Orangefield	25,916.00	25,916.00	1,000.00	8,684.00
A Galbraith	West Church Bangor	26,173.00	26,173.00	1,000.00	8,782.00
D Currie	Knock	25,787.00	25,787.00	2,000.00	8,635.00

RESOLUTIONS

1. That the Parish Bounds for the (amalgamated) congregation of Greyabbey be as described in Par 18 of the Linkage Commission report.
2. That Guidelines for Interviews at Vacancies (Appendix A) be adopted.
3. That the updated guidelines for the Prolonged Disability Scheme (Appendix B) be noted.
4. That the congregation of Fortwilliam and Macrory be amalgamated with the congregation of Whitehouse no later than 31st December 2018, on terms set by the Linkage Commission.
5. That the congregation of Boyle be amalgamated with the congregation of Sligo no later than 31st December 2018, on terms set by the Linkage Commission.
6. That the report of the Linkage Commission be received.