

# COUNCIL FOR TRAINING IN MINISTRY

Convener: Rev N.J. McCULLOUGH

Secretary: Rev T.J. STOTHERS

## EXECUTIVE SUMMARY

1. The Ministerial Studies and Development Committee reports on a revised training pathway for ministry and the introduction of a flexible training pathway.
2. The Union Theological College Management Committee reports on the changing relationship of the college with Queen's University and future plans for the college.
3. The Reception of Ministers and Licentiates Committee reports on its oversight of those who are applying to be received as ministers of our Church and of those who have been granted the status of ministers without charge.
4. The Deaconess Training and Selection Panel reports on its oversight of the deaconesses presently in training.
5. The Accredited Preacher and Auxiliary Ministry Panel reports on the training of further accredited preachers and a new auxiliary ministry course.
6. The Pastoral Care of Manse Families Panel reports on a responses to the paper 'Caring for Manse Families' which was sent down to presbyteries.
7. The Conciliation Panel reports on its work of providing conciliation and conciliation training for the church.

### Convener's Introduction

8. At the time of writing the Council has met four times since the last General Assembly. Much varied and valuable work has been done through the council but the issue that has dominated its work has been the changing relationship of Union Theological College with Queen's University Belfast.
9. Queen's University announced a review of the Institute of Theology in June 2018 and, on the basis of this review, on 18 December suspended undergraduate programmes for September 2019. On 9 April the university decided that all programmes (including post-graduate programmes at Union, the Methodist Edgehill Theological College, Irish Baptist College, and Belfast Bible College) would be withdrawn and there would be no further intake of students. The college will

continue to teach the current first and second year students and those enrolled on part-time courses to the end of their programmes. The ending of the relationship is highly regrettable but the Council and the College are committed to ending it well. While the adjustments to be made are significant, the Council is in no doubt that an exciting future for the College lies ahead. In particular, there are new opportunities for flexibility in training ministry and other students that it is believed will lead to a better student experience and better outcomes.

### **UTC Review Task Group**

10. In the light of the developing situation with Queen's University, a task group was set up by the Union Theological College Management Committee to review how the college might best train our ministry students and what financial savings could be made. The task group comprises Moderator and Clerk, the Council and Committee Conveners (with the Council Convener to convene), the Council Secretary, the Convener of the Finance, Property and Administration Panel, the Convener of the Curriculum Panel, Professor John Gillespie, Professor Paul Hanna, Mrs Avril Heenan, Sir Nigel Hamilton, with the Principal to sit and deliberate. A wide range of options has been considered including:
  - all awards, both undergraduate and postgraduate, made through PTFI;
  - a validation arrangement with another Irish or UK university;
  - co-operation with another local institution;
  - Union College delivering ministry training only;
  - training ministry students in another local institution with Presbyterian staff involvement.
11. Having considered other options, the task group remains convinced that training ministry students through the College is the best way forward. At present the Presbyterian Theological Faculty of Ireland (PTFI) royal charter allows for graduate entry awards to be made and the small number of students who do not have a prior degree are able to follow the same course and be fully trained, though without an award.
12. The task group is also convinced of the benefit of the college teaching non-ministry undergraduate students alongside ministry students and options are being considered as to how this might be possible in the future. Achieving this will not be straightforward however, and it is likely that it will be several years before undergraduate theology is available at the college.
13. The true costs of running the college have for many years been masked by the income gained through non-ministry students. It is possible that online courses and, eventually, new undergraduate students will provide valuable income streams, but it needs to be realised that,

even in its most stripped back form, the cost of training our ministry students is significantly more than is being provided by the United Appeal currently.

### **Dismissal of a Professor**

14. The Rev Professor Laurence Kirkpatrick was dismissed on 19 March 2019 on grounds of gross misconduct. The particular charges that were upheld and led to this were that:
  - (a) his contribution to the Talkback Programme on 13 June 2018 brought Union Theological College, and by association, his employer, the Presbyterian Church in Ireland, into disrepute.
  - (b) his comments on the Talkback programme had a significant and material adverse impact on PCI's relationship with Queen's University, Belfast, and caused hurt and damage to the faculty's relationship and cohesion.
15. Four other charges of a lesser nature were also upheld. It should be noted that neither the Council for Training in Ministry nor the Union Theological College Management Committee had any role in this: the procedures relevant to employees under the Staff Disciplinary Rules and Procedures of the Presbyterian Church in Ireland were applied.

### **Ministry Applicants**

16. Last year the Church was asked to pray for God to call more people to apply for ministry. This prayer has been answered in that 15 candidates were interviewed at Easter. Whilst very grateful, the Council is not complacent and asks for continued prayer for this crucial part of the Church's work and witness.

### **Pathway Flexibility**

17. Last year an appeal was made at the General Assembly for the Council to provide more flexibility in its training pathways, especially for those who are already well qualified and who have significant experience. The Ministerial Studies and Development Committee is proposing a flexible pathway arrangement that it is hoped will provide this.

### **BibleMesh**

18. During the year a question was raised by the Ards Presbytery about the relationship with BibleMesh, the platform which hosts the online courses developed by the College. In particular the presbytery was concerned about a course on the wider BibleMesh website which appeared to promote views on the eligibility of women for ordination contrary to the position of the Presbyterian Church in Ireland and the impression that might be given that this was also the position of PCI. The Council notes that BibleMesh hosts courses from many different organisations representing many different viewpoints on numerous issues. In

addition, the BibleMesh doctrinal statement does not refer to this issue. The Council is keen for the College to develop further online courses and while the Council values the assistance received from BibleMesh it is important to note that the College does not promote, endorse, or use any courses from any organisations that have not been approved by the College and Council. In all instances, the courses made available by the College on BibleMesh are designed, administered, and overseen, exclusively by the Union College Faculty.

### **Gratitude**

19. The events of this year have meant an immense pressure and workload for, among others, the principal and faculty of the College and the Secretary of the Council. The Council is deeply grateful for their selfless service.

### **Students' Bursary Fund**

*Rev Adrian Moffett, Students' Bursary Fund agent, writes:*

20. The Students' Bursary Fund exists to make financial provision for students for the ordained ministry and their families during their time of study.
21. In the academic year September 2018 - June 2019 there are 14 students in receipt of grants, 13 of whom are studying at Union Theological College, Belfast, and one completing a placement in a congregation. The cost to the fund of grants, fees and all other expenses for this period will be in the region of £230,000. This is being met through offerings at services of licensing, of ordination and installations of ministers and elders and through personal and congregational donations as well as congregational assessment. Thanks are due to all members of the Church who generously support the Students' Bursary Fund.
22. All those who have responsibility for planning a service of licensing, of ordination and installation are asked to ensure that full use is made of the Students' Bursary Fund literature (available from reception in Assembly Buildings), especially the Gift Aid envelope. Experience has shown that where literature is handed out at an earlier service, those attending the special service are more likely to make use of the Gift Aid scheme. It would be appreciated if any unused literature could be returned to Assembly Buildings following the service.

## **MINISTERIAL STUDIES AND DEVELOPMENT COMMITTEE**

23. Four students commenced ministerial training this autumn, giving a total of 16 students currently in training.

**Pathway review**

24. As intimated in the Council's report to the General Assembly in 2018, the committee undertook a significant review of the application pathway for ministry students this year, including consultation with presbytery student agents. Currently applicants are required to have passed the Accredited Preacher Scheme (APS) before interview. This process has been helpful in many ways, giving candidates further experience of preaching and being mentored. In addition the feedback from the course has been useful for interview panels. It has, however, thrown up some unexpected issues, particularly in respect of the responsibility placed on one person to pass or fail a candidate for APS, which would effectively end a ministry application. The intention of the revised application pathway is to retain the benefits of the APS whilst eliminating the pass/fail element. It also streamlines the process as much as is possible. An outline of the recommendation is attached in Appendix 2.

**Applications**

25. Fifteen candidates for ordained ministry were interviewed on 15 and 16 April 2019. The interviewing panels comprised Revs Dr Paul Bailie, Albert Baxter, Robert Beggs Amanda Best, Gordon Best, Robin Brown, Daryl Edwards, Mark Johnston and Niall Lockhart; Mrs Isobel McAuley, Rev George McClelland, Very Rev Dr Ian McNie, Dr Lena Morrow, Rev Jane Nelson, Mr Roy Thompson. The input of HealthLink360 again proved to be extremely useful. Having completed the process, 13 are being nominated to the General Assembly.
26. The current applicants are part of a growing trend where many have previous theological training and indeed ministry experience within local churches. Our current system is not sufficiently flexible to take such training and experience into account. Therefore, in another large piece of work this year, the formation of a Ministry Pathway Panel is proposed. It would bring reports concerning any student who may already have completed some of the Church's requirements, while making sure that all candidates complete the elements set out by the General Assembly for ministry students. It is expected that most candidates will follow the current five-year training pathway in its entirety, but the committee does want to be responsive to the way God has already gifted, taught and used people before they have applied for ministry. A paper is attached in Appendix 3.
27. Due to the current situation regarding the College and Queen's University, there will no longer be the facility for our ministry students to study for a BD at the college. However, the training of our students will carry on uninterrupted, with the General Assembly's requirements continuing to be taught.
28. While encouraged by the number and quality of applicants this year, the committee feels it is important to continue to place the opportunities for ordained ministry in front of people so that they can consider and

respond to God's call on their lives as easily as possible. With this in mind, MSDC has undertaken, along with the Creative Production Department, to make three short videos that will inform and encourage people to explore whether God is calling them into pastoral ministry. The first film will aim at possible applicants aged 18-30; the second at people within congregations who have the role of identifying and encouraging people to explore God's call on their life; and the third will profile the pathway for application. These videos will include both male and female ministers and potential applicants, and it is hoped that the first one may be available to be screened by the time of the General Assembly.

### **Termination of Pathway**

29. The Council accepted the recommendation of the Ministerial Studies and Development Committee that the candidature for the ordained ministry of Dr Kevin Hargaden be terminated, but noted that the committee will warmly welcome a further application in the future. A resolution is appended.

### **Licentiates**

30. Fourteen licentiates became eligible for call on 1 September 2018.

### **Sabbaticals**

31. The committee has again looked at sabbatical guidelines with regard to academic study, recognising this in a difficult area to get right. It is acknowledged that many people find academic study to be refreshing and therefore a good use of sabbatical time and there is no desire to prevent those people from using it in this way. The guidelines have been altered to allow for this, while encouraging ministers to prioritise refreshment in planning sabbatical leave.

### **Post-ordination Conferences**

32. The theme for the 2019 conference was self-care and resilience, with Christopher Ash as the main speaker, along with Jen Charteris and James Hyndman. In 2020, the conference will look at the area of leadership with Marcus Honeysett and a team from Living Leadership.

### **Pre-retirement Conferences**

33. These conferences continue to be greatly appreciated by attendees.

ANDREW FAULKNER, Convener

## UNION THEOLOGICAL COLLEGE MANAGEMENT COMMITTEE

34. The Committee has had a busy year as unfolding events led to many more meetings than normal.
35. During the year Queen's University Belfast carried out a review of the Institute of Theology and, eventually, future enrolment for all undergraduate and postgraduate programmes was terminated.
36. It became clear in December 2018 that this outcome was likely and so the Union Theological College Review Task Group was set up to review the options for the college, the training of ministers and what financial savings might be made. A fuller report of its work is given under the convener's introduction.
37. Student intake in September 2018 was significantly reduced and the drop in associated income together with the suspension of enrolment for September 2019, means that the budget income for 2019 in relation to non-ministerial students will be around £592,600 rather than the anticipated £791,500 – a decrease of £198,900. The committee is giving consideration as to how financial savings may be achieved to help to offset the inevitable shortfall in revenue.

### Courses

38. When concerns began to emerge about the relationship with Queen's University the council encouraged faculty to look at the possibility of developing an additional student base through online courses. Faculty have worked tremendously hard and next year it is planned that ten courses will be offered through Union College with seven being fully online. These are listed and described in Appendix 4. The potential to develop this work is significant and this could prove to be great resource for the global church as well as having the potential to provide income for the college.

### Bequest

39. A bequest 'for the work of training ministers' was received from the estate of the late Elizabeth Steele. The initial amount was for £53,450.76 and it is likely to rise by another £150,000. The committee is very grateful for this bequest.

### QAA

40. A QAA Monitoring Visit in October 2018 stated that the College is making progress in monitoring, reviewing and enhancing its higher education provision since the October 2017 monitoring visit, but that further improvement is required, in particular with regard to Presbyterian Theological Faculty, Ireland pathways. The College is currently undergoing a full Higher Education Review and the review

visit is scheduled for 20 May 2019. The College has worked hard to address the matters highlighted and awaits the outcome of the review.

41. An internal Quality Assurance process is now in place for programme design and module review including a three-year review cycle for the college.
42. Due to the extended work and review now undertaken by the Curriculum Panel (with regard to monitoring and evaluation), the committee seeks approval from the General Assembly that the name of the panel be changed to the 'Teaching and Learning Panel'.

### **Staffing**

43. The contracts of two lecturers, due to expire this autumn, were extended for a further year from September 2019.
44. A professor has been dismissed after due process. This is referred to in more detail in the convener's introduction.

### **Students**

45. In the 2018/2019 academic year 13 ministerial students were enrolled, four in first year, four in second year and five in third year. In addition, there are 95.5 full-time equivalent (FTE) undergraduate QUB students studying theology, 12.5 FTE postgraduate students, three student deaconesses, and eight A-level students. 40 QUB students are taking single modules.
46. There is a significant increase in ministry students for September 2019. The ministry training programme is designed to prepare all our students, both graduates and non-graduates, for effective and fruitful ministry within the Presbyterian Church in Ireland. Graduates commencing their ministry training pathway may be enrolled in a new PTFI Master of Divinity programme, and, for those suitably qualified, there is the possibility of working towards a Master of Theology degree during their time at Union College. The PTFI Charter only permits awards to be made to those who already hold an undergraduate degree.

IVAN PATTERSON, Convener

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

47. The committee has met four times since the 2018 General Assembly.

### **Enquiries**

48. Twelve people contacted the RMLC during the year for information about transferring to the ministry of the Presbyterian Church in Ireland. Only one of these has, to date, followed through with a formal enquiry.

**Transferring Ministers**

49. Rev Gunther Andrich, a minister of the Uniting Reformed Church in South Africa, completed a two-year assistantship at Elmwood (Lisburn) in August 2018. Having satisfied the committee in all formal assessments, he was declared eligible to be called as a minister within PCI. Subsequently on 18 January 2019 he was installed in the Home Mission and inducted in the congregations of Irvinestown, Pettigo and Tempo.
50. Rev Andras Gilicze, a minister in the Hungarian Reformed Church, commenced a two-year assessed assistantship in Stormont on 5 February 2018. His training and formal assessment continues, with a view to eligibility for a call in February 2020.
51. Rev Dr Zachary Cole, an ordained minister from the United States of America, and currently teaching in Union Theological College, has completed one year of part-time assessed assistantship in Maze, as well as a full-time summer assistantship in First Monaghan and Smithborough. Dr Cole's assistantship is tailored to fit with his college teaching role. At the time of writing it is anticipated that, prior to the meeting of Assembly, he will have been inducted as part-time Moderator's Assistant in Maze.
52. Rev Laszlo Orban, an ordained minister of the Hungarian Reformed Church (in Romania), commenced a 2-year assessed assistantship in Joymount, Carrickfergus on 1 October 2018. His training and formal assessment continues, with a view to eligibility for a call in October 2020.
53. Rev Enrique Tagle Aguiar, an ordained minister in Havana Baptist Church, Cuba, was interviewed by the committee on 28 November 2018, and subsequently received as a transferring minister. He commenced a two-year assessed assistantship in First Carrickfergus on 1 April 2019, with a view to eligibility for call in April 2021.

**Application to be received as a Transferring Licentiate**

54. Mr Derek French, who is currently a PCI missionary in Spain was interviewed by the committee on 28 November 2018, and approved in principle for reception as a transferring licentiate. As Mr French is unavailable to return from Spain until mid-2020, he will undertake a supplementary interview prior to confirmation of his reception.

**Process for Transferring Ministers and Licentiates**

55. Formal reviews of transferring ministers/licentiates are now conducted after 6, 12 and 19 months in assistantship. Previously the final review was conducted at 24 months, but this was found to be too late in the process, and was thus brought forward to 19 months.
56. It is noted (a) that the cost of any courses required by the committee as part of the transfer process will be borne by the Council for Training in Ministry, (b) that transferring ministers will normally be required

to undertake the usual five years of Post-Ordination Training after being settled in a charge and (c) that a transferring minister/licentiate is officially ‘under the supervision’ of the presbytery within whose bounds he/she is serving as an assistant.

### **Rules for Transferring Ministers/Licentiatees**

57. A set of rules for transferring ministers/licentiatees was approved by the 2018 General Assembly, with the exception that one paragraph was referred back to the council for further consideration, namely ‘A Transferring Minister who has not received and accepted a call within 12 months of becoming eligible shall normally cease to be eligible’. The committee considered this matter, and determined that, taking everything into account, it would be reasonable to extend this period of eligibility from 12 months to 18 months and this is brought to the Assembly for approval. For ease of future reference, the full set of rules is at Appendix 5.

### **Ministers without Charge and Licentiatees**

58. Under the Code, Par 219(4), presbyteries seek authorisation through the committee for the retention of ministers without charge and of licentiatees not serving an assistantship under Code Par 219A. Following a recommendation from the General Council, the committee continues to adopt an approach which is more fully in line with the Code than in former years. It continues to make ongoing adjustments to documentation and procedures to better serve this purpose and is grateful to clerks of presbytery for making annual returns in good time so that requests may be received in time for recommendations to be included in the General Assembly reports.
59. The recommendations are included in Appendix 6.

### **Requests for Permission to Preach in Vacancies**

60. Following formal applications, appropriate accompanying documents and written requests from the relevant vacancy conveners, two applicants were interviewed and granted permission – viz.: Terry Price to preach in Arklow and Will Ackles to preach in the Bailieborough group as well as First Monaghan/Smithborough.

### **Restoration of status under Code Par 219(5)**

61. A request for restoration of status as a minister without charge was received from a former minister of our Church who is currently in a full-time appointment which is not under the jurisdiction of the Assembly. This request was not granted.
62. In general terms, it is recognised that a former minister or licentiate may wish to seek a call and so seek restoration of status under Code Par 219(5). Under the wording of Code Par 219(4)(d)(i), which indicates that someone in a full-time appointment which is not under

the jurisdiction of the Assembly is deemed to have resigned (there are exceptions for some forms of church work), someone would have to resign from their full-time appointment before making application for restoration of status. There would be no certainty that he or she would be received, and even less that he or she would receive the call. An overture to address this difficulty will be presented.

### **'Order of Permissions' in Code Par 219(5)**

63. It is recommended that requests for the restoration of 'Minister without Charge' status should go in the first instance to the committee, in order that those which are clearly not permissible under the law of the Church can be dealt with prior to presbytery consideration. The overture referred to in the previous paragraph seeks also to address this matter.

ALBERT BAXTER, Convener

### **Recognised Ministries**

*Rev Dr WJP Bailie, Mission Africa, writes:*

64. Mission Africa (The Qua Iboe Fellowship) is one of Ireland's oldest mission agencies, currently in its 132nd year of operation. Mission Africa continues to pray that God might continue to be pleased to use the mission for His sovereign purposes.
65. The mission concentrates on three areas of ministry: 1) evangelism and church planting, generally in difficult places and circumstances; 2) the strengthening of the African church through theological education; 3) medical and compassionate ministry, especially amongst disadvantaged and marginalised populations, such as women, children and the elderly. These ministries are carried out in partnership with various evangelical African denominations, and often like-minded mission agencies. Mission Africa is a member of Global Connections (Evangelical Missionary Alliance) and Mission Agencies Partnership. I am particularly pleased to report warm relations with the Council for Global Mission.
66. The mission continues its work against a background of financial challenge, a diminishing interest in foreign mission amongst Western churches and at a time when many within the church cannot adequately distinguish mission and aid and development work. Nevertheless, we continue to send out full time missionaries and operate a short-term programme of teams and medium term placements. We also continue to operate branches in Scotland and England.
67. As Chief Executive I have responsibility for strategic planning; pastoral care of missionaries; supervision of personnel and finance at home and overseas and partner relations with a variety of churches and agencies. I am particularly involved in promoting theological education in Africa and I am currently developing plans for police and military chaplaincy in Africa.

68. 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), the Council for Training in Ministry and the subsidiary committees of the CTM. I am particularly glad to serve the Church through part-time teaching of Old Testament at Union Theological College, and ACF chaplaincy. I am honoured to be one of the Moderator's Chaplains for 2019-2020.

*Rev Dr Ruth Patterson, Restoration Ministries, writes:*

69. Restoration Ministries celebrated its 30th anniversary last year. There were many highlights, chief among which were a day conference at Dromantine with the Very Rev Dr John Dunlop, a meal for the Friends of the Ministry in St Brigid's, Derryvolgie and a thanksgiving service at Harmony Hill with Rev John Bell of the Iona Community. Another highlight of the year was a trip to the Holy Land at the request of Veritas Publishers. I was asked to accompany a group and simply absorb the experience, with the remit to return home and write some spiritual reflections as part of a larger Pilgrim's Guide, to be published later this year.
70. Faith and Friendship, 20 years old this past year, is now in eight different centres in Northern Ireland and continues to have a quiet reconciling influence in those communities. My commitments with L'Arche International continue as does my involvement in Centering Prayer. There are continuous requests to give retreats in various parts of the island and beyond – a wonderful privilege. The work of spiritual direction is ongoing.
71. This year we lost two faithful volunteers who were also dear friends, both of them Presbyterian – Hilton Henry (Legacurry) and Beth Moore (Knock). We are so grateful to them and all those volunteers over the years who have committed themselves to the vision of peace, healing and reconciliation.

## DEACONESS SELECTION AND TRAINING PANEL

72. Having completed their summer placements, the three student deaconesses began their second year placements on 24th September 2018 in the following locations:
- Paula Burrows – Belmont
  - Louise Davidson – Dunmurry
  - Sylvia Santos-Bryce – Greenisland
73. Students spend six sessions per week, plus Sunday, in these placements. In addition, they spend Fridays in college and have two sessions per week for study. The panel is very grateful to Rev Dr Liz Hughes for meeting with the students each Friday. Upon the satisfactory completion of the course, the student deaconesses are due to graduate with their diploma on 23 May 2019.

74. First year student feedback, chaired and collated by Pauline Kennedy and Helen Johnston, has been fed back to the panel and faculty. This will play an important role when the course on Diaconal Studies is prepared for any future cohort of students.

ROBIN BROWN, Convener

## **ACCREDITED PREACHER AND AUXILIARY MINISTRY PANEL**

### **Auxiliary Ministry Scheme**

75. After a lapse of two years, an Auxiliary Ministry Scheme course is planned for 2020. The application date is 6 September 2019 with training due to commence in January 2020. The panel is discussing the possibility of making some aspects of this course available to the wider church. Further consideration of this will continue after the application date for the 2020 course expires.

### **Accredited Preacher Scheme**

76. 2018 Course: Two courses centred in Belfast and Dublin are now nearing completion with the service of accreditation taking place on 19 May 2019 in Sandys Street, Newry.
77. 2019 Course: Interviews have taken place and 26 trainees will commence their course with an intensive classroom teaching week from 1 to 5 July 2019 in Union College.

OSSIE McAULEY, Convener

## **PASTORAL CARE OF MANSE FAMILIES PANEL**

### **Introduction**

78. The 2018 General Assembly sent down a report, from the Council for Training in Ministry, entitled 'Caring for Manse Families' to presbyteries for discussion and comment. Responses were received from each of the 19 presbyteries. The panel places on record its appreciation for the thoughtful, constructive and honest way in which each of the presbyteries engaged with this process.
79. In summary presbyteries welcomed this opportunity for 'moving the discussion forward' on what is clearly considered to be 'a very important topic' within the life of the Church.
80. Models currently at play include pastors pastorum, 'a pastoral couple', pastoral teams, and ad hoc arrangements as and when required. In

many contexts these are clearly appreciated, especially in times of reactive need. However, it would be fair to say that there is a collective acceptance that even at our best, in practice pastoral care of ministers and their families is an underdeveloped aspect of what it means to be part of PCI. No presbyteries responded in a way that suggested they were content to advocate for the status quo.

### Key Proposal

81. The Council's paper placed the following key proposal before presbyteries for discussion and comment: 'That a new layer of pastoral care for ministers and manse families be encouraged within PCI, namely: That each minister should be encouraged to take responsibility for naming someone who they and their family would look to as their pastor.'
  - Two out of 19 presbyteries embraced this proposal without any expressed reservations (1 of these has already begun to implement the suggested model).
  - 15 welcomed the proposals, indicating a willingness to implement them, with caveats (see below).
  - Two did not express a clear view on the proposal.
82. The dominant caveat expressed regarding the implementing of the above proposal, across the denomination, was that 'one size does not fit all and never will', or as another presbytery put it 'one size fits none.'
83. The variance within the responses can best be illustrated by the following examples:
  - (a) Five presbyteries felt it would be important that the chosen 'pastor' should be a minister from within the presbytery. 8 felt it would be important for the chosen 'pastor' to come from outside of the presbytery.
  - (b) Six felt it was important that the chosen 'pastor' should be an ordained Presbyterian minister. 5 felt it was important that the chosen 'pastor' could be a non-ordained person or, indeed, someone outside of PCI.
  - (c) Six felt that it would be important for clerks to keep records regarding pastoral link-ups. 4 felt this would be unhelpful and indeed unnecessarily intrusive and bureaucratic.

### Common Ground

84. Whilst responses to the content, and core proposal of the paper were varied, one key point of commonality emerges, namely a strong acceptance across presbyteries that the pastoral care of ministers (and by association their families) is, within a Presbyterian ecclesiology, a matter with which presbytery rightly concerns itself.
85. Whilst welcoming the stimulus of suggested models of pastoral care, the strong message coming back from across the denomination is, as

summed up by one response: ‘We believe that arrangements for pastoral care should be left to each presbytery to determine what is best in their situation.’

86. The panel believes that this is the view of the Church (as expressed in the responses) and that therefore it should not ask the General Assembly to prescribe specific models to presbyteries as to how they should provide pastoral care for ministers and their families.

### Analysis

87. A number of presbyteries expressed concerns about the usage of the phrase ‘Manse Families’. They argued that this phrase in itself can perpetuate stereotypes, create unhelpful expectations and overlook the circumstances of ministers who (for example) are not married or who do not have children.
88. In response to these comments the panel suggests that this discussion be reframed within PCI to that of ‘Pastoral Care of Ministers and their Families’, and that the panel itself (sitting under the Council for Training in Ministry) be renamed accordingly.
89. This change in terminology away from ‘Manse Families’ helps to defuse any perception that ministers, and their families, are unique in facing pressures,<sup>1</sup> with the attendant expectations that such perceptions can bring. However, it is important to acknowledge, that as in many occupations, ministers will face particular pressures because of the peculiar challenges of their work.<sup>2</sup> Presbytery responses suggest that there is need for an ongoing conversation within the Church regarding ways of improving vocational support for ordained ministers (embracing areas such as mentoring, supervision, in service training, sabbatical leave etc).<sup>3</sup>
90. One area however where ministers (who serve in congregations) are in a unique situation is that that their households are the only households within PCI which do not, by default, have a ‘minister’. Interestingly at the time of the Scottish Reformation John Knox foresaw this pastoral deficit in an emerging system of church governance that no longer had bishops to pastor the pastors.<sup>4</sup>

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1 For a survey of pressures facing individuals and families today see, for example, Shona and David Murray, *Refresh: Embracing a Grace-Paced Life in a World of Endless Demands*. (Crossway Books, 2017) and Kevin DeYoung *Crazy Busy* (IVP, 2013).

2 See for example: Peter Shaw and Graham Shaw, *Living with Never-Ending Expectations*, (Regent College Publishing, 2017); Peter Brain, *Going the Distance*, (Matthias Media, 2003); Rae Jean Proeschold-Bell and Jason Byassee, *Faithful and Fractured*, (Baker Academic, 2018).

3 Recent changes to the Consultation Process have been pointing a way forward on this issue.

4 Knox suggested the appointment of ‘Superintendents’ to address this issue. See Gordon Donaldson, *Scotland: Church and Nation through Sixteen Centuries*, (Scottish Academic Press, 1972), p63.

91. It is a central tenet of a Presbyterian ecclesiology that presbyteries are meant to fulfil the role of care and oversight (episcopate) for our ministers. When the first presbyteries were formed in the Church of Scotland in the late 16th century this relational and pastoral aspect of presbytery life was assumed in a context where the first presbyteries met, often over a full day, on a weekly basis.

### **Beyond Theory to Good Practice**

92. Whilst PCI has inherited this ecclesiology in theory it has not of course inherited it in practice. The result is that presbyteries, now cast as essentially administrative ‘courts’, struggle to give real expression to their oversight function, notably in the areas of the personal discipling, vocational encouragement and pastoral care of ministers (and by association their families).
93. Eugene Peterson in his book *Working the Angles*,<sup>5</sup> speaks about how the practice and experience of ministry is often determined not by the ‘big things’ but by what he calls ‘the angles’, those things that set the direction for where we are travelling.
94. Within the Presbyterian Church in Ireland it is the Code which ‘sets the angles’ helping various bodies within an ordered church understand what is expected of them. For reasons (perhaps as outlined above) the Code of the Church nowhere identifies presbytery as having any pastoral character or role, it is an aspect of a presbytery’s oversight that, is perhaps, merely assumed.
95. As the panel seeks to move forward on this key issue of the pastoral care of ministers and their families, and having reflected upon the presbytery responses, it is suggested that several changes to the Code could help to ‘re-set’ the angles of how the church sees pastoral care for ministers and their families developing within the life of PCI. These suggested changes are as outlined in the appended resolutions.
96. The panel encourages the church not to see these changes as mere semantic adjustments but rather to see in them the roots of a renewed commitment across PCI to fellowship with, and care for, real, named, colleagues who are our neighbours and fellow presbyters.
97. The panel appreciates the candour of a number of the responses we received. Relationships within some of our presbyteries are not always easy. Even where there is perceived theological alignment personalities can clash and relationships can be strained. Yet it is also noted that there are stories emerging from within presbyteries of new and creative models of corporate friendship that are being pursued.<sup>6</sup>

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5 Eugene H. Peterson, *Working the Angles: The Shape of Pastoral Integrity*, (Eerdmans, 1993).

6 One Presbytery gave a stimulating outline of how active ministers have begun to meet regularly over a packed-lunch for ‘story telling’, ‘sharing resources’, and prayer. This ‘Company of Pastors’ offers one example of a Presbytery finding a model that works in their context and is helping them to deepen fellowship and mutual care.

98. The panel seeks to be an encourager within PCI for a renewed Presbyterian church culture that leans into relationships with one another rather than finding ways around them. It thanks presbyteries for their thoughtful engagement thus far and commend the appended resolutions for consideration by the General Assembly.

### Addendum

99. In addition to the issues raised in this report, three further strands emerged from presbytery responses:
- (a) **Expectations re employment:** There is a general (though not universal) awareness that ministers are not in the legal sense ‘employees’. Yet as one presbytery response put it: ‘Although not strictly an employer, we also recognise that PCI has, in some sense, a duty of care for its ministers serving in local congregations.’ Nine presbyteries raised points that link into this issue, including the question of whether funds can be made available (for example through the Ministerial Development Fund) in situations where ministers could benefit from vocational counselling.
  - (b) **Hard stories:** The consulting process which presbyteries were engaging in did not invite individual responses. However individual voices have come through within some of the responses given. Two things are noteworthy:
    - (i) A sense that when a minister is off long term (through illness) there is often a sense of disappointment from them (and / or their spouse) as to the unstructured and ‘thin’ nature of the pastoral support they receive – even (for example) in the lack of clearly understood pathways for e.g. phased return to work etc.
    - (ii) When ministers are facing judicial proceedings, the question is posed as to the level of specialist training needed for those pastorally caring in such situations – when home / livelihood etc. are literally ‘on the line’.
  - (c) **Relationships:** All who are ordained to serve within the Presbyterian Church in Ireland share a common, and publicly expressed, acceptance that the Presbyterian form of church government is ‘founded on and agreeable to the Word of God’.<sup>7</sup> That same Word of God however alerts the church to the fact that good and loving relationships among those who serve do not simply happen, they need to be worked at and encouraged.<sup>8</sup> Six presbyteries explicitly picked up on the relational challenges that they experience within presbytery. Such realism is to be welcomed, encouraging all to work for a church where ‘peace and unity’<sup>9</sup>

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7 See for example Code para 212 (5) (vi).

8 See for example Philippians 4 vs 2-3.

9 See Code para 212 (5) (iv).

are aspired to, and experienced, at all levels of the church's fellowship and governance.

NIALL LOCKHART, Convener

## CONCILIATION PANEL

100. Since June 2018, the Conciliation Service has been engaged in two main areas: supporting congregations dealing with conflict and delivering training courses. While the number of cases remains small, the requests for training in related areas continue to rise, with the 'Healthy Decision Making' course being most regularly requested.
101. Elders' Roadshows have offered a valuable opportunity to raise awareness of the Conciliation Service and several of the training requests this year have come as a result of that initial experience. The number of training days for licentiates was increased from two to three, allowing for fuller exploration of the Service's key training themes, with positive feedback being received from all of those who participated. Update training for conciliators took place in November 2018 and March 2019.
102. The Conciliation Panel continues to explore ways to raise awareness of the service across PCI and to encourage people to feel comfortable and confident to ask for support in conflict situations where the service might play a helpful role.

MARY POTTER, Convener

## APPENDIX 1

### SCHEDULE OF STUDENTS

ARDS	David Morrison	Union
ARMAGH	John Graham	Union
	Richard Hill	Union
	Matthew Kelso	Union
BALLYMENA	Mark Rodgers	–
	Chris Wilson	Union
	Matthew Horner	Union
NORTH BELFAST	Gareth Keaveney	Union
	John McCracken	Union
	Paul Lutton	Union
SOUTH BELFAST	Paul Lutton	Union
EAST BELFAST	Philip Boyd	Union
COLERAINE AND LIMAVADY	James O'Neill	Union

DOWN	Peter Burke	Union
DUBLIN AND MUNSTER	Kevin Hargaden	–
NEWRY	David Bingham	Union
TEMPLEPATRICK	Billy Abwa	Union

## APPENDIX 2

### MINISTRY APPLICATION PATHWAY REVIEW

#### PROGRAMME

Applications should be made by 15th September in any year.

Note that a requirement would be introduced that applicants must have preached at least three times in a PCI church setting. Applications must be accompanied by references from two people who have heard them preach. This is currently a requirement for APS application, but not ordained ministry.

Applications sent immediately to Presbytery.

Presbytery Nomination – 2nd week in November

#### Residential One – Third Friday in November

Friday night – interview panel present

- Introductions
- Worship
- Testimonies of applicants and panel

Saturday – interview panel not present

- Setting out process
- Called and qualified
- Bible reading journaling
- Leadership seminar
- Introduction to online preaching module and watching first session

#### Residential Two – Second Friday/Saturday in January

Friday night – interview panel present

- Worship
- Informal interaction

Saturday – interview panel not present

- Preaching workshop [similar to current Accredited Preacher Scheme]

### **Placement One – Five Sundays/Four weeks November**

Format of existing applicant placement

- One session per week
- Supervising minister and applicant read *Fruitful Leaders* by Marcus Honeysett together and discuss as part of contact session, with emphasis on self-reflection
- Involvement every Sunday
- Conduct full service on final Sunday
- Supervising minister provides evaluation covering preaching/leading worship; teachability; pastoral interactions/emotional intelligence
- evaluation forms to be completed by supervising ministers and others should contain direct and challenging questions concerning the applicant's suitability for ministry

### **Placement Two – Six Sundays/Five weeks in different location, February / March**

Format of existing APS mentoring

- Applicant preaches on weeks three, six
- Supervising minister mentors sermons
- Assessment on week six by two CTM assessors [not interview panel members] with report for panel
- Supervising minister completes mentor's report for panel
- As with APS mentoring, there is an option to have the first and second service/sermons at a midweek, or at a small gathering of elders. The final service should be at a Sunday service, ideally a Sunday morning.

### **Psychological Assessment – October/November**

Health Link 360 consultants invited to meet with Interview Panels on the Friday afternoon of second residential

### **Reading**

Interactive journaled reading of books recommended by the Council.

At present the list consists of:

- *Christ-centred Preaching* – B. Chapell
- *Raiding the Lost Ark* – J. Rhodes
- *What Grieving People Wish You Knew* – N. Guthrie

**Online preaching**

Applicants will follow a preaching course approved by the Council for Training in Ministry, currently by Bryan Chapell, Covenant Seminary.

**Westminster Confession of Faith**

Applicants write assignment similar to current APS WCF assignment. It is not 'marked' but Dr M. Cowan is asked to read assignments and append a short comment. Assignment and comment are forwarded to interview panel.

*Bible Journaling* – as present.

*Easter Interviews* – as present.

**Implementation**

Proposal brought to 2019 General Assembly with resolution that the new arrangements begin for 2020 applications – i.e. 2019 applications will follow 'old' system with APS requirement.

Therefore, applications in 2020 will have no APS requirement.

	September-Easter
Application Date	15 September
Returned from Presbytery	Second week November
First Residential	Third Friday November
Second Residential	Second Friday January
First placement	December and January
Second placement	February and March
Main interview	Easter

**Additional points to note for applicants outside Ireland**

- Attendance at residentials is a requirement for application.
- Alternative arrangements will be made for placements for those living outside Ireland.

## APPENDIX 3

### FLEXIBLE TRAINING PATHWAYS FOR ORDAINED MINISTRY

#### The Pathway

1. Columns 1 and 2 of the annexed table set out the General Assembly requirements for those training for the Ordained Ministry. Every trainee must continue to meet these requirements, however with the introduction of Flexible Pathways, it would be possible to meet these in a variety of ways, as shown in the other columns of the table.
2. It is hoped that where students satisfy one or more of the requirements through prior learning or ministry experience, it could offer space for them to study modules specific to their individual gifting and calling, e.g. Church Planting, Church Re-vitalisation, Chaplaincy Ministry etc.

#### The Procedures

3. Potential pathways for trainees will be considered, in the first instance, by the Ministry Pathway Panel [the Panel].
4. The Panel will consist of the Council for Training in Ministry Convener and Secretary; the Ministerial Studies and Development Convener and Secretary; the Principal and the Professor of Practical Theology.
5. The Panel will sit under, and report to, MSDC, which will bring recommendations to CTM.
6. The Panel will have access to all application information and may consult with interview panels.
7. The Panel will not be able to make recommendations which set-aside any of the Assembly requirements for training, but will be able to recommend how these can be fulfilled – through study, comprehensive assessment, prior learning, ministry experience. It will also be able to make recommendations regarding the duration of the training pathway, both pre- and post-licensing. In exceptional circumstances, the Panel will be able to recommend that an applicant is licensed on acceptance by the General Assembly, with any Assembly requirements being completed during the licentiate-ship. If these requirements are not completed during this period, eligibility for call and ordination will not be granted.
8. In making decisions on pathways, the Panel will consider:
  - (a) an applicant's prior theological learning and qualifications;
  - (b) ministry experience;
  - (c) recognised gifts for ministry;
  - (d) demonstrable ministry formation.

9. It is important to note that where an applicant has some theological qualifications and ministry experience, these will not automatically result in a shortened pathway but it will not, either, be unnecessarily lengthened. In such cases the Panel may recommend that some Assembly requirements are deemed to have been fulfilled by prior learning, or will be fulfilled by comprehensive assessment, and that other courses of study are added, along with additional time and/or evaluation in congregational placement.
10. The Panel will bring pathway recommendations to MSDC for all applicants being recommended by the Committee to CTM for nomination as ministry students. The Panel will bring its recommendations to MSDC on the Wednesday following the ministry interviews. The Committee will subsequently bring recommendations to CTM on applicants regarding nomination and pathway.
11. Following this meeting of CTM, applicants will be informed of their nomination, or otherwise, and of the pathway that will be recommended to the Assembly.
12. The CTM report to the Assembly will include both the names of those nominated for acceptance and recommendations for the duration of their training pathway. This will maintain the current situation of the Assembly being the only body able to grant such changes to the training programme.

### **Right of Review**

13. Where a presbytery is not in agreement with the training pathway recommended by the Council for Training in Ministry for a candidate it has nominated, it may seek a review of that decision [Code Par 146(1) (c)].

### **Finance**

14. As there would be a variety of contexts and duration of training pathways, it is likely that in some cases financial arrangements would need to be flexible also. This may mean, at one extreme, that some trainees remain in paid, ministry-related employment in their existing situations with the Students Bursary Fund paying fees.

### ANNEX TO APPENDIX 3

#### General Assembly requirements for those training for ordained ministry

Requirement	Elements	Study Module	Comprehensive Assessment	Prior Learning	Ministry Experience
Old Testament	Introduction Selected Texts Biblical Theology				
New Testament	Introduction Epistles Johannine Theology				
Biblical Languages	Greek Hebrew				
Church History	Early Church 16th Century Irish				
Systematic Theology	Introduction Key Doctrines WCF Christian Ethics				
Practical Theology	Introduction Homiletics and Worship Pastoral Care Missiology				
Placements	Year 1 Summer - 14 wks Year 2 Summer - 14 wks Year 3 part time				
Licentiatehip of 26 months and completion of licentiate training					

## APPENDIX 4

### Listing of courses offered in 2019/20

#### Graduate Certificate in Theology/Graduate Diploma in Theology

The Graduate Diploma is an online programme offering students the opportunity to begin accredited theological studies. For graduates without a theology degree the graduate diploma may provide a pathway to masters study. Candidates who only complete two modules may graduate with the Graduate Certificate. The Graduate Diploma can be completed in one year of full time study.

#### Postgraduate Certificate in Greek/Postgraduate Diploma in Greek

The Postgraduate Certificate in Greek is an online programme offering students the opportunity to study the equivalent of four semesters of biblical Greek. This is a media and technology rich programme based on the BibleMesh Biblical Languages Curriculum. Students who have completed two of the four modules may graduate with the Postgraduate Certificate in Greek. Typically students will complete the Postgraduate Diploma in two years part-time.

#### MTh in Reformed Theology/Postgraduate Diploma in Reformed Theology

This programme is available either fully online or with blended online/campus delivery. This taught masters allows students to gain advanced historical and theological knowledge of central Christian doctrines. The diploma is available for those who complete the teaching modules without the dissertation. The four core modules are Creeds, Councils and Confessions, Reformation Theology, The Holy Trinity, and The Holy Spirit. The modules draw on excellent learning materials developed by publishers such as Zondervan Academic that provide students with access to first-rate learning resources. This programme is ideal preparation for students hoping to pursue theological research at doctoral level. It is one year full-time or two years part-time.

#### MTh in Theological Ethics

This programme is blended online/campus delivery. This taught masters allows students to gain advanced understanding of theological ethics with two intensive residential seminars: The Christian Ethical Tradition and Contemporary Ethical Issues. The online modules will draw on first-rate learning developed by Zondervan Academic that provide students with access to first learning resources. It is anticipated that leading ethicists will participate in the residential aspects of the programme. This programme is ideal preparation for students hoping to pursue ethical research at doctoral level. It is a two year part-time course.

### **MA in Christian Theology**

This MA is a professional or practice master's degree that is designed to provide broad and practically relevant understanding of theological issues. The seven taught modules cover the main theological topics and provide students with the opportunity to reflect carefully on the biblical material under discussion and also to integrate their thinking with life and ministry. The seven taught modules are Christian Foundations, The Doctrine of God, Christology, The Holy Spirit, Church and Salvation, Making Ethical Decisions, and Eschatology. The modules will draw on learning materials developed by Third Millennium Ministries that provide students with access to history channel style video resources, giving students accessible introductory material for each module. Students will have access to the Cerego learning app to enable them to develop mastery of key content. There is also a dissertation/research project. It is anticipated that this practice masters will have variable completion lengths depending on the particular circumstances of each student. It is designed to be as flexible and accessible as possible. This online programme is particularly suited to graduates of disciplines other than theology who have ministry experience and wish to study theology at graduate level.

### **Master of Divinity**

The Master of Divinity is a three year part-time residential programme orientated towards the practice of Christian Ministry. The six core modules are Old Testament Prophetic Texts, Synoptic Gospels and Acts, Pauline Theology, Reformation Theology: Past, Present, and Future, Reformed Catholic Dogmatics, and Practical Theology. There is also a dissertation / research project.

### **PhD**

The PhD is a research programme requiring students to produce a dissertation of between 75,000 and 90,000 words. Full-time students typically complete the programme in 3-4 years and part-time students in 6-7. Students may be residential or non-residential.

## **APPENDIX 5**

### **Rules to be followed in the reception of ministers and licentiates from other churches:**

1. All applications from licentiates or ministers of other churches to be received under the care of the Church shall be made to the Reception of Ministers and Licentiates Committee.

2. The term 'Licentiates' will be taken to include anyone who had completed their studies in another denomination and is eligible to receive a call within that denomination.
3. Potential applicants shall undertake a week of orientation within Ireland at the direction of the Convener of the Reception of Ministers and Licentiates Committee, prior to formal application.
4. Following formal application, which shall be on the form prescribed by the Committee, each applicant shall be interviewed and a report brought to the Committee which shall have power to issue\* and may approve or reject any application.
5. A minister or licentiate whose application has been approved in this way shall have the status of a 'Transferring Minister' (or 'Transferring Licentiate' as appropriate – hereinafter simply 'Transferring Minister').
6. A Transferring Minister shall not be eligible for call until he/she has successfully completed any studies and/or assistantship required by the Council for Training in Ministry: this assistantship shall normally last two years.
7. The assistantship will be the equivalent of a Licentiate Assistantship, including equivalent remuneration, except that an ordained person may in addition celebrate the sacraments.
8. The placing of the Assistantship shall be determined by the Committee in consultation with the Assignments Panel.
9. A Transferring Minister will be under the supervision of the presbytery in which he/she is serving as an assistant, but will remain a member of the denomination he/she is transferring from until installed or inducted in a charge within the Presbyterian Church in Ireland.
10. The Reception of Ministers and Licentiates Committee will normally review and evaluate the progress of a Transferring Minister every at 6, 12 and 24 months in consultation with the Supervising Minister.
11. The Council for Training in Ministry may re-assign a Transferring Minister or terminate his/her pathway. Termination may take place either at the end of the period of assistantship or, if it becomes clear that he/she will not satisfactorily complete his/her studies and/or assistantship, at any point before that.
12. A Transferring Minister whose pathway is terminated ceases to have any status within the Presbyterian Church in Ireland.
13. A Transferring Minister who successfully completes the studies and/or assistantship required by the Council for Training in Ministry shall be deemed to have been received by the General Assembly and is thereby eligible for a call under Code Par 193(1)(b) or 2(b) as appropriate.
14. A Transferring Minister who has not received and accepted a call within 18 months of becoming eligible shall normally cease to be eligible.

15. A Transferring Minister may request a review of any reassignment or the termination of his/her pathway, which will operate under the review procedures of the Council for Training in Ministry as applicable to a Licentiate. [Note this is the equivalent of an appeal under Code Par 146(1)(c), and the outcome is final.]
16. (a) In cases where the reception of a minister is being sought to facilitate the work of a Council of the General Assembly the Reception of Ministers and Licentiates Committee may make special interview arrangements and the Council for Training in Ministry shall have power to issue or to refer the matter to the General Assembly. The Committee may apply certain conditions before the minister may receive a further call within PCI, including, but not limited to: specification of a length of time that must pass; a requirement to take part in post-ordination training applicable to PCI ministers; participation in mentoring arrangements.
- (b) In cases where a vacancy commission seeks to approve the placing of a minister of another denomination on a list for hearing, the Reception of Ministers and Licentiates Committee may make special interview arrangements and the Council for Training in Ministry shall have power to issue or to refer the matter to the General Assembly. If approved, and subsequently called, the presbytery, if the Linkage Commission so nominates, will appoint him/her as Stated Supply, on terms set by the Linkage Commission, and normally reflecting the Terms of Call. The Transferring Minister will carry out the normal duties of a minister of a congregation for a period of two years. It is recommended that he/she be invited to sit and deliberate at presbytery during that time. The Committee will set requirements for college courses and/ or participation in post-ordination training. Following successful completion of the Committee requirements, and successful reviews of progress at 6, 12 and 24 months, the Transferring Minister will be installed by the presbytery as minister of the charge and have the status of full minister of the Presbyterian Church in Ireland.
17. No one with an active application as a Transferring Minister, and not yet declared to be eligible for a call, may be approved for placing on a list for hearing by a congregation under the previous paragraph.

\*Power to issue was given by the Council on 19 January 2015: That the Reception of Ministers and Licentiates Committee be given power to interview and issue on behalf of the Council concerning all applications from students, licentiates or ministers of other churches to be received under the care of the Church.

## APPENDIX 6

### **Recommendations concerning Ministers Without Charge and Licentiates Not Serving an Assistantship under Code Par 219A**

Presbyteries have sought authorisation for the retention of the following as recognised licentiates or ministers without charge under Code Par 219(3) (c)(i), and the Council for Training in Ministry makes recommendation as detailed. At the time of writing, a report is awaited on one further minister without charge.

#### **Ards**

Rev C.D. Mawhinney to be retained as minister without charge  
Mr K.J. Ward not to be retained as licentiate

#### **Armagh**

Rev J.W.P. McConnell to be retained as minister without charge for one year and that he be advised to apply to a local reformed denomination for reception under their care, and to respond by 31 December 2019

#### **North Belfast**

Rev Dr L.E. Carroll to be retained as minister without charge for one year and that she be required to obtain communicant membership within a congregation of the Presbyterian Church in Ireland  
Mr David McCarthy to be retained as licentiate  
Rev C.I. McKnight to be retained as minister without charge (retired)  
Rev Samuel Newell to be retained as minister without charge  
Rev W.A. Shaw to be retained as minister without charge  
Rev W.M. Smyth to be retained as minister without charge (retired)  
Rev F.W. Vincent to be retained as minister without charge for one year

#### **South Belfast**

Rev Dr L.H. Eagleson to be retained as minister without charge for one year subject to further clarification of his role in the church plant in Berry Street  
Rev J.D. Maxwell to be retained as minister without charge  
Rev K.M. Mbayo to be retained as minister without charge  
Rev Dr P.G. McDowell to be retained as minister without charge  
Rev J.A. Peacock to be retained as minister without charge

**East Belfast**

- Rev J.M. Casement to be retained as minister without charge
- Rev W.J. Harshaw to be retained as minister without charge (retired)
- Rev Dr D.J. Montgomery to be retained as minister without charge
- Rev B.J. Walker to be retained as minister without charge
- Rev Dr M.J. Welsh to be retained as minister without charge

**Carrickfergus**

- Mr C.M.S Barron to be retained as licentiate for one year and that he be required to obtain communicant membership within a congregation of the Presbyterian Church in Ireland.

**Coleraine and Limavady**

- Rev Dr R.A. Kane to be retained as minister without charge

**Derry and Donegal**

- Rev D.A. Edgar to be retained as minister without charge (retired) for one year
- Rev K.G. Patterson to be retained as minister without charge for one year
- Rev S.W.K. Glendinning to be retained as minister without charge
- Rev J.C. Teeney to be retained as minister without charge

**Down**

- Rev Dr B.C.G. Black to be retained as minister without charge

**Dromore**

- Rev W.J. Todd to be retained as minister without charge

**Monaghan**

- Rev D.J.M. Boyle to be retained as minister without charge

**Newry**

- Rev A.D. Mullan to be retained as minister without charge
- Rev B.A.H. Wilson to be retained as minister without charge

**Route**

- Rev Dr Victor Dobbin to be retained as minister without charge (retired)
- Rev R.J. Gilkinson to be retained as minister without charge for one year and that he be required to obtain communicant membership within a congregation of the Presbyterian Church in Ireland
- Rev Peter Turton to be retained as minister without charge

**Templepatrick**

Rev J.A. Gordon to be retained as minister without charge for one year and that he be required to obtain communicant membership within a congregation of the Presbyterian Church in Ireland

Mr J.R. Kernohan – a recommendation, if appropriate, will be included in the Supplementary Reports.

Rev J.L. Tosh to be retained as minister without charge for one year and that he be required to obtain communicant membership within a congregation of the Presbyterian Church in Ireland

**Tyrone**

Rev T.J. Conway to be retained as minister without charge

Rev W.I. Ferris, to be retained as minister without charge for one year and that he be required to obtain communicant membership within a congregation of the Presbyterian Church in Ireland

Rev J.M. Gracey to be retained as minister without charge

NOTE: Since last year the following are no longer recorded as Licentiates or Ministers without charge.

**DECEASED****Ards**

Rev David McKee

**STATUS CHANGED TO MINISTER EMERITUS****North Belfast**

Rev J.S.B. Drennan

**Carrickfergus**

Rev R.J. McCullough

**Dromore**

Rev A.S. Thompson

**RESIGNED****Ards**

Rev Simon Henning

## RESOLUTIONS

1. That the following candidates, their nominations having been sustained by the Council for Training in Ministry, 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>
Paul Bradley	Millisle and Ballycopeland	Ards
Stephen Cairns	Whiteabbey	N Belfast
Martin Delaney	High Kirk, Ballymena	Ballymena
Tom Finnegan	Sloan St, Lisburn	Dromore
Andrew Frazer	St Andrews, Bangor	Ards
Stephen Gaston	Abbot's Cross	N Belfast
Jeff Gawn	Enniskillen	Omagh
Mark Hawthorne	Waringstown	Armagh
Stephen Kerr	Legacurry	Dromore
Andrew Martin	Sloan St, Lisburn	Dromore
Thomas Moore	First Saintfield	Down
Wallace Moore	Scrabo	Ards
Neil Stewart	Stormont	E Belfast

2. That the candidature for the ordained ministry of Dr Kevin Hargaden be terminated with immediate effect.
3. That the Assembly welcome Union Theological College's developing relationship with BibleMesh which enables development of online courses and understand that this in no way undermines any theological position of the Presbyterian Church in Ireland.
4. That the Assembly give approval of the direction of travel contained in Appendix 3 concerning Flexible Training Pathways, and give permission for the Council to pilot the scheme and report back to the General Assembly in 2021.
5. That the Assembly welcome the development of the courses detailed in Appendix 4 and encourage the Faculty to further develop online presence and appropriate courses under the oversight of the Management Committee and the Council for Training in Ministry.
6. That the Assembly approve of the renaming of the Curriculum Panel's name to the 'Teaching and Learning Panel'.
7. That the recommendations in Appendix 6 concerning those whose retention as licentiates and ministers without charge has been sought by presbyteries be adopted.

8. Consolidated Resolution
  - (a) That the assessment for the Ministerial Development Programme be set to raise £130,000.
  - (b) That the assessment for the Students' Bursary Fund be set to raise £150,000.
9. That the Assembly approve of the renaming of the Pastoral Care of Manse Families Panel to the 'Pastoral Care of Ministers and their Families Panel'.
10. That the report of the Council for Training in Ministry be received.