

# COUNCIL FOR MISSION IN IRELAND

Convener: Very Rev Dr FRANK SELLAR

Secretary: Rev DAVID BRUCE

## INTRODUCTION AND EXECUTIVE SUMMARY

1. The Council for Mission in Ireland provides operational management and support to the Home Mission, Irish Mission, deaconesses and centrally managed mission projects of the church, including the International Meeting Point, South Belfast Friendship House and Nightlight. It supports the provision of a chaplaincy service in universities and colleges, the healthcare system, the prison service and the armed forces. In addition, the council seeks to assist the denomination in sharpening its missional focus by developing a strategy for mission across Ireland, and by providing advisory comment to the Linkage Commission and other agencies of the church enabling them to allocate their resources to best effect. Under the revised structures, which in 2015 gave birth to the councils, the CMI seeks to partner with colleagues in the Council for Congregational life and Witness, and in particular, the Council for Global Mission with which it forms the Mission Department.
2. The main focus of the council's report to the Assembly in 2019 is:
  - (a) The progress of the Home Mission Review. An Implementation Task Group has been meeting to examine in detail the practical consequences of rolling out the recommendations in the review. Its work needs to continue – as indeed will the process of introducing the new and creative approaches envisaged.
  - (b) The introduction of a Panel on Church Planting, which has begun its work. Reference is made in the report to New Life, New People, New Places – a theme introduced in many of the Mission in Ireland evenings across presbyteries, held in March this year.
  - (c) News of the continuing good work of PCI Chaplains in healthcare, prisons, the armed forces, universities and colleges, and the proposals for a pilot scheme for rural chaplaincy in a number of presbyteries, which the council plans to commence this year.
  - (d) The Belfast Conference. The Strategy for Mission Coordination Committee has been encouraged by the progress of the Belfast Conference. The three presbyteries have now identified a number of projects and situations within their bounds which may be referred to the conference during the incoming year. This collective approach to developing strategy across three presbyteries will

enable the council and the Linkage Commission to prioritise the allocation of money and people to anticipated work in Belfast. Lessons learned in this process may help the church develop fresh approaches in the other major cities on this island.

## HOME MISSION, IRISH MISSION AND DEACONESS COMMITTEE

Directory of Home and Urban Mission charges. Linked congregations (in brackets) are not in the Home Mission. Ministers marked \* are called by CMI as at March 2019.

MINISTER	CHARGE
Rev Colin Anderson	(Frankford, Castleblayney), Corvalley and Ervey
Rev Gunther Andrich*	Irvinestown, Pettigo and Tempo
Rev Rodney Beacom*	Lisbellaw, Lisnaskea, Maguiresbridge and Newtownbutler
Rev Damien Burke*	Drogheda
Rev Andy Carroll*	Donabate
Rev David Clarke*	Sligo
Rev David Conkey*	Enniscorthy and Wexford
Rev Richie Cronin*	Trinity Cork and Aghada
Rev Molly Deatherage*	Ballina, Killala, Ballymote
Rev Al Dunlop*	Howth and Malahide
Rev Daryl Edwards*	Drum, Cootehill and Kilmount
Rev Helen Freeburn*	Galway (Alternating Scheme)
Rev Andrew Gill*	Blackrock and Bray (call issued 1/5/19)
Rev William Hayes*	Tullamore and Mountmellick
Rev Knox Jones	(Waterside) and Fahan
Rev Vicki Lynch (MCI)	Christ Church, Limerick (Alternating Scheme)

MINISTER	CHARGE
Rev Dr Keith McCrory*	Maynooth
Rev Gary McDowell*	Greystones
Rev Jean Mackarel*	Drumkeeran, Killeshandra, Cavan and Bellasis
Rev Colin McKibbin	(Convoy, Carnone, Donoughmore) and Alt
Rev Alan McQuade	(First Monaghan) and Smithborough
Rev Katherine P. Meyer*	Sandymount (Alternating Scheme)
Rev Alan Moore	(Cavanaleck) and Aughtentaine
Rev Susan Moore	(Kerrykeel, Milford) and Rathmullan
Rev William Montgomery*	Fermoy with Cahir
Rev Jonathan Porter*	Dundalk (call issued, 4/4/19)
Rev Mark Proctor*	Naas (pt) with chaplaincy at Tallaght Hospital
Rev Stephen Rea*	Carlow and Athy
Rev David Reid	(Ardstraw) and Douglas
Rev Daniel Reyes Martin*	Corboy and Mullingar
Rev Stephen Richmond*	Donegal and Stranorlar
Rev Rodney Thompson	(Badoney, Corrick) and Glenelly
Rev Andrew Watson*	Carrigart and Dunfanaghy (part-time)
Rev Brian Wilson	Kells (Stated Supply)
Vacant	Arklow
Vacant	(Aughnacloy) and Ballymagrane
Vacant	First Bailieborough, Corraneary, (Trinity Bailieborough)
Vacant	Clones, Stonebridge, Ballyhobridge and Newbliss (part-time)
Vacant	Inch

MINISTER	CHARGE
Vacant	Kilkenny
Vacant	Moville, Greenbank, Carndonagh and Malin
<b>URBAN MISSION</b>	
Vacant	Belvoir
Rev Rodney Cameron*	St Columba's, Lisburn
Rev Mervyn Gibson*	Westbourne
Rev William Harkness*	Great Victoria Street (part-time) with additional missional duties
Rev Robert Love*	Taughmonagh
Rev Danny Rankin*	Strand, Belfast
Rev Lachlan Webster*	Craigavon

3. As notified at the General Assembly in 2018, the proposed amalgamation of Boyle with Sligo took place on 7 December 2018.

## IRISH MISSION WORKERS & DEACONESS PANEL

4. The panel provides supervision and support for deaconesses and Irish mission workers, including the management of their annual conference and retreat, adjustments to the handbook, conduct of three-yearly reviews, granting of sabbatical leave and in-service training and other matters regarding their deployment.
5. The panel records its thanks to Helen Johnston, Mission Support Officer (Member Care) for her work in support of Irish mission workers and deaconesses.
6. The following is the Directory of Irish mission workers and deaconesses, and the location of their service (March 2019)

### Directory of Irish mission workers and the location of their service (March 2019)

NAME	LOCATION
David Boyd	Adelaide Road, Dublin
Tom Dowling	Kilkenny
Keith Preston	International Meeting Point, Belfast
Philip Whelton	Arklow
William Workman	Athy and Carlow

### Directory of deaconesses and the location of their service (March 2019)

NAME	LOCATION
Sonya Anderson	Shore Street, Donaghadee
Eileen Black	South Belfast Friendship House & Great Victoria Street
Rachel Cubitt	Whiteabbey
Eleanor Drysdale	Wellington, Ballymena
Joanne Dunlop	Chaplaincy Team – Antrim & Craigavon Hospitals
Sharon Heron	International Meeting Point, Belfast
Roberta Irvine	Greystone Road, Antrim
Phyllis Linton	West Church, Ballymena

NAME	LOCATION
Amy Magee	Deaconess without Charge
Heather McCracken	Chaplaincy Team – Royal Victoria and Belfast City Hospitals
Tracey Nicholl	St James', Ballymoney
Michelle Purdy	Ballyclare
Hazel Reid	First Broughshane
Margaret Robertson	Elmwood, Lisburn
Rosemary Spiers	Greenwell Street, Newtownards
Evelyn Whyte	First Lisburn

7. The Council received the resignation of Julie Peake as a deaconess on 30 April 2018, and in recording its appreciation for her valuable work, commends her to the prayers of the church.
8. Heidi England, as a student for the diaconate is eligible for call, and is currently serving in a part-time temporary capacity in Hydebank Wood Prison and the NI Women's Prison.
9. Eileen Black was inducted as deaconess in Great Victoria Street Presbyterian Church and the South Belfast Friendship House on 16 November 2018.
10. The Panel has begun consideration of the gender-specific nature of the role of the diaconate within PCI. These preliminary discussions include an exploration of how a non-ordained but called office of the church which may be open to all, might assist the mission of the church.

IAN CARTON, Convener

## **SOUTH BELFAST FRIENDSHIP HOUSE MANAGEMENT PANEL**

11. Deaconess, Mrs Eileen Black, commenced work in Friendship House on 1 November 2018.
12. Rev William Harkness' role has been adjusted to permit him to be Project Leader in Friendship House.
13. The project continues its valuable work in reaching out to the Sandy Row community. Activities include a foodbank, children's and youth ministry, homework clubs, the development of men's ministry, meetings for seniors and summer teams for outreach. An intern has been working alongside the team for most of the year.

14. The team is seeking ways to strengthen the links between Great Victoria Street Church and the House.

MARK SPRATT, Convener

## **INTERNATIONAL MEETING POINT MANAGEMENT PANEL**

15. The Management Panel combines representatives from CMI, the South Belfast Presbytery and the volunteers who work in support of the project through the year.
16. The project remains very busy, making connections with hundreds of migrants each week. Matters under discussion include:
17. Future options for the location of the IMP are under consideration, following the expiration of the lease on the building at 133a Lisburn Road in 2020. A number of options have been discussed and are placed within a wider set of considerations concerning the presbyterian presence in this part of the city of Belfast. Referrals will further take place to the Belfast Conference.
18. The opening of a second International Meeting Point in North Belfast has been considered by the Strategy for Mission Coordination Committee and the North Belfast Presbytery. Steps have been taken to commence this project at Carlisle Circus, which will include a charity shop aimed at young mothers and carers, and the commencement of English language classes. The pilot will run for one year as a project of the presbytery with CMI input and support. A decision will be taken following this regarding the longer term plans and arrangements and be reported to the 2020 General Assembly.

PAT MARTIN, Convener

## **NIGHTLIGHT MANAGEMENT PANEL**

19. The Strategy for Mission Coordination Committee is supervising a review into the work of Nightlight and the wider question of 'night-time' ministry in the Church. Mr Allen McCartney has been appointed as the chair of the review process, which began in March 2019.
20. The panel notes a decline in volunteer involvement in the work of Nightlight in Belfast on the ground.
21. The two Nightlight staff continue their valued work of outreach into the rapidly changing entertainment quarters of Belfast.

DANNY RANKIN, Convener

## HOME MISSION REVIEW PANEL, AND HOME MISSION REVIEW IMPLEMENTATION TASK GROUP

22. A summary of the work of the panel and the Implementation Task Group is included as Appendix 1 to this report, and a resolution is appended.

ROY PATTON, Convener

IAN CARTON, Committee Convener

## HEALTHCARE, PRISONS AND FORCES CHAPLAINCY COMMITTEE

### Healthcare chaplaincy

#### Directory of PCI Healthcare Chaplains and the location of their service (March 2019)

This directory does not include smaller institutions, specialist or private hospitals and hospices, most of which have their own arrangements in place with local ministers. In the Irish Republic, with some exceptions, PCI chaplains are honorary appointments, typically fulfilled by the local minister. In most Health and Social Care Trusts in Northern Ireland, chaplains are employees of the Trust.

NAME	LOCATION
Rev Michael Anderson	Musgrave Park Hospital, Belfast
Rev Lindsay Blair	Altnagelvin Hospital
Very Rev Dr Godfrey Brown	Dalriada
Rev David Clarke	Sligo University Hospital
Rev Richie Cronin	Cork University Hospital
Rev David Cupples	South West Acute Hospital, Enniskillen
Rev Tony Davidson	St Luke's; Mullinure and Longstone
Susan Dawson	Coordinating Chaplain, Dublin Hospitals
Rev Molly Deatherage	Mayo General Hospital
Rev Ken Doherty	Mater Hospital, Belfast

NAME	LOCATION
Joanne Dunlop (Deaconess Assistant to Chaplain)	Antrim Area Hospital and Craigavon Hospital
Rev Helen Freeburn	University Hospital, Galway
Rev John Gilkinson	Belfast City Hospital (full time)
Rev David Hagan	Cavan General Hospital
Rev Norman Harrison	Royal Group of Hospitals (full time)
Rev Keith Hibbert	Altnagelvin Hospital
Rev Jim Lamont	Letterkenny General Hospital
Rev Vicki Lynch (MCI)	University Hospital, Limerick
Heather McCracken (Deaconess Assistant to the Chaplain)	Royal Group of Hospitals Belfast City Hospital
Rev Roger McElnea	Tyrone and Fermanagh
Rev Keith McIntyre	Daisy Hill Hospital
Rev Stephen McNie	Monaghan General Hospital
Rev Stanley Millen	Dundalk District Hospital (interim)
Rev Dr Ivan Neish	Whiteabbey Hospital
Rev Jane Nelson	Tyrone County Hospital
Rev Leslie Patterson	Lagan Valley Hospital (temporary)
Rev Owen Patterson	Downe Hospital
Rev Mark Proctor	Tallaght Hospital (Adelaide and Meath)
Rev Marlene Taylor	Belfast City Hospital (temporary)
Rev Ivan Thompson	Bluestone Psychiatric Unit
Rev Alan Thompson	South Tyrone Hospital
Vacant	Ulster Hospital, Dundonald

23. The committee continues its work of liaison with the five Health and Social Care Trusts in Northern Ireland and with the Health Service Executive in the Irish Republic concerning the provision of Presbyterian chaplaincy services in hospitals across Ireland. Appreciation is noted for the work of PCI chaplains, almost all of whom are part-time, as

they provide pastoral care for patients and staff in busy hospitals.

24. Following the passing of a resolution at the General Assembly in 2018 as part of representations from the churches, the Northern Trust responded regarding its proposals to introduce the generic model of chaplaincy provision across the sites in the Trust. Their modified proposals include a welcome restriction of the implementation of the generic model to a small number of sites.
25. The Committee notes that the provision of Clinical Pastoral Education (CPE) training in Northern Ireland may be transferred to the South Eastern Trust under the direction of the Lead Chaplain. While CPE is not an essential criterion for chaplaincy appointments in Northern Ireland, it is a preferred criterion with some Trusts insisting that successful candidates agree to take units of the course within a timeframe following appointment. Other possible means of qualification and accreditation for healthcare chaplaincy have been discussed.
26. CPE remains an essential criterion for full or substantial part-time chaplaincy appointments in the Irish Republic.

### **Prisons chaplaincy:**

#### **Directory of PCI Prisons' Chaplains and the locations of their service( March 2019)**

NAME	LOCATION
Rev Alan Boal	Mountjoy, Dublin
Heidi England	Hydebank Wood College (part-time and temporary)
Rev Colin Megaw	Woodland's Juvenile Justice Centre
Rev Graham Stockdale	HMP Maghaberry (Coordinating Chaplain, full-time)
Vacant	HMP Magilligan

27. PCI is required to provide a chaplaincy service, funded by the NIPS in the three prison estates in Northern Ireland. Rev Graham Stockdale is full-time PCI Chaplain, and Coordinating Chaplain in HMP Maghaberry. The appointment of a part-time PCI Chaplain in HMP Magilligan is pending. It is possible that a collaborative model involving the three main protestant denominations pooling their resources may result in the appointment of a chaplain with a larger number of allocated hours. Mrs Heidi England (eligible for call as a deaconess) is providing cover in Hydebank Wood College and the NI Women's Magilligan Prison.

## FORCES CHAPLAINCY PANEL

### Directory of Commissioned Chaplains within the Armed Forces (March 2019)

NAME	LOCATION
Rev Mark Donald	Army Reserve (part-time)
Rev Simon Hamilton	Royal Naval Reserve (part-time)
Rev Mark Henderson	Army
Rev Ivan Linton	Army
Rev Graeme McConville	Army
Rev Norman McDowell	Army
Rev Scott Moore	Army Reserve (part-time)
Rev Jonathan Newell	RAF
Rev Heather Rendell	Army
Rev Dr Paul Swinn	Army
Rev Brent van der Linde	Royal Navy
Rev Dr Philip Wilson	Royal Air Force

### Directory of part-time Chaplains to Youth Organisations sponsored by the Armed Forces

NAME	LOCATION
Rev Joseph Andrews	Air Training Corps
Rev Dr Paul Bailie	Army Cadet Force (commissioned)
Rev Kenneth Crowe	Army Cadet Force (commissioned)
Rev Richard Graham	Air Training Corps
Rev Ivan Neish	Air Training Corps
Rev Jane Nelson	Air Training Corps
Rev Prof. Patton Taylor	Air Training Corps

28. It is anticipated that Rev Mark Donald (Army Reserve Chaplain) will be deployed to Afghanistan with 1 Royal Irish from 22 April 2019 for three months, and will thus be serving overseas during the meetings of the General Assembly.
29. Post-ordination training courses - There are practical difficulties for some full-time chaplains to attend these courses, especially if they are serving overseas. Discussion is ongoing with the Council for Training and Ministry.
30. Moderator's visits - The Moderator and some members of the panel visited HMS Duncan during the ship's visit to Belfast. The PCI Chaplain to the Navy, Rev Brent van der Linde, was present. The Moderator has recently visited Germany to meet with Rev Graeme McConville, and plans to visit Rev Dr Philip Wilson and Rev Jonathan Newell in RAF Cranwell in May.
31. Expressions of interest in Forces Chaplaincy: A number of expressions of interest have been received and are being progressed.
32. Memorial Tablet to members of the Assembly killed in the Great War - On Tuesday June 7 1921, a Memorial Tablet to the ministers of the Presbyterian Church in Ireland who lost their lives in the First World War was unveiled and dedicated in the entrance lobby of Church House. Six names were engraved on the tablet. In the various renovations to the building since, the tablet has been lost. The Forces Chaplaincy Panel has appointed a task group to research the possibility of having a replacement tablet mounted in Assembly Buildings. Work on this is ongoing.
33. Centenary of the addition of the "Royal" title for the Army Chaplains' Department: The council notes with appreciation, the centenary in 2019 of the designation "Royal" to the Army Chaplain's Department, and gives thanks to God for the faithful work of PCI forces chaplains who have served in this specialist ministry.

PATTON TAYLOR, Convener

### **Rural Chaplaincy**

34. Following agreement in principle to proceed towards the appointment of a Rural Chaplain for a three year pilot scheme in the Presbyteries of Armagh, Down, Iveagh and Newry, comment from the presbyteries has been received and considered as the papers for the creation of the post are being finalised.

DONALD PATTON, Committee Convener

## UNIVERSITIES AND COLLEGES CHAPLAINCY COMMITTEE

### Directory of Universities and Colleges Chaplains and the locations of their service (March 2019)

NAME	LOCATION
Rev Dr John Coulter	Ulster University, Coleraine Campus (part-time)
Rev Helen Freeburn	University College, Galway (part-time)
Rev David Gray	Queen's University, Stranmillis and Union Theological College
Rev Julian Hamilton (MCI)	Trinity College, Dublin (part-time)
Rev Vicki Lynch (MCI)	University College, Limerick (part-time)
Rev Dr Keith McCrory	National University of Ireland, Maynooth (part-time)
Rev Cheryl Meban	Ulster University, Jordanstown and Belfast Campuses
Rev Graeme Orr	Ulster University, Magee Campus (part-time)
Rev Andrew Watson	Letterkenny Institute of Technology (part-time)

35. Following the Reviews carried out in the last number of years, firstly in Belfast and then more widely, and reflecting on the feedback from the discussions at the October 2018 meeting of the council, a number of impulses have been identified as helpful in defining the next steps for shaping the approaches to student ministry across our Universities and Colleges Chaplaincy in particular.
36. University and college chaplaincy and student ministry is kingdom-building work - mission on our doorstep. Students are tomorrow's leaders but many of them (including Christian students) are struggling with their own identity and often lack the resilience to cope with the challenges they face. Chaplains also serve the whole university community - including not just the students but also the academic, administrative and ancillary staff. The committee notes with concern that within this vital missional setting, the PCI chaplaincy presence in tertiary level educational institutions (universities, university colleges; FE colleges, colleges of technology etc.) is patchy, and in many places completely absent. PCI has no chaplain in any of the Dublin

institutions. In Belfast there are 60,000 tertiary level students and two full time chaplains and one assistant to the chaplain.

37. The committee holds to the working principle of chaplaincy as being missional as well as pastoral, and the work of a chaplain being rooted in an all-age worshipping community. In its recent review it urged that this work be designated as a special missional area within presbyteries: chaplains need to be more visible and more accessible, both on campus and in halls of residence but a part-time ministerial appointment, more often than not, simply precludes this.
38. The committee therefore wishes to encourage churches or presbyteries to become more involved with the centres of tertiary level education within their bounds and to reach out to them. While the formal link with an educational institution might be an ordained person (or a deaconess), the actual work on the ground could be delivered by others - including interns, lay people, volunteers, post-graduate students - all of whom could be part-time members of a chaplaincy team. The key will be for those involved to have a vision for reaching students and the passion to carry it out. In some areas local churches might come together to finance a student worker, while in other places PCI may need to consider appropriate partnerships. There is a need for creativity and imagination in addressing this shortage of personnel on the ground.
39. The committee also stresses the importance of building in training for chaplaincy work as part of ministerial and deaconess training at Union Theological College, and is grateful for early encouragements in that direction.

## **THE DERRYVOLGIE AND ELMWOOD AVENUE MANAGEMENT PANEL**

40. The construction phase of refurbishment work in Derryvolgie has been completed, with the final aspects of sign-off in progress.
41. Adjustments to fee structures in Derryvolgie have been implemented to ensure the generation of a financial reserve of future refurbishment work on the property.
42. In the Chaplaincy Centre in Elmwood Avenue, and noting the General Assembly resolution in 2017 that the building be 'retained for ministry purposes at no ongoing cost to the Church', the panel has sought to re-negotiate the terms of leases of tenants in the building. It will be possible to retain the building for ministry purposes by reallocating space to permit the chaplain to have access to the appropriate rooms for the development of his work. It is doubtful that the building can be run at 'no ongoing cost to the church', but the panel has successfully reduced the costs and boosted the income to reduce the costs to

manageable levels. One tenant, having been unable to accept the revised terms of their lease, has left the building. Clements Café now operates a commercial café on the ground floor. The panel notes that The Students' Union building on the corner of Elmwood Avenue is scheduled for demolition later in 2019. This will change the footfall patterns in the area for the next three years, drawing more students past the doors of the Chaplaincy Centre as they move along Elmwood Avenue to the temporary accommodation being allocated to the Students' Union during the construction phase.

JOHNSTON LAMBE, Convener

MAUREEN BENNETT, Committee Convener

## **STRATEGY FOR MISSION COORDINATION COMMITTEE**

43. The committee seeks to assist the denomination in developing a strategy for its mission in Ireland. It affirms the broad priorities for missional development as expressed by the General Assembly in the past, including:
  - (a) The six major cities of Ireland;
  - (b) Larger population centres;
  - (c) The eastern seaboard of Ireland;
  - (d) Places where there is no other reformed witness;
  - (e) Places where PCI has a historic presence.
44. The committee affirms the importance of church planting, and has appointed a panel to address this question specifically.
45. The council delegates to the committee the provision of advisory comment for the Linkage Commission on matters requested by it, usually when leave to call is being sought.
46. The committee oversees the work of mission grants allocation, specifically the Irish Mission Fund and the Mission Support Grant scheme.
47. The committee facilitates the work of the Belfast Conference, where the three Belfast presbyteries act collaboratively in identifying and assessing existing and possible future initiatives in mission. Advisory comment to the Linkage Commission or the council can be offered from the Conference.

## BELFAST CONFERENCE

*The Very Rev Dr Alastair Dunlop writes:*

- (a) The Conference has completed drafts of the mechanism to receive referrals for advisory comment and has worked through some project and congregational proposals in principle. Presbyteries have identified probable referrals to the conference for the next calendar year.
- (b) The three Belfast presbyteries now have the same remits for their Mission Standing Committees, so that there is a uniformity of expectation when referrals are made and responses offered.

## CHURCH PLANTING PANEL

### 'New Life, New People, New Places'

#### 48. Remit of the Church Planting Panel

- (a) To act in support of existing church plants, and ministers called to this work
- (b) To support the work of church revitalisation.
  - (i) (NOTE: The committee notes the wide range of work potentially covered by the term 'revitalisation' and recognises the respective roles and remits of other bodies in the church. For now, revitalisation remains in the remit of the Panel but this may be adjusted by the Committee during the year, following consultation with others.)
- (c) To assist the CMI Strategy for Mission Coordination Committee in the identification of potential locations for church planting.
- (d) To assist the Home Mission Committee, where appropriate, in the recruitment and selection of church planters.
- (e) To engage with the Council for Training in Ministry regarding the training and equipping of students for the ministry and others for the specialist work of church planting.

#### 49. Summary of the early work of the panel. In the panel's discussions the two key issues raised were that of the Planter and the Place.

- (a) The Planter: There is a need for a process whereby we assess and identify people with the required gift-set for church planting and revitalisation in PCI. There is a need for more robust training within the denomination (including for ministry students) for church planting and revitalisation. How can the church develop a pathway for a Planter to learn and be trained whilst actively engaging in church planting? How might we suggest a range of flexible options for those considering church planting? It is noted that greater flexibility and more options in the deployment

of personnel has been developed in recent years with the introduction of Accredited Preachers, Auxiliary Ministers, part time ministry, and Community Outreach Workers. The council has commenced early discussions to explore a non-gender specific diaconate which, if adopted, may add a further pathway for staff deployment in pioneering situations.

- (b) The Place: 'where from' is at least as important as 'where to'. The target location should ideally be planted from an 'island of strength'. Either: an existing (even very small) PCI location that has a good relationship with the target community, or a strong PCI congregation nearby the community being considered. This stronger congregation may have some families living within the target community. There is a need to be sensitive to 'kairos' moments when the Spirit is working. This will encourage an organic approach to deciding 'where to'. A church should probably not be planted where there is already another reformed witness. Significant community profiling is helpful to understand the population (is it significant and growing), age profile, spiritual profile, housing trends, transport links and education facilities.

50. How can CMI work to make planting a 'normal' part of PCI?

- (a) The people: The Church Planter should seek to grow a 'core group' of people from within the island of strength who would be willing to plant elsewhere. This group should be large enough and have the right combination of gifts to form the nucleus of a worshipping community (including finance, music, pastoral gifts etc.). Experience from Donabate and Maynooth suggests that approximately 20 people are needed at the start.
- (b) Piloting: The Church Planter and core group should pilot a range of initiatives in the plant location to build relationships and connect with the community. This helps create momentum, credibility and trust prior to the official launch of the plant. Alongside the above, there is a need for careful consideration of how the plant will be financed in the first three to five years, and what pastoral/leadership support mechanism is in place to assist those involved in the church plant.
- (c) Leadership. The panel notes carefully the need for wisdom in the development of leadership in new church situations. PCI practice in the past has been that the person identified as the pioneer (such as in the former Church Extension model) has been an ordained minister of Word and sacrament called to the role, who may or may not be called subsequently as the minister of the church when it acquires congregational status. The question of a continuing role for pioneer staff, both ordained and other, in the leadership in a church plant is being actively and widely discussed, before firm proposals are brought to the General Assembly for inclusion in legislation.

- (d) Dialogue with other denominations and agencies involved in church planting are ongoing. These include:
- (i) FORGE;
  - (ii) FIEC through its revitalization coordinator;
  - (iii) The Church Planting Collective network (Acts 29, Commission and FIEC).

MARTIN McNEELY and TOM GILLIAM, Co-Conveners

## **MISSION GRANTS PANEL**

- 51. Irish Mission Fund and Mission Support Grants were assessed and allocated during the year, as shown in the Council accounts.
- 52. The panel notes that the full allocation of budget for grants was not used in the current year, and that work to promote the availability of grants for congregations seeking support for mission work should be undertaken.

KENNY HANNA, Convener

### **Wider strategic issues**

- 53. Urban Mission Network. The Urban Mission Network continues to develop its work with 40 or more members on social media and with monthly input. A group from the network travelled to the '20 Schemes weekender' event in Edinburgh.
- 54. Rural Mission Strategy. Proposals to create the position of Rural Chaplain (pilot scheme) have been developed and presbytery comment has been sought and received. Adjustments are being made to the core proposal documents before a decision is taken to advertise the vacant position.
- 55. Nightlight Review. The committee is supervising the work of a review into the work of Nightlight in Belfast, and to include a wider assessment of PCI's involvement in night-time ministry outside Belfast. In many larger towns across Ireland, the weekend culture of clubbing and late-night entertainment is a significant concern, and some congregations have taken proactive and effective steps to reach out in this environment.
- 56. Migrants Ministry. The committee has considered proposals for the opening of a second branch of the International Meeting Point in North Belfast. Steps have been taken to release the IMP Project Leader for some days each week to permit the new project to get started. The project will be monitored in its early stages by a joint working group involving representatives of CMI and the presbytery.

BEN WALKER, Committee Convener

## FINANCE AND PROPERTY PANELS

57. Finance Manager, Mr Nehru Dass, provides invaluable support to the Finance and Property Panels in their work on behalf of the council. The Property Support Officer, Graham Patterson, continues to help and advise congregations on the best way forward when considering property issues or submitting grant applications in Home/Urban Mission situations.
58. The substantial deficit on the income and expenditure accounts for 2018 was anticipated, and is largely accounted for by the completion of the refurbishment works in Derryvolgie Hall, and some required upgrading to the facilities in Elmwood Avenue prior to letting the ground floor to a commercial tenant. Some further cost overruns are explained by additional necessary work undertaken in the course of this contract.
59. Financial planning to restore funds for future maintenance and upgrading of the Derryvolgie building has been put in place, with a scaled increase in fees in line with rates charged in an expanding private sector market for student accommodation in Belfast.
60. Elmwood Avenue expenditure was necessary to upgrade aspects of the accommodation to meet the needs of a financially advantageous client operating a café from the ground floor. An estimated payback period on expenditure incurred of approximately five years on current rental income has been put in place.
61. Planned grant expenditure on the new church development in Maynooth is included in the budget for the current year and 2020 – and was not drawn down in the current period as the project has been delayed at planning stage (see item 63 below).
62. Disposal of assets. The former Carlingford church was sold during the year, generating income of €250,000 which will now be available for church planting and revitalisation work in the area.
63. Maynooth, new church building. The Property Panel notes that progress towards planning permission has been slower than anticipated, and costs have risen as time has gone on. However, the council fully anticipates that work will begin on site this year, and decisions on the full extent of grant support to the project will be taken for 2019 and 2020 as final costings are signed-off.
64. Trinity Cork and Aghada Manse. The sale of the old manse at 63 Rochestown Road, Cork, has been completed. Short-term loan assistance was provided by CMI for this Home Mission charge towards the purchase of a replacement manse prior to the induction of their new minister.
65. The Finance Panel notes with appreciation the generous support received from bequests, and the continuing income from the United

Appeal and PW, without which much of the council's work could not take place. The draft budget for 2020 anticipates a request to the United Appeal for £1,065,000 – an unchanged amount to that awarded in 2019.

66. The low uptake of grants is a matter of concern, and has been referenced elsewhere in the reports. The Mission Grants Panel is addressing this matter.

DENIS GUILER, Convener Finance Panel

CYRIL CAVAN, Convener, Property Panel

## APPENDIX 1

### Home Mission Review report (2018/19)

1. This paragraph is a summary of the main points in the Home Mission Review as received by the General Assembly in 2018:
  - (a) The purpose of the Home Mission, as described in the Code (para 114), is to provide a more flexible organisation within the general structures of the Church for missional development. Currently this flexibility is primarily exercised in the appointment process for ministers, who are called by the Council rather than the congregation. Support is largely given in the form of financial grants, with some accompaniment for Home Mission ministers by Council staff.
  - (b) The Review notes that in the current operation the scheme has become static in that congregations can enter the Home Mission but there are few incentives or encouragements to leave it.
  - (c) The Review proposes that the Home Mission becomes a process for congregations rather than a destination. The aim of the process is that, where possible, the life, spiritual health, fruitfulness and long-term stability of congregations will be enhanced and secured.
  - (d) The Review proposes the option of three pathways for congregations beginning this journey:
    - (i) Planting
    - (ii) Revitalising
    - (iii) Sustaining
  - (e) Entry into the process will be based on clear criteria, with an individually tailored plan for the process being drawn up with the congregation as it commences.

- (f) This Review proposes that the Home Mission should continue to provide flexibility for missional development in strategic settings, through accompaniment offered to the leadership. This support offered should offer a range of inputs including:
    - (i) Training
    - (ii) Mentoring
    - (iii) Networking opportunities
    - (iv) Financial grants
  - (g) Exit from the Home Mission scheme will occur when the agreed plan has reached its conclusion.
2. Progress:
- (a) An Implementation Task Group was formed to address the detailed matters of process and legislation leading to the commencement of the new scheme. It is recognised that the transition from the old to the new scheme will take several years to complete, given the number of congregations involved. Decisions required each time a congregation moves from the old to the new scheme include:
    - (i) Agreement of pathway within the new scheme;
    - (ii) Management of property;
    - (iii) Continuing terms of call for ministers;
    - (iv) Agreement of changes to review arrangements.
  - (b) Selection of ministers: In discerning the call of God upon the life of any individual minister who wishes to candidate for service within the Home Mission, those charged with the task of candidate selection will
    - (i) Recognise their dependence on God to call and equip his leaders.
    - (ii) Seek to learn from candidate selection approaches used in PCI Partner Churches and other specialist pioneering agencies.
    - (iii) Acknowledge the differing leadership gifts described in (for example) Ephesians 4:1-16.
    - (iv) Determine the gifts-set required in the local setting, while recognising that different skills may be required for the three identified Home Mission pathways within the new scheme,
    - (v) Seek evidence of the candidates' giftedness based on their past training and experience,
  - (c) Process of accompaniment for the minister and elders of the congregation. Once decisions have been made about the pathway, a process of accompaniment for the leadership of the congregation is envisaged under the new scheme. This will be delivered by:

- CMI and CCLW Executive Staff
  - The recruitment at presbytery level, of a number of senior, experienced mentors working in a voluntary capacity
- (d) In the course of 2018/19 initial and potentially valuable discussions have taken place with some other agencies including Forge (a church planting support agency based in Scotland), and Serge, (a planting and mission agency emerging from the PCA, with staff in Ireland).
- (e) Insofar as these or other agencies may assist in resourcing the accompaniment of local congregations in the new scheme, their services may be called upon.
3. Reviews
- (a) The report notes the two main reviews required under current arrangements:
- (i) Presbytery consultations undertaken on a cycle over a period of years
  - (ii) Reviewable Tenure Reviews – if this has been required by the Linkage Commission at the time of granting leave to call.
- (b) The Task Group affirms the primacy of these review processes in any additional assessment of progress and congregational health within the new scheme.
- (c) The major additional element for review in the Home Mission will be the establishment of appropriate criteria for exit from the scheme. Such criteria may include:
- (i) Local governance arrangements, which are consistent with Presbyterian policy and appropriate to the local needs
  - (ii) Financial sustainability
  - (iii) Fruitfulness and growth, both numerically and in depth, and including the development of local leadership and discipleship more generally
  - (iv) Clarity of vision for mission in the future
- (d) Issues in monitoring progress against these criteria include:
- (i) The means for determining progress towards these stated goals
  - (ii) The role of the mentor who accompanies the leadership, in assessing whether the congregation has met the criteria, and/or what progress has been made
  - (iii) The relative roles of presbytery and the CMI in determining exit from the scheme.

#### 4. Legislation

- (a) Based on the experience of CMI and the Presbytery of Dublin & Munster (and discussed further with the Church Planting Panel) the following points of learning regarding governance in Church Plants have been noted and referred to the Code Republishing Panel for possible drafting into legislation.
  - (i) A Joint Panel, made up of representatives from CMI and presbytery, should be appointed to supervise the emerging Church Plant from its earliest days.
  - (ii) If and when the Church Plant transitions to weekly worship on Sundays, an Interim kirk session should be appointed by the presbytery to oversee the work. There ought to be a strong component of shared membership between the interim kirk session and the Joint Panel.
  - (iii) A Church Planter should be identified early and be appointed under the call of the CMI, either as a lay agent (reporting to a neighbouring minister) or an ordained minister appointed to special work. The Planter must be accountable to presbytery, but will report to the Joint Panel. If an ordained minister - the Planter will also act as Moderator of the interim kirk session.
  - (iv) The appointment of a locally identified 'Reference Group' made up of members of the emerging Church Plant could be encouraged – especially to manage the practicalities of running the regular activities.
  - (v) Further work is needed on the various roles and responsibilities of a lay agent or other non-ordained staff member as the local work gathers momentum, but the Task Group discourages the assumption that there must be no continuing role. It is noted that the skills and insights gleaned from such work may equip a local staff worker or lay agent to continue a similar role elsewhere as part of a new Plant.
  - (vi) At the time of change of status to a congregation, the General Assembly decides on the basis of proposed terms from the Linkage Commission, how and when this happens. A minister is called by CMI, under Home Mission rules, to lead the work – possibly heading up a team.
  - (vii) The consent of the people is obtained regarding the choice of their minister.
  - (viii) The planter must resign his/her charge before being considered as a candidate for the newly constituted congregation.

## 5. Conclusion

- (a) It is recognised that because the transition from the old scheme to the new scheme will take time, it will be a continuing responsibility of the CMI to monitor this progress, through its Home Mission Committee.

## RESOLUTIONS

1. That the General Assembly affirm the work of staff and volunteers in mission projects under the auspices of the Council for Mission in Ireland, including South Belfast Friendship House, Nightlight and the International Meeting Point.
2. That the General Assembly give thanks for the successful completion of the refurbishment of Derryvolgie Hall, and encourage presbyteries to address the significant opportunities afforded by the location of university and college campuses within their bounds for the development of student mission and ministry.
3. That the General Assembly affirm the work of the Strategy for Mission Coordination Committee, and in particular its promotion of New Life, New People, New Places in support of Presbyterian church planting.
4. That the General Assembly affirm the work of the Council for Mission in Ireland in support of the Home Mission congregations and ministers and that the Home Mission Review Panel and the Home Mission Review Implementation Task Group remain in place for a further year, pending completion of arrangements for implementation of the Home Mission review, and that, in consultation with presbyteries and the Linkage Commission, arrangements be made for the transition of congregations from the old scheme to the new scheme or, where appropriate, to enter or exit the scheme.
5. That the work of deaconesses, Irish mission workers and PCI chaplains in healthcare, prisons, the armed forces, universities and colleges be commended to the Church for prayer, both privately and in services of worship.
6. That the report of the Council for Mission in Ireland be received.