

# LINKAGE COMMISSION

Convener: T.J. LIVINGSTONE

Secretary: Rev R.K. GRAHAM

## EXECUTIVE SUMMARY

1. This report summarises the work of the Linkage Commission from April 2018-March 2019. Matters dealt with include: the terms of leaves to call granted to 46 charges, reviews of the financial terms in various leaves to call, and reports on the work of the internal panels of the Commission. The commission continues to believe that the number of congregations within the Presbyterian Church in Ireland are too many to sustain the decreasing number of people attending our services. This sometimes creates debate when vacancies occur, with a conflict between the understandable desire to retain meeting houses and the reality of the decreasing financial sustainability of some of these congregations.

### **Vacancies**

2. The commission notes that a number of ministers who are approaching retirement age are taking steps to prepare their kirk sessions and congregations for the impending vacancy. This not only assists the work of incoming vacancy conveners but can also reduce concerns and timescales in filling the vacancy. This practice is to be encouraged.
3. However the Commission is also aware that the church is entering a period when for a few years there will be a reduction in the number of licensed assistants available to receive a call. This will increase the length of some vacancies and may have implications when the Commission is asked to consider requests from the congregations seeking leave to call an associate minister.

### **Tenure Review Concept**

4. The commission has been conscious that where leave to call is granted using reviewable tenure, which was approved as a scheme by the 1998 General Assembly, some presbyteries and congregations have been expressing concern as to how such reviews should be carried out. To address these concerns, the Commission updated its guidelines during the year and in addition held a special meeting in January to which clerks of presbytery were invited to discuss the issue. The feedback from that meeting endorsed the concept of reviewable tenure but suggested that a further revision of the guidelines would address outstanding concerns. The commission will carry out this revision once the work of the Home Mission Review Implementation Task Group is completed and its recommendations adopted by the General Assembly.

**Amalgamations and Presbytery Bounds**

5. In 2018 the General Assembly adopted resolutions to amalgamate two congregations in North Belfast Presbytery and two congregations in Monaghan Presbytery. The 2019 General Assembly may be requested to adopt resolutions to approve three further amalgamations, two of which relate to Belfast presbyteries. These amalgamations will require the Parish Bounds Panel to bring forward revised parish bounds. However by their cumulative effect they also raise issues regarding presbytery bounds. The commission will liaise with presbyteries where this is the case.

**Amalgamations and the Charity Commission**

6. The Commission has also been considering the issue of amalgamations and the requirements of the Charity Commission: it is anticipated that a further report on this matter will be included in the Supplementary Reports

**Additional Pastoral Personnel and Auxiliary Ministry Panel**

7. During the year this panel has been updating its guidelines for presbyteries and kirk sessions to enable congregations, wishing to seek approval for new additional pastoral personnel posts or extensions to existing posts, to have an enhanced knowledge of the necessary processes.
8. To date 16 individuals have completed the Auxiliary Minister Scheme but the Commission has only been requested to establish three posts, one of which requests was subsequently withdrawn. It commends this scheme to the wider church for consideration so that the gifts identified may be harnessed for the extension of Christ's Kingdom.
9. Rev Colin Gamble, who has convened the panel for the past five years is completing his service at this General Assembly. The commission wishes to place of record its thanks to Mr Gamble for the efficient and knowledgeable manner in which he has carried out this role. The Rev Brian McManus is welcomed as his successor and is assured of the commission's prayers.

**Church Architecture and Manses Panel**

10. The panel has continued to address issues where congregations who have listed buildings wish to carry out significant structural work. In line with the Partnering Arrangement signed with the Department for Communities, which was agreed to assist in securing our ongoing Ecclesiastical Exemption, the panel is required to balance the building's listing against missional requirements in each case. Where the panel is persuaded that the missional case is strong and outweighs the listing the panel will make the appropriate recommendation to the commission.

11. The panel has also been in discussion with the Department for Infrastructure with regard to Planning Fees. These fees can be significant where a large scheme is being carried out. In some cases District Councils were charging these fees and relying on advice from the department that churches were not entitled to Fee Exemption as they were not regarded as being buildings for the use of the community. The case has been made that this is incorrect and councils are now being advised by the department that notwithstanding legal advice they are 'as the planning authority for its area, free to take their own position on the application of the legislation as it relates to fee exemptions'. Congregations should ensure that when submitting schemes for planning approval their professional advisors are made aware of this advice.

### Leave to Call a Minister

12. This is only a summary - there may well be conditions to the leave to call which are not recorded here. These might include part-time, reviewable tenure deferred linkage and additional income for minister. When a figure is set, the year denotes when leave to call was granted. This figure will increase automatically under the annual stipend review. The same is the case in respect to ministerial allowances.

Congregation	Stipend	Allowances
First Keady	66.66% AMM [2018]	£4,000 [2018]
Armaghbreague	33.33% AMM [2018]	£2,000 [2018]
Second Keady	£11,000 [2018]	£3,000 [2018]
Drumhillery	£11,000 [2018]	£3,000 [2018]
Caledon	33.33% AMM [2018]	£2,000 [2018]
Minterburn	66.66% AMM [2018]	£4,000 [2018]
Clogher	60% AMM [2018]	£3,600 [2018]
Glenhoy	40% AMM [2018]	£2,400 [2018]
Balteagh	60% AMM [2018]	£3,600 [2018]
Bovevagh	40% AMM [2018]	£2,400 [2018]
Abbots Cross	£33,000 [2018]	£6,000 [2018]
Aughnacloy	60% AMM [2018]	£3,600 [2018]
Ballymagrane	40% AMM [2018]	£2,400 [2018]
Blackrock	€26,500 [2018]	€6,320 [2018]
Bray	€10,000 [2018]	€3,160 [2018]
Trinity Boardmills	£31,000 [2018]	£6,000 [2018]
Culnady	87% AMM [2018]	£5,220 [2018]
Swatragh	13% AMM [2018]	£780 [2018]

Saintfield Road	£35,000 [2018]	£6,000 [2018]
Ballygilbert	£35,000 [2018]	£6,000 [2018]
Dundalk	€6,000 [2018]	€1,000 [2018]
Aughtentaine	33.33% AMM [2018]	£2,000 [2018]
Cavanaleck	66.66% AMM [2018]	£4,000 [2018]
First Dromore	£34,000 [2018]	£6,000 [2018]
First Ballymoney	£37,000 [2019]	£6,120 [2019]
Glenarm	£7,500 [2019]	£2,040 [2019]
Cairnalbana	£15,725 [2019]	£4,080 [2019]
Ramelton	75% €AMM [2019]	€7,181.25 [2019]
Kilmacrennan	25% €AMM [2019]	€2,393.75 [2019]
Ballygawley	£17,619 or 60% AMM [2019]	£3,672 [2019]
Ballyreagh	£11,746 or 40% AMM [2019]	£2,448 [2019]
Markethill	£34,000 [2019]	£6,120 [2019]
Kilbride	£38,000 [2019]	£6,120 [2019]
Aghadowey	66.66% AMM [2019] plus 66.66% £2,000	£4,080 [2019]
Crossgar	33.33% AMM [2019] plus 33.33% £2,000	£2,040 [2019]
Carlisle Road	£25,000 [2019]	£5,478 [2019]
Crossroads	€5,350 [2019]	€715 [2019]
Glendermott	£36,000 [2019]	£6,120 [2019]
St Andrew's Belfast	£33,000 [2019]	£6,120 [2019]
Lissara	£31,400 [2019]	£6,120 [2019]
Carrowdore & Ballyfrenis	50% of £33,500 [2019]	50% of £6,120 [2019]
Ballyblack	50% of £33,500 [2019]	50% of £6,120 [2019]
Mosside	£17,100 [2019]	£3,672 [2019]
Toberdoney	£11,400 [2019]	£2,448 [2019]
Castlewellan	£20,500 [2019]	£3,978 [2019]
Leitrim	£6,200 [2019]	£2,142 [2019]

**Associate Ministry.**

First Ballymena	£AMM [2018]	£5,600 [2018]
West Church Ballymena	70% AMM [2018]	£3,920 [2018]

**Reviewable Tenure Ministries**

13. Reviewable Tenure Ministry in Millisle & Ballycopeland was extended for seven years from 25 September 2018.
14. Reviewable Tenure Ministry in Sloan Street, Lisburn: the congregation was released from any tenure restriction from 25 September 2018.
15. Reviewable Tenure Ministry in Ardglass and Downpatrick was extended for seven years from 4 December 2018.
16. Reviewable Tenure Ministry in First Omagh. the congregation was released from any tenure restriction from 22 January 2019.
17. Reviewable Tenure Ministry in Malone was extended for seven years from 26 February 2019.
18. Reviewable Tenure Ministry in Lisbellaw, Lisnaskea, Maguiresbridge and Newtownbutler: the congregations were released from tenure restriction from 26 March 2019.
19. Reviewable Tenure Ministry in Kilmore was extended for seven years from 26 March 2019.

**Stated Supply Arrangements**

20. The commission renewed a number of previous nominations for a further period in co-operation with the appropriate presbytery. New stated supply arrangements in Belville and Kells, Co Meath, were effected.

**Dissolution of Linkages**

21. There were no dissolutions of any linkages.

**Congregations Linked**

22. Two new Linkages were agreed.

**Blackrock and Bray**

Terms of Linkage:

- (a) That the congregations of Blackrock and Bray be linked as from 1 October 2018.
- (b) Each Kirk Session shall maintain its separate identity with its own Kirk Session, Congregational Committee and Finances.
- (c) Each congregation shall have the right to appoint representatives to the Superior Courts of the Church.
- (d) In the choice of a Minister the two congregations shall act as one congregation and the two Kirk Sessions as one Kirk Session.

- (e) There shall be stated services each Sunday at Blackrock 9.45am; Bray 11.30am; or at a time as the two Kirk Sessions acting together shall determine.
- (f) That the Stipends (2018) be: Blackrock €26,500 and Bray €10,000; Allowances Blackrock €6,320 and Bray €3,160.
- (g) That Rent, Rates, Taxes and Maintenance of Blackrock Manse be borne in the proportions (a) Blackrock: 50% (b) Bray: 50%.
- (h) That the Minister shall reside in Blackrock Manse.

### **Carrowdore & Ballyfrenis and Ballyblack**

#### Terms of Linkage:

- (a) That following the retirement of the minister of Carrowdore & Ballyfrenis on 1 August 2019, the congregations of Carrowdore & Ballyfrenis and Ballyblack be linked.
- (b) That each congregation shall maintain its separate identity with its own Kirk Session, Congregational Committee and Finances.
- (c) That each congregation shall have the right to appoint representatives to the Superior Courts of the Church.
- (d) That in the choice of a minister, the two congregations shall act as one congregation and the two Kirk Sessions as one Kirk Session.
- (e) That the stated services each Sunday are: (i) Carrowdore & Ballyfrenis 11.30am, (ii) Ballyblack 10.00am; or at other times as shall be agreed by the two Kirk Sessions.
- (f) That the Stipends be: (i) Carrowdore & Ballyfrenis: 50% of £33,500 [2019]; (ii) Ballyblack: 50% of £33,500 [2019]; Ministerial Allowances: (i) Carrowdore & Ballyfrenis: 50% of £6,120 [2019] plus 15p per Business Mile; (ii) Ballyblack: 50% of £6,120 plus 15p per Business Mile.
- (g) That Rent, Rates, Taxes and Maintenance of Carrowdore & Ballyfrenis Manse be borne in the proportions (i) Carrowdore & Ballyfrenis, 50%; (ii) Ballyblack, 50%.
- (h) That the Minister shall reside in Carrowdore & Ballyfrenis Manse.
- (i) That the directions of the Linkage Commission be observed in respect of the Manse and Manse property at Ballyblack.

The Stipends in the Deferred Linkage will be payable upon the installation of the new minister in Carrowdore & Ballyfrenis and Ballyblack.

**Congregations Amalgamated**

23. The 2018 General Assembly resolved as follows: *‘That the congregation of Fortwilliam and Macrory be amalgamated with the congregation of Whitehouse no later than 31 December 2018, on terms set by the Linkage Commission.’*

**Terms of Amalgamation**

That the congregation of Fortwilliam & Macrory be amalgamated with the congregation of Whitehouse under the name Whitehouse, the date of amalgamation to be no later than 30th December 2018, (as agreed by the Presbytery of North Belfast in consultation with the Linkage Commission), on the following terms:

- (a) That the two Kirk Sessions become one Kirk Session and the two Congregational Committees become one Congregational Committee until new Committee elections are held.
- (b) The assets (to be dispersed) are defined as Fortwilliam Church building, Halls and surrounding ground, Macrory Halls and surrounding ground, any investments and bank accounts in the name of Fortwilliam & Macrory Congregation.
- (c) With respect to these assets:
  - (i) £20,000 to the amalgamated congregation;
  - (ii) Presbytery will hold the remaining assets to cover continuing expenses (e.g.insurance/maintenance/legal costs etc.) to the point of dispersal of the assets.;
  - (iii) the remaining amount, following the payment of £20,000 to the amalgamated congregation and the costs to the Presbytery to the point of dispersal of the assets, to be paid in the following proportions: 75% to the North Belfast Urban Mission Trust Fund and 25% (by monetary value) is to be transferred to the Council for Mission in Ireland as a direct contribution for assisting in capital projects connected with church planting.
- (d) That all future assets, including legacies and bequests subsequent to the amalgamation, become the property of the amalgamated congregation.
- (e) That the amalgamated congregation will remain responsible for any Fortwilliam & Macrory liabilities following dispersal of the assets.
- (f) As the assets will not be in place for dispersal prior to the amalgamation, on the date of the amalgamation those assets will be transferred to the ownership of the Presbytery, who will be responsible for any liabilities up to the point of the dispersal of assets in (b) is complete. The Amalgamation Commission appointed by Presbytery will be responsible for the sale of the assets and the distribution as in clause (b).
- (g) that the Stipend of the new congregation is unaffected.

24. The 2018 General Assembly resolved as follows ‘That the congregation of Boyle be amalgamated with the congregation of Sligo no later than 31 December 2018, on terms set by the Linkage Commission’.

Terms of Amalgamation

- (i) That the congregation of Boyle be amalgamated with the congregation of Sligo from 1 July, 2018, or other suitable date under the name ‘Sligo’.
- (ii) That the two Kirk Sessions become one Kirk Session and the two Congregational Committees become one Committee until new Committee elections are held.
- (iii) That all existing or future assets, including property or lands not disposed of, become the property of the amalgamated congregation.
- (iv) That the amalgamated congregation will remain responsible for any Boyle liabilities.
- (v) The Stipend of the amalgamated congregation be the same as that applying to Sligo on the day before the amalgamation takes place.

## REVIEWS, ALLOWANCES AND FEES PANEL

### Reviews

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

**Presbytery and Congregation** **Stipend**

**ARDS**

Carrowdore & Ballyfrenis	No Change
Shore Street, Donaghadee	Increase by £1000

**ARMAGH**

Richhill	No Change
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**BALLYMENA**

Ballee	No Change
West Church, Ballymena	No Change

**NORTH BELFAST**

Eglinton	No Change
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**EAST BELFAST**

Dundonald	No Change
Gransha	No Change
Tullycarnet	No Change

**CARRICKFERGUS**

Ballylinney	No Change
Woodlands	No Change

**COLERAINE AND LIMAVADY**

Portrush	No Change
Portstewart	No Change

**DERRY AND DONEGAL**

Alt	No Change
Carnone	No Change
Convoy	No Change
Ballyarnett	No Change
Knowhead	No Change
Donoughmore	No Change
Raphoe and Ballindrait	No Change

**DOWN**

Ardglass	No Change
Downpatrick	No Change

**DROMORE PRESBYTERY**

Annahilt	No Change
Drumlough	No Change
Legacurry	Increase by £1,000

**DUBLIN AND MUNSTER PRESBYTERY**

Athy	No Change
Carlow	No Change
Drogheda	No Change
Fermoy & Cahir	No Change
Maynooth	No Change

**IVEAGH PRESBYTERY**

Ballydown	Increase by £3,000
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**MONAGHAN PRESBYTERY**

Ballina	No Change
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Killala	No Change
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Ballymote	No Change
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Clontibret	No Change
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Middletown	No Change
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**OMAGH PRESBYTERY**

Ardstraw	No Change
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Douglas	No Change
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Castleberg – First	No Change
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Killeter	No Change
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Enniskillen	No Change
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Trinity, Omagh	No Change
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Gillygooley	No Change
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**PRESBYTERY**

Dundrod	No Change
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**Supply Fee**

25. The level of supply fee is determined by the Code Par 238, and for 2019 this is £108 (€160) or £72 (€106) where only a single service is supplied in one congregation. Travelling expenses should be paid in accordance with the rate set for attendance at Assembly Councils, currently 15p (22 cents) per mile.

KENNETH BELSHAW, Convener

**CHURCH ARCHITECTURE AND MANSES PANEL**

- 26 The remit of the panel is: the consideration of the site and the plans of all new buildings proposed to be erected on congregational property and of all proposed demolition, structural alterations of or structural additions to existing buildings. In addition the panel considers all proposals and designs for memorials, windows, artificial lighting, installation of audio-visual system, and for seating and furnishings requisite for public worship and is responsible for subsequently making recommendations to Linkage Commission. It is also involved in respect of a variety of manse accommodation issues referred to in Guidelines on Manses, again reporting to Linkage Commission.

27. All enquiries and submissions for Church Architecture and Manse Panel, should be sent to Graham Patterson, Property Support Officer, Assembly Buildings, 2-10 Fisherwick Place, Belfast, BT1 6DW. Following congregational approval of any proposal, information should be presented to presbytery for approval and then transmitted to Church Architecture and Manse Panel for consideration and onward recommendation to the Linkage Commission.
28. The Panel has met regularly over the year and was also able to meet congregational representatives when this was appropriate. The panel recommended approval to the Linkage Commission of numerous schemes including new church and hall proposals and proposals to provide more appropriate access arrangement for those with disabilities. It advised in respect of works to listed buildings, new manse provision/alterations and generally regarding better use of our building stock.

BRIAN KNOX, Convener

## **ADDITIONAL PASTORAL PERSONNEL AND AUXILIARY MINISTRY PANEL**

29. The Commission approved the creation of 18 new Additional Pastoral Personnel (APP) posts in the past year and the extension or amendment of ten existing posts. Approval to create one new congregational auxiliary ministry post was also given.
30. The Commission updated its 'Guidelines for Congregations and Presbyteries Regarding the Employment of Additional Pastoral Personnel' to incorporate 'Guidelines for Kirk Sessions on General Employment Issues' which were issued in 2017. Copies are available from the panel convener and PCI website. The updated APP guidelines outline the necessary steps kirk sessions should take when considering the creation of an APP post. The approval of the HR support provider, presbytery and the Linkage Commission is required before any new APP post can be advertised. Guidelines for presbytery clerks were also updated.
31. The approval of the HR support provider, presbytery and the Linkage Commission is required to extend an existing APP post. Kirk sessions are asked to note carefully when an existing fixed-term contract concludes so that requests to extend an existing post are not made late.
32. At its meeting in May 2018, the Commission adopted the following recommendation with regard to job titles for APP posts: "The Linkage Commission wishes to give kirk sessions more flexibility when choosing a suitable job title for APP posts and most titles will be considered by the Commission. However, the Commission will not give permission for the use of 'Officer' or 'Pastor' as a job title. Furthermore, the titles

‘Director’, ‘Associate’ and ‘Assistant’ will only be considered if the kirk session can justify that the job description strongly warrants the use of the title.”

33. New APP salary scales for 2019 were agreed by the Linkage Commission at its meeting in October 2018. These are available from the panel convener and are shown below. Kirk sessions are required to use the salary scales when creating a new APP post.
34. The panel has become aware of a desire in some parts of the church for the addition to the existing salary scales of a higher Band C Salary Scale. A paper outlining some points for consideration appears in Appendix A and the Commission proposes in an appended resolution that the paper be sent down to presbyteries for discussion and comment. The Commission has not adopted a view on this matter, but recommends that the wider church considers it.
35. Guidelines for creating congregational ministry auxiliary posts are available from the panel convener. Proposals to create such posts should normally come to the Linkage Commission through the presbytery. Auxiliary ministers are commissioned to work, normally on a part-time basis, under the supervision of a minister of Word and Sacrament. While it is primarily a ministry of the Word, some pastoral duties may be associated with such posts.
36. Kirk sessions are reminded that organists (or similar) who receive any form of remuneration should be issued with a statement of main terms and conditions and job description. Once the documents have been issued presbytery should be notified. Before employing a new organist (or similar), the kirk session should draw up a statement of main terms and conditions, job description, personnel specification and advertisement. The approval of presbytery is required before creating such a post. Guidelines and templates are available from the Panel Convener. The HR support provider should always be consulted.
37. Ministers are reminded to seek approval from presbytery and the Linkage Commission before undertaking paid public appointments (‘Extra-Parochial Work’). This kind of work has been defined as “Remunerated work outside of the Presbyterian Church in Ireland undertaken by a parish minister that amounts to more than six hours in any week.” A return form, available from the panel convener, should normally be returned before the appointment begins and then annually by 15 September.

**APP RECOMMENDED SALARY SCALES 2019**

	Sterling salary pt	Euro salary pt	Level of responsibility of post	Qualification attained by employee or level of experience
Band A	£18,685 £19,355 £20,031 £20,703 £21,558 £22,226	€28,248 €29,260 €30,281 €31,298 €32,591 €33,599	Mostly direct work with children, young people or adults under close regular supervision; low management responsibility for people or projects.	Obtained or working towards OCN level 2 and 3 qualifications, PCI Youth/Children's Ministry Course or similar qualification in the relevant field; Where this level of qualification is not held, demonstrated experience in this field of activity may be deemed equivalent.
Band B	£23,306 £24,363 £25,455 £26,582 £27,352	€35,233 €36,831 €38,480 €40,184 €41,347	General responsibility for specific areas of programme and ministry oversight; graduating to less closely supervised responsibility for programmes, strategy, volunteers or leaders.	Appropriate recognition of attainment or working towards undergraduate or postgraduate theological study or professional qualifications (including Youth and Community, teaching qualification or other related professional qualifications such as counselling or social work). Where this level of qualification is not held, demonstrated experience in this field of activity may be deemed equivalent.

**Please note:**

- (a) This salary scale was initially based on the JNC Youth and Community work scale (2009) for the UK and has since been updated annually. For 2019, the NI salary scale has been increased in line with the increase in the NI ministerial minimum (2% for 2019). The ROI salary scale has been increased in line with the increase in the ROI ministerial minimum (1% for 2019).
- (b) The above rates are deemed to apply to a minimum of 37.5 hours per week. For employees working less than 37.5 hours per week a pro-rata rate is applicable.
- (c) The APPAM Panel Convener of the Linkage Commission should be contacted for the most up to date figures and for advice on their interpretation.

COLIN GAMBLE, Convener

## **PARISH BOUNDS PANEL**

38. The last major statement of parish bounds was agreed in 1981 when a series of maps was marked with the bounds of each congregation. Current text descriptions held in the General Secretary's Department do not precisely match the maps and a note has been made of all the changes in bounds, or new bounds set, since 1981.
39. The panel is drawing up draft bounds for the congregations of Maynooth and Donabate which, to date, have not had bounds set. It will consult with representatives of the Dublin & Munster Presbytery before these are finalised.
40. Boyle has recently been amalgamated with Sligo and new bounds will have to be set for Sligo and neighbouring congregations. The panel will consult with representatives of the Monaghan Presbytery before these are finalised.
41. The North and South Belfast Presbyteries have had a number of amalgamations since 1981, and that it is anticipated that further amalgamations will take place in the near future. The current boundary between these two presbyteries does not take account of the amalgamations, nor of any strategy there might be for central Belfast. Initial contact has been made with the Belfast Conference to ascertain whether there is a view on where that boundary should be. Thereafter it will be possible to set appropriate parish bounds.

JIM STOTHERS, Convener

## APPENDIX A

### **Paper on adding a Band C salary scale to the recommended salary scales for additional pastoral personnel.**

#### **Introduction**

1. The purpose of this paper is to consider adding a new Band C Salary Scale to the Linkage Commission's Recommended Salary Scales for Additional Pastoral Personnel (APP).

#### **Current Situation**

2. Whenever a kirk session wishes to create a new APP post, it is required to follow the guidelines produced by the Linkage Commission and to select an appropriate salary from the Recommended Salary Scales contained within the guidelines.
3. The current guidelines and salary scales were produced in 2011 to meet the needs of congregations at that time. The Recommended Salary Scales were originally based on the JNC Youth and Community Work Scale (2009) for the United Kingdom and have been updated annually in line with increases to the basic ministerial minimum. There are two bands.
4. The Band A Scale has six points: £18,685; £19,355; £20,031; £20,703; £21,558; £22,226 (€28,248; €29,260; €30,281; €31,298; €32,591; €33,599). These are the salary points for 2019 and are for 37.5 hours per week.
5. The qualifications for a Band A post are as follows: 'Obtained or working towards OCN level 2 and 3 qualifications, PCI Youth/Children's Ministry Course or similar qualification in the relevant field. Where this level of qualification is not held, demonstrated experience in this field of activity may be deemed equivalent.'
6. The level of responsibility for a Band A post is as follows: 'Mostly direct work with children, young people or adults under close regular supervision; low management responsibility for people or projects.'
7. The Band B Scale has five points: £23,306; £24,363; £25,455; £26,582; £27,352 (€35,233; €36,831; €38,480; €40,184; €41,347). Once again, these are the salary points for 2019 and are for 37.5 hours per week.
8. The qualifications for a Band B post are as follows: 'Appropriate recognition of attainment or working towards undergraduate or postgraduate theological study or professional qualifications (including Youth and Community, teaching qualification or other related professional qualifications such as counselling or social work). Where this level of qualification is not held, demonstrated experience in this field of activity may be deemed equivalent.'

9. The level of responsibility for a Band B post is as follows: 'General responsibility for specific areas of programme and ministry oversight; graduating to less closely supervised responsibility for programmes, strategy, volunteers or leaders.'
10. Notice that the Band B level of responsibility is 'general responsibility for specific areas of programme and ministry oversight' and 'less closely supervised responsibility for... volunteers or leaders.'

### **Emerging Situation**

11. Recent conversations with some APPs and kirk sessions have suggested to the panel that there may be a need for a higher Band C Salary Scale.
12. The higher scale would be for those posts which involve the management of other employees (in distinction to Band B posts where the post holder has responsibility for volunteers or leaders) or which involve greater responsibility or expertise than is required for Band B posts. It would also provide a pathway for career progression for those APPs who see youth work, for instance, as a long-term career choice.
13. For instance, in the case of one congregation, the kirk session wishes to employ someone to manage its other staff. Since the other staff are already on the Band B Scale, it may be appropriate for their manager to be on a higher pay scale to reflect this person's management position.
14. The panel can also foresee that a kirk session with, for instance, a large children's and youth ministry may wish to employ someone to oversee both areas of ministry and to advise the kirk session on the 'big picture' (in distinction to Band B posts where the post holder has responsibility for specific areas of oversight). The minimum criteria for such a responsible position would be higher than for a Band B post to reflect that the person appointed is an expert in the field who is able to contribute to the formation of policy and to plan strategies and programmes on behalf of the session.
15. A proposed Band C Scale is as follows: £27,030; £27,540; £28,050; £28,560; £29,070; £29,580 (£40,905; €41,663; €42,420; €43,178; €43,935; €44,693).

### **Points for Consideration**

16. The proposal raises a number of points for consideration including the following:
  - (a) APPs on Band C will receive a salary which is higher than the basic ministerial minimum (BMM) which is currently £26,695 and €39,953. While it may be possible to set down a principle that no one appointed to a Band C post should receive a salary greater than the minister's stipend, it still introduces the possibility of an APP on Band C being paid significantly more than an associate minister in the same congregation or a minister in a neighbouring congregation who is on BMM. This may be deemed unacceptable to the church, given the status ministers have in the church as



- well as the training they must undergo before ordination and the duties they perform.
- (b) However, it should also be noted that it is already the case that APPs on Band B Point 5 in the UK and on Band B Points 4 and 5 in the ROI are receiving a salary which is higher than BMM.
  - (c) It should also be noted that there is a difficulty comparing the remuneration paid to ministers and APPs, given that the minister is able to live in a manse without paying rent or rates and a stipend is not the same as a salary. An associate minister, however, does not live in a manse.
  - (d) The proposed Band C Scale is also significantly higher than the remuneration paid to deaconesses and Irish Mission workers who may well match such APPs in terms of qualifications, experience, expertise and the work they do. Again consideration should be given as to whether it is acceptable that some APPs could receive a higher salary than these other workers.
  - (e) If the church is unwilling to introduce a higher salary scale, it may be more acceptable to allow kirk sessions to award a 'management bonus' to those APPs in a management role. Therefore a manager who is overseeing the work of two APPs on Band B Point 5 would receive a salary of Band B Point 5 plus a bonus to differentiate the manager's role from the other staff. However, even in this case, the manager's salary will still be higher than BMM.
  - (f) Another point for consideration is that those appointed to a Band C post may have significant influence over a congregation's ministry without themselves being ordained or without having subscribed to the church's Subordinate Standards. However, this is already the case with many APPs. A possible solution may be to introduce an accreditation process similar to the one for accredited preachers.
17. Despite the points raised above, the church may still take the view that for some APP posts, there needs to be a salary which is commensurate with the qualifications and experience required.

**Note:** The customary Schedules of Assessments have previously been included in the Linkage Commission Report:

- (a) Church Extension Charges;
- (b) Fully Constituted Church Extension Charges;
- (c) Licentiates, Ordained Assistants and Associates.

These will be included in the 2019 Supplementary Reports to the General Assembly. This change is due to the new later submission date for part B of the annual statistical returns.

## RESOLUTIONS

1. That Appendix A, 'Paper on Adding a Band C Salary Scale to the Recommended Salary Scales for Additional Pastoral Personnel' be sent down to presbyteries for discussion and comment, with report back through the Deputy Clerk by 31 December 2019.
2. That the congregation of 1st Killyleagh be amalgamated with the congregation of Second Killyleagh no later than 31 December 2019, on terms set by the Linkage Commission.
3. That the congregation of May Street be amalgamated with the congregation of Fisherwick no later than 31 December 2019, on terms set by the Linkage Commission.
4. That the congregation of Crumlin Road be amalgamated with the congregation of West Kirk, Belfast, no later than 31 December 2019, on terms set by the Linkage Commission.
5. That the report of the Linkage Commission be received.