

# COUNCIL FOR TRAINING IN MINISTRY

Convener: Rev NJ McCULLOUGH

Secretary: Rev TJ STOTHERS

## **Executive Summary**

1. The **Ministerial Studies and Development Committee** reports on the continuing low number of students for the ministry, a successful Ministry Taster Day and changes to student and licentiate expenses.
2. The **Union Theological College Management Committee** reports on changes within the degree programmes offered in College and challenges in the ongoing relationship with Queens University.
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 Minister Panel** reports on the training of further Accredited Preachers and the lack of further developments in Auxiliary Ministry posts.
6. The **Pastoral Care of Manse Families Panel** reports on the clarification of its remit and on a new proposal for the pastoral care of manse families.
7. The **Conciliation Panel** reports on its work of providing conciliation and conciliation training for the church.

## **Convener's Introduction**

8. The Council for Training in Ministry will have met five times since the Assembly last met in 2017.
9. The Council continues to be encouraged by the excellent work being done in Union College and is pleased that this continues to be recognised by external bodies such as QAA and by the students themselves as expressed through satisfaction surveys. Nevertheless, as the report of the Management Committee indicates, the College is facing significant challenges in its relationship with Queen's University. The Council pays tribute to the work of the Faculty as it seeks to respond creatively to these challenges and especially to the leadership of the Principal.
10. During the year the General Council, in connection with Appendix 1 of the report of the Relationships with Other Denominations Task Group

to the 2017 General Assembly (GAR 2017 pages 77-84) to ensure that students for the ministry were adequately covering the doctrine of the Church and after investigating this question it is content that this crucial subject is being adequately covered and well taught. The Clerk of Assembly had requested that the Council consider how the contents of the Appendix could best be disseminated through PCI. This will be brought to the Council in the incoming year.

11. The number of applications for the ministry this year was disappointingly low and just four are being recommended to become students for the ministry. The Ministry Taster Day was however very successful and it is hoped that applications might rise in the near future. Anecdotally it would appear the most significant human factor in the pathway into ministry is the personal encouragement of a minister and other leaders and the Council encourages ministers and elders to see the encouragement of others into such areas of service as a vital part of their ministry. In addition, the Council continues to ask the whole church to pray for God to call people to the ministry of word and sacrament.
12. This is the second year in which applicants were required to have passed the Accredited Preacher scheme before they were interviewed. Several students have spoken of how helpful this has been in the confirmation of their sense of call, but it has thrown up some unexpected problems. It is the Council's intention to review the pathway into ministry in the year ahead and bring conclusions and proposals to the next Assembly.
13. The Council notes the retirement of the Very Rev Dr Alastair Dunlop as Convener of the Union Theological College Management Committee. Dr Dunlop has served in this role for a total of eight years (with the permission of the Nominations Committee) and has overseen the work of the College through a period of very significant change, including the stonework renovations and the appointment of the Principal and three teaching staff. The Council is deeply grateful for his service.

### **Students' Bursary Fund**

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

14. The Students' Bursary Fund exists to make financial provision for students for the ordained ministry and their families, during their time of study.
15. In the academic year September 2017 - June 2018 there are 17 students in receipt of grants, all of whom are studying at Union Theological College, Belfast. The cost to the fund of grants, fees and all other expenses for this period will be £245,000. 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.

16. 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**

### **New ministry and deaconess students**

17. Four of the five expected first year ministry students and three deaconess students began study in September 2017. The ministry student who did not begin study has yet to achieve the necessary academic qualifications. He will continue to be recognised as an accepted student for the ministry and will begin study in September 2018, providing he achieves those qualifications.

### **Ministry applicants and the Accredited Preacher Scheme**

18. The issue was raised of the procedure for ministry applicants who do not pass the Accredited Preacher Scheme. After discussion it was agreed that applicants in this position should be encouraged to go forward for interview because the consideration and feedback of the panel may be encouraging and beneficial in discerning the Lord's will for their future. The Committee also felt it would be helpful if two assessors were appointed when a second assessment was needed for trainees.

### **Interviews of ministry applicants**

19. Six candidates for ordained ministry were interviewed on 26th and 26th March 2018. The interviewing panels comprised; Mr Joe Campbell, Rev Amanda Best, Rev Niall Lockhart, Rev George McClelland, Rev Jane Nelson, Rev Robin Brown, Rev Karen Campbell, Rev Daryl Edwards, Dr Lena Morrow and Rev Mark Johnston. The input of HealthLink360 has proven to be of growing worth to the panels. Having completed the process, four candidates are being nominated to the General Assembly by the Council.

### **Ministry Taster Day**

20. A Ministry Taster Day for potential ministry enquirers was held on 2nd December 2017. This proved to be a very valuable event with a total of 65 people attending including a number of spouses and ministers. The

speakers at the event shared some very helpful information, and there had been a number of significant conversations with attendees, some of whom stated that they believed the Lord was leading them to apply for ministry at some point in the future. It was agreed that consideration should be given to holding a similar event in two or three years' time.

### **Changes to Queen's University of Belfast Timetable**

21. In response to changes in the QUB timetable involving the start of semester two being moved forward to the first Monday in January following the New Year, it was agreed that:
  - (a) The first year winter placement should be abolished.
  - (b) Students should be required to undertake a summer assistantship of approximately fourteen weeks at the end of both first and second years. There would also be a four week period of leave each summer.
  - (c) The location of these would be a matter for the Assignments Panel.
  - (d) Congregations would contribute an amount equal to two single supply fees per week worked.
  - (e) The third year student assistant placement would continue but that the six hours of weekly congregational work would be removed. Students would still preach once per month, and are available to participate in services, attend session meetings etc.
  - (f) There would be a congregational contribution to the Students' Bursary Fund equal to the amount of one single supply fee per month during the academic year, i.e., seven months.
  - (g) Student assistants will not receive expenses.
  - (h) The student/trainee would begin full-time work in the congregation after the completion of his/her exams.
  - (i) Congregational contributions towards salary will increase to licentiate rates on 1st May.
  - (j) It was also agreed that:
  - (k) All students will be paid 40% of the Basic Ministerial Minimum annually by the Students' Bursary Fund, to be paid monthly.
  - (l) Family grants will remain unchanged.
  - (m) Students will receive no additional payment for summer placements.
  - (n) In year one and two this will cover a period of twelve months from September each year; in year three this covers the months September to June inclusive.
  - (o) Licentiates will be placed on the payroll on 1st July after graduation and licensing, and will receive a balancing grant for the months of May and June to make their payment for those months up to the starting level for a licentiate.

- (p) Licentiates will receive: a travel allowance equivalent to 80% of the Ministers' Travel Allowance, with no mileage element; and a Ministerial Duties Allowance of 42% of the figure set by the Linkage Commission for ministers. Both allowances will be paid via the Central Payroll. This is to take effect from 6th April 2018.

### **Licentiate Training**

22. It is proposed to update licentiate training to include the continued use of current speakers but adding reflective practice in the areas of spiritual formation, preaching, pastoring, leadership, self-care/resilience, and a second project using material adapted from the former Board of Mission in Ireland's Mission Plan initiative.

### **Eligibility of Licentiates for a call**

23. 18 Licentiates became eligible for a call on 1st September last with one candidate having his probation extended by 12 months

### **Sabbatical entitlement**

24. To clarify some misunderstanding concerning ministers' entitlement for a Sabbatical, the following General Assembly report from 2011 has been included with the sabbatical guidelines and emailed to ministers as an update.

*As a consequence of an increasing array of scenarios concerning applications for sabbatical leave and In-Service training, the Ministerial Studies and Development Committee has sought to bring a greater degree of clarity concerning the claiming of expenses. While it is acknowledged that Ministers may need to find 'space' to engage in study or reflection away from the manse, thus incurring travel costs and rental charges, it was felt that travel outside Ireland or the UK should be facilitated only if a Minister genuinely needs to visit a specific location or engage in a particular context for the actual purpose of that sabbatical or In-Service training. The Committee agreed that this is an appropriate, and indeed necessary, restriction on claims for travel and/or accommodation. (Reports, 2011, p.203)*

### **Post-ordination Conferences**

25. The programme for 2018 is in place and features David Powlison, Helen Thorne, Steve Midgley and Andrew Collins on the theme of pastoral care in the local church. Accommodation for 2019 has been booked and Christopher Ash is the keynote speaker.

### **Pre-retirement Conferences**

26. Two conferences were necessary this church year due to increased numbers accepting the invitation to attend. The conferences are greatly appreciated by attendees.

ANDREW FAULKNER, Convener

## UNION THEOLOGICAL COLLEGE MANAGEMENT COMMITTEE

27. The Committee welcomed the appointment at last year's General Assembly of the Rev Dr Michael McClenahan as Professor of Systematic Theology and is delighted with his contribution to the life and witness of the College. The Faculty is functioning well and delivering quality theological education. During the academic year 2017/18, Professor Gordon Campbell was on sabbatical leave during the second semester.
28. Following last year's very positive report from the major triennial visit of the Quality Assurance Agency for Higher Education, this year's QAA Annual Monitoring Visit confirmed continuing good practice. "The College continues to foster and build on the strong sense of community and trust between students and staff. Students met during the visit were unanimous in their praise of support provided by staff and the meticulous care taken to foster personal growth and academic attainment." The outcome of the Monitoring Visit concluded: "Union Theological College, Belfast, has made acceptable progress with continuing to monitor, evaluate and enhance its higher education provision from the October 2016 Higher Education Review."
29. Preparations continue for the launch in September of the new QUB Joint BA in Theology course which offers a broad-based module available to all students in Arts, Humanities and Social Sciences – "Religion, Faith and Society: perspective on belief". While this is an exciting opportunity to broaden the appeal of theology to a wider body of students, it is important to remember that the re-invigorated QUB BD programme (reconstructed under the three areas of Biblical Studies and Biblical Languages, Systematic Theology and Ministerial Praxis) is the one more suited to ministry students and also the pathway to further academic theological study.
30. The review of PTFI courses to bring them into line with the Framework for Higher Education continues, and it is hoped this will be completed within the next 12 months.
31. In the 17/18 academic year 17 ministry students were enrolled, 4 in first year, 5 in second year and 8 in third year. In addition, there were 132 undergraduate QUB students studying theology at Union (spread across 3 years), 36 postgraduate students, 3 Deaconess trainees, 12 A-level students and 12 Youth Ministry students. Discussions have taken place about the enormous potential of online-learning, of an updated College website as the portal into life and work at College, and of recruitment from GB, e.g., through representation at Christian festivals/gatherings each year.
32. RE/RS teachers from both the Controlled and Maintained sectors have been deeply appreciative of Faculty's help in teaching the new specifications for A-level courses. A Sixth Form Forum of around

300 A-level RE students was addressed by Dr Cole and Professor McClenahan and their talks were well received by staff and students alike. Dr Cole and Prof McClenahan were also pleased to accept invitations to teach Sixth Form classes in Rathmore Grammar School, Victoria College and St Malachy's College.

33. With the successful completion of the stonework restoration project, it has been quieter on the property front, although the College fabric requires constant attention to enhance both student and staff experience. Following an accessibility compliance survey, disabled door access is being installed at a cost of £70,000. Vision Panel doors (£10,000) are also being installed in the first floor staff offices, and Wi-Fi connectivity extended and improved (£15,000).
34. The Committee is grateful for the hard work and commitment of the Bursar and support staff, some of whom were new to the College this year. All have settled in well despite the steep learning curve.
35. The Memorandum of Understanding which regulates the relationship between QUB and the College has been renewed for one year only in each of the last two years, an unsatisfactory state of affairs, so recent mention of a five-year Memorandum was viewed as a positive development. However, a QUB Discussion Paper about financial arrangements for the delivery of Theology has lessened the positivity because of very serious implications for the College, and for the Church, if its draft proposals are implemented. In essence, by the year 2021 they would lead to an annual loss to the College of £264,000 – i.e., £140,000 loss in tuition income because the new BA in Theology degree is a joint degree and the income would be split 70/30 between UTC and QUB, and £124,000 representing half the costs of the Institute of Theology. Clearly, such annual losses would be unsustainable and would threaten the College's participation in the future of theology at QUB.
36. The Committee unanimously adopted a response to the Discussion Paper prepared by the Principal, contesting UTC's liability for the Institute's administrative costs, asking for the reduced tuition income to be shelved for a year to allow the College to prepare, and pointing out the risk to the place of theology at QUB with consequent detriment to the well-being of society. In response to the Committee's response, QUB has suggested a further one-year Memorandum of Understanding to cover the 18/19 academic year and allow some time for preparation.
37. At the time of writing, discussions continue, and a further report will be brought to the Assembly. The preferred outcome is, of course, a satisfactory arrangement with QUB, but it should be noted that if a satisfactory arrangement with QUB cannot be found the College will have to consider other options, all of which are likely to necessitate radical cuts to the College budget.

HA DUNLOP, Convener

## RECEPTION OF MINISTERS AND LICENTIATES COMMITTEE

38. The Committee has met five times since the 2017 General Assembly.

### Enquiries

39. Six people contacted the Committee during the year for information about transferring to the ministry of PCI but none of these has, as yet, followed through with a formal application.
40. One person from USA applied for permission to preach in vacancies, but this application has not yet been supported by the required documents.

### Transferring Minister

41. The Rev Günther Andrich, a Minister of the Uniting Reformed Church in South Africa, continues in a two year assistantship at Elmwood in Lisburn, having been formally assessed by the Committee on the completion of six months and again at one year, with a view to final assessment at the end of August 2018.

### Applications

42. The Rev Andras Gilicze, a minister in the Hungarian Reformed Church, who had previously completed a guided week of exploration in Irish Presbyterian congregations and subsequently submitted a formal application to transfer to PCI, was assessed by HealthLink360 and interviewed by the Committee on 17th October 2017. The interview panel recommended his approval, and he has commenced assessed assistantship in Stormont on 5th February 2018, alongside further studies in Union College.
43. The Rev Dr Zachary Cole, an ordained minister from U.S.A., and currently teaching in Union College, having submitted a formal application to transfer to PCI, was assessed by HealthLink360 and interviewed by the Committee on 30th November 2017. The interview panel, which included a nominee from the General Council, recommended his approval, and he has commenced assessed assistantship in Maze, alongside further studies in Union College. This assistantship is tailored to fit with Dr Cole's College teaching role, and will include two summers as full-time assistant to the Conveners of specified vacant rural congregations.
44. The Rev Laszlo Orban, an ordained minister of the Hungarian Reformed Church (in Romania), who had previously completed a guided week of exploration in Irish Presbyterian Churches and subsequently submitted a formal application to transfer to PCI, was assessed by HealthLink360 and interviewed by the Committee on 5th

December 2017. The interview panel recommended his approval, and he will shortly commence assessed assistantship, alongside further studies in Union College.

45. In addition to all other individual study requirements specified in consultation with the Principal of Union College, all Transferring Ministers are now required to audit the intensive Irish Church History course in addition to participating in the Ministry Track Irish Church History tutorials.

#### **Licentiates and Ministers without charge**

46. Under the Code, Par 219(4), presbyteries seek authorisation through the Committee for the retention of Licentiates not serving an assistantship under Code Par 219A, and of Ministers without charge. Following a recommendation from the General Council, the Committee last year adopted an approach which was more fully in line with the Code than in previous years. Some of the procedures and documentation were adjusted in the light of last year's returns. The Committee is grateful to clerks of presbytery for making returns in good time so that the great majority of requests have been received in time for recommendations to be included in the Report Book.
47. The list of recommendations is included in Appendix 2.

#### **Rules for receiving Transferring Ministers**

48. Following the removal of some paragraphs from the Code at the time of the implementation of the new structures in 2014, the Committee has been aware that there is a need to have a more fully defined process for receiving Transferring Ministers. Operating principles (or 'rules') have been drawn up and implemented fully on a trial basis during the past year, in relation to individuals who have themselves applied to be received by the Presbyterian Church in Ireland (Appendix 3 paragraphs 1-15 and 17).
49. In addition to applications from individuals seeking themselves to transfer to the ministry of our Church, there are two other scenarios which may arise from time to time, viz.: (i) where a Council of the church seeks the reception of a minister in order to facilitate the work of that Council; (ii) where a vacancy commission of a congregation seeks to approve the placing of a minister from another denomination on a list for hearing. For these specific scenarios three options are presented to General Assembly (Appendix 3 paragraph 16) with the recommendation of Council that option (b) be adopted.

ALBERT AP BAXTER, Convener

**Recognised Ministries**

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

50. Mission Africa (The Qua Iboe Fellowship) is one of Ireland's oldest mission agencies, in 2017 celebrating its 130th anniversary. We look forward with humble yet confident expectation to the years ahead, praying that God might continue to be pleased to use the mission for His sovereign purposes.
51. The mission concentrates on three areas of ministry: 1) evangelism and Church planting; 2) the strengthening of existing Church bodies through theological education; 3) medical and compassionate ministry, especially amongst disadvantaged and abused children. These ministries are carried out in partnership with various evangelical African denominations, and often with like-minded western mission agencies. 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.
52. The mission continues its work against a background of financial challenge, an ever 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.
53. As Chief Executive I have responsibility for strategic planning; pastoral care of missionaries; supervision of personnel and finance; partner relations with a variety of churches and agencies, and I am particularly involved in promoting theological education in Africa. I am currently developing plans for police and military chaplaincy in Africa.
54. I am also grateful to be able to record that my status as a Minister in recognised service permits me to play an active role within my Presbytery (Ards) and in the Council for Training in Ministry. I am particularly glad to serve the Church through part-time teaching of Old Testament at Union Theological College, participation in the Accredited Preacher Scheme and ACF chaplaincy.

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

55. Restoration Ministries is thirty years old this year. We give thanks for God for his provision, protection and encouragement over all this time. For this year of celebration we have taken as our theme 'Restoration through Friendship'. Perhaps there has never been a time in our world or our island where this is more needed than it is right now. Attitudes, even long-held entrenched attitudes, can be changed through the building of relationships. This has been our conviction and over the

past years we have continually sought, in different ways, to put it into practice, always held in faithful, believing prayer.

56. I continue to minister through spiritual direction, the giving of many retreats, reflection days and conferences throughout Ireland and beyond, the enabling of 'Faith and Friendship', and my commitments to L'Arche International. I am grateful for the resurrected interest in Contemplative Prayer and see it as a precious God-given gift for these anxious and anguished times.

## **DEACONESS SELECTION AND TRAINING PANEL**

57. The Panel's primary focus for this year has been to oversee the training of three Student Deaconesses, Paula Burrows, Louise Davidson and Sylvia Santos-Bryce.
58. The three have completed their first-year full-time element of the new Training Course and are now on extended placements alongside serving deaconesses. Plans are in place for the further two part-time years. Thanks must be expressed to Principal Carson and the College Faculty for their delivery of the newly shaped course on Diaconal Studies.
59. Upon completion of her probationary term Rachel Cubitt was, in September 2017, inducted by the North Belfast Presbytery and has settled well into a new posting as Deaconess in the Congregation of Whiteabbey.
60. Heidi England is currently serving in a temporary capacity in the Ulster Hospital and HM Prisons at Hydebank and Maghaberry and, having completed her probationary term, she seeks to secure a call.
61. Resolutions have been brought from the Panel, through the Council for Training in Ministry, to the Judicial Commission regarding changes to the Code in order that along with students for the ministry, accredited preacher trainees and auxiliary ministry trainees, in matters of 'acceptance' or 'termination', deaconesses should experience the same procedures and review process.

ROBIN L BROWN, Convener

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

62. Due to a continuing lack of Auxiliary Ministry posts being created the Panel is not planning a 2019 course. 17 men and women have qualified to be called by kirk sessions as Auxiliary Ministers since 2015, but it has taken until March this year for a second post to be created. There

has been some general interest shown and informal enquiries made but no other formal applications by kirk sessions for an Auxiliary Ministry post. The panel continues to monitor the situation regarding the future of the scheme.

63. The Accredited Preacher Scheme continues to work well with 18 trainees being accredited from the 2017 course. Two courses are planned for 2018, namely the Belfast intensive course with the teaching element taking place over one week, July 2nd - 6th and a course being held in the Dublin area. This course will run on a monthly basis from April to November, excluding July and August. In total, 37 applicants have been accepted on to these two courses.
64. While the Panel understands that the Accredited Preacher course has great value in the training of accredited preachers for the church, it believes there may be signs that it is not the ideal prerequisite for ordained ministry application. It is mindful that the scheme was not originally designed to fulfil such a function, and believes that consideration may need to be given to it continuing to being used in this way in the future.

OSSIE McAULEY, Convener

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

65. The Panel considered its remit in enabling the Council to discharge its responsibility of 'considering all aspects of leadership training including responsibility for... pastoral care of Manse families', (Code, Par 275(3)) and resolved that: The primary remit of the Panel extends to Ministers whose work is in congregations and to their families.
66. To discharge this remit, the Panel endeavours to:
  - (a) encourage an environment of mutual care and support;
  - (b) when appropriate issue guidelines to presbyteries;
  - (c) organise opportunities for those who deliver pastoral care in presbyteries to share experiences and learn from each other;
  - (d) identify appropriate resources;
  - (e) maintain a list of people with relevant expertise who can be connected with ministers and their families where there is need;
  - (f) monitor levels of ministerial illness;
  - (g) resource the Council in other areas of pastoral care.
67. In an effort to address the ongoing question of how best to encourage an environment of mutual care and support the Panel has prepared a report (Appendix 4). A resolution is appended which, if passed, will require the report to be sent down to presbyteries for discussion and comment, reporting back by 31st December 2018.

68. In February Panel members met with the current 1st year Licentiates. The Panel continues in its role in making them aware prior to their ordination of some practical realities of living in a Manse, what can be expected as they transition into ordained ministry, and what this will mean for them and their families.
69. The responsibility for ongoing care for Licentiates (including those who, not having received a call, are no longer serving assistantships under Code Par 291A) remains with presbytery as does care for Ministers without charge. Where appropriate, a Licentiate's home congregation should also be included in the support network.

GABRIELLE AJ FARQUHAR, Convener

### **CONCILIATION PANEL**

70. The Conciliation Panel continues to work with a small number of cases across PCI. A variety of related training events has also been facilitated, for example, with individual kirk sessions and at elders' Roadshows. Two training days were also provided for licentiates and new deaconesses. It has been encouraging to see an increase in the number and range of training events requested this year.
71. In October-November 2017 the Panel also offered training to those interested in joining the Conciliation Service. The training was attended by 20 people, and 18 of those have now joined the service as conciliators and/or with involvement in training delivery. In January 2018, further training was offered to both existing and new conciliators on 'Conciliation Work with Groups'.
72. The Conciliation Panel continues to feel concern that, where there are conflicts and difficulties in relationships within congregations, an approach is not being made in a timely manner, or even at all, to the Conciliation Service Coordinator, in circumstances where the service might well be able to provide help and support. The Panel is working to raise awareness of the service, to encourage people to recognise the value of asking for support, and to enable them to see it as a worthwhile option for finding a positive way forward.

MARY POTTER, Convener

## APPENDIX 1

### SCHEDULE OF STUDENTS

|                        |                   |       |
|------------------------|-------------------|-------|
| ARDS                   | David Morrison    | Union |
| ARMAGH                 | John Graham       | Union |
|                        | Richard Hill      | Union |
| BALLYMENA              | James Porter      | Union |
|                        | Chris Wilson      | Union |
|                        | Mark Rodgers      | –     |
| NORTH BELFAST          | Philip Houston    | Union |
|                        | Gareth Keaveney   | Union |
|                        | John McCracken    | Union |
| EAST BELFAST           | Sam Bostock       | Union |
|                        | Philip Boyd       | Union |
|                        | Ben Johnston      | Union |
|                        | James O'Neill     | Union |
| COLERAINE AND LIMAVADY | Robert McFaul     | Union |
| DERRY AND DONEGAL      | Peter Burke       | Union |
| DOWN                   | Kevin Hargaden    | –     |
| DUBLIN AND MUNSTER     | David Bingham     | Union |
| NEWRY                  | Campbell Mulvenny | Union |
|                        | Richard Morrison  | Union |
| ROUTE                  |                   |       |

## APPENDIX 2

### Recommendations Concerning Licentiates and Ministers Without Charge

1. 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, reports are awaited on two further ministers without charge.

#### Ards

Rev Simon Henning to be retained as Minister without charge  
Rev CD Mawhinney to be retained as Minister without charge  
Rev David McKee to be retained as Minister without charge (retired)  
Mr KJ Ward to be retained as Licentiate

#### Armagh

Rev JWP McConnell to be retained as Minister without charge

#### North Belfast

Rev LE Carroll to be retained as Minister without charge  
Rev JSB Drennan to be retained as Minister without charge (retired)  
Mr David McCarthy to be retained as Licentiate  
Rev CI McKnight to be retained as Minister without charge (retired)  
Rev WA Shaw to be retained as Minister without charge  
Rev WM Smyth to be retained as Minister without charge (retired)  
Rev FW Vincent to be retained as Minister without charge

#### South Belfast

Rev Dr LH Eagleson to be retained as Minister without charge  
Rev JD Maxwell – a recommendation will be included in the Supplementary Reports  
Rev KM Mbayo to be retained as Minister without charge  
Rev JA Peacock to be retained as Minister without charge

#### East Belfast

Rev JM Casement to be retained as Minister without charge  
Rev WJ Harshaw to be retained as Minister without charge  
Rev Dr DJ Montgomery to be retained as Minister without charge  
Rev BJ Walker to be retained as Minister without charge

**Carrickfergus**

Mr CMS Barron to be retained as Licentiate

Rev RJ Gilkinson to be retained as Minister without charge

Rev RJ McCullough to be retained as Minister without charge

**Derry and Donegal**

Rev DA Edgar to be retained as Minister without charge (retired)

Rev KG Patterson to be retained as Minister without charge

Rev JC Teeney to be retained as Minister without charge

**Down**

Rev Dr BCG Black to be retained as Minister without charge

**Dromore**

Rev WJ Todd to be retained as Minister without charge for a further year, and that the Presbytery be informed that he will not be recommended for retention next year if circumstances remain similar and he has not by then become a Communicant Member of a congregation of the Presbyterian Church in Ireland

**Monaghan**

Rev DJM Boyle to be retained as Minister without charge

**Newry**

Rev BAH Wilson to be retained as Minister without charge

**Omagh**

Rev JA Gordon to be retained as Minister without charge

**Route**

Rev Dr Victor Dobbin to be retained as Minister without charge (retired)

**Templepatrick**

Rev JL Tosh to be retained as Minister without charge

**Tyrone**

Rev WI Ferris, to be retained as Minister without charge.

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

**DECEASED**

**Down**

Rev Samuel Armstrong

**ORDAINED**

**Ballymena**

Mr SW Orr (by Ards Presbytery)

**INSTALLED**

**Ards**

Rev Dr SI Dennis

**Armagh**

Rev Dr Michael McClenahan

**South Belfast**

Rev CH Deering (by Omagh Presbytery)

**East Belfast**

Rev PP Campbell (by Dublin and Munster Presbytery)

**Down**

Rev CG Anderson (by Monaghan Presbytery)

Rev GR Stockdale (by Dromore Presbytery)

**Templepatrick**

Rev Dr WJM Parker (by North Belfast Presbytery)

**NO REQUEST TO RETAIN RECEIVED FROM THEIR PRESBYTERY**

**Coleraine and Limavady**

Rev CJ Aitcheson

**Templepatrick**

Mr MPR Fryer

## APPENDIX 3

### **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 Licensates 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 Licensates 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 care 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 Licensates 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 twelve months of becoming eligible shall normally cease to be eligible.
15. A Transferring Minister may request a review of any re-assignment 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 or 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 Licentiate 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 the reception of a minister is being sought to facilitate the work of a Council of the General Assembly the Reception of Ministers and Licentiate 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.
  - (c) 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 Licentiate 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.

- (d) No requests for the reception of a minister of another church to facilitate the work of a Council of the General Assembly, or from a vacancy commission to be able to place a minister of another church on a list for hearing will be granted. [If this is chosen then Par 17 is redundant]
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 19th 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 4

### CARING FOR MANSE FAMILIES

#### Background

- 1 The Pastoral Care of Manse Families Panel, sits under the Council for Training in Ministry, pursuant of responsibilities given to the Council under Para 275 (3) of The Code:

*The Council [sc. for Training in Ministry] shall consider all aspects of leadership training for ministers including responsibility for:  
... (b) pastoral care of ministers and manse families.*

#### A Biblical Understanding of Pastoral Care

2. In his 1992 book *The Contemporary Christian*, the late Dr John Stott set out how a biblical understanding of pastoral care will be rooted in the life and ministry of Jesus, the Good Shepherd.
3. The picture painted is of care rooted in personal relationship between the one giving, and those receiving, pastoral care. He writes:  
“Jesus knew his sheep personally. As in the Old Testament Yahweh called Abraham, Moses, Samuel and others by name, so Jesus knew and called people personally ... perhaps the first and most basic characteristic of Christ’s undershepherds will be the personal relationship which develops between pastor and people” (J Stott, *The Contemporary Christian*, (IVP, 1992), p. 281)

4. Changes to The Code in recent years reflect an emerging understanding within PCI that pastoral care within a congregation is a ministry that may be properly exercised by both ordained and non-ordained church members. (See Code Par 35(b) and Associated Assembly guidelines)
5. Notwithstanding this the 'pastoral care of souls' is retained in our understanding as being a core aspect of the particular vocational calling of those ordained and installed as ministers of Word and Sacrament within congregations. (See Code Par 80(1)). If it is acknowledged that ordained ministers have a particular role in respect of the 'pastoral care of souls' within a congregational setting, a natural question arises, namely:

*Who within our ecclesiology provides this 'pastoral care of souls' for ministers and their families?*

### **Preliminary Considerations**

6. In any discussion concerning pastoral care it is important to affirm the local congregation as the primary context of pastoral care. It should be a proper concern of a kirk session to ensure that this care extends to the minister and (where applicable) the manse family. Jesus used the language of 'friendship' to describe his relationship to his disciples. (John 15:15) Many ministers speak warmly of care that they and their families receive from (for example) a district elder, a fellowship group, or simply from 'friends' with a congregation. This ethos should be encouraged at congregational level.
7. Alongside this primacy of 'the local' it is important to acknowledge that the General Assembly has also asked that the pastoral care of ministers and manse families should be an area for consideration at a central church (conciliar) level.

### **Attending to our Responsibilities**

8. Code Par 275 (3) places a responsibility upon the Council for Training in Ministry to consider the pastoral care of all ministers and their families. Whilst it is not the responsibility of the Council (or its associated Panel) to provide such care, it is the responsibility of the Council to satisfy itself that structures are in place to ensure that such care is provided.
9. Table 1.1 summarises the current profile of ordained 'ministers' within PCI:
  - (a) Ministers serving as 'the minister' within a congregation: 330
  - (b) Associate ministers / ordained assistants: 6
  - (c) Ministers active, but not in congregations: 31  
(eg. Professors, Chaplains, Global Mission Workers, those employed by GA)
  - (d) Ministers Emeriti (including released): 245
  - (e) Ministers under the care of Presbyteries: 33

10. The context and circumstances of ministers in categories (iii), (iv), (v) will vary significantly. The particular pastoral needs of those in these groups is a proper concern of the Council and it may be felt appropriate, at certain times, to address issues (or indeed bring forward guidelines) as to how ministers (and their families) in these categories may be best cared for.
11. However, it is suggested that the primary context where these ministers (and their families) will properly receive care for their souls is within the congregation to which they belong as members.

### **Pastoring the Pastors**

12. This brings us back to the pressing question, raised above:  
*Who provides 'pastoral care of souls' for those ministers (and their families) who, by virtue of their calling, do not have the opportunity of receiving the pastoral care of their congregation's minister? i.e. Who pastors the pastors?*

### **Surveying the Scene**

13. Significant strides have been taken, in recent years, within our denomination regarding an awareness of the importance of pastoring ministers and their families. This includes the *Guidelines to Presbyteries – Pastoral Care of Ministers and Manse families* (2014).
14. These Guidelines (designed to complement our 'old structures') looked to presbyteries to provide pastoral care for ministers (and their families) using either a Chaplaincy or Pastoral Team model.
15. In recent years the Manse Families Panel has sought to offer networking/ reflection opportunities for those serving in these chaplain (*pastor pastorum*) and pastoral team roles within presbyteries. It is evident from these meetings that there are presbyteries where these models are delivering a good level of care. However it is also clear (from the limited uptake of these opportunities) and from anecdotal evidence, that significant gaps remain in the pastoral care being experienced by ministers and their families within PCI.
16. A growing body of literature explores the issues that the sub group have been asked to consider. Such material points to two limitations in looking to presbytery (as a body) to be the provider of pastoral care for the ministers (and families) within their presbytery.
  - (a) The Code, Pars 69-79 sets out the 'Duties and Rights' of Presbyteries within PCI. The emphasis of these paragraphs is on Presbytery as a body of 'corporate oversight' (69(1)). The dominant language of these paragraphs (in respect of ministers) is the language of 'ensuring', 'inquiring', 'charging', 'summoning', 'pronouncing' and 'disciplining'.

Experience suggests that it is difficult for this body to function as a primary provider of pastoral care.

Burns, Chapman and Guthrie in an extensive, evidence based, study of resilience in ministry state the challenge in these terms:

“One place pastors generally do not feel safe is their local denominational meetings. As one Presbyterian put it: ‘I think presbyteries see themselves first and foremost as judicial bodies and not as pastors of the pastors. They’ve got the ‘court’ thing down pretty good. The ‘congregation’ thing? Not really ... There are no relationships of trust.” (B. Burns, T.D. Chapman, D.C. Guthrie, *Resilient Ministry*, (IVP, 2013), p. 85)

- (b) When congregations call a minister, members have a say in who will become their pastor.

This ‘call’ relationship lies at the heart of Presbyterianism. Pastors are called by congregations they are not appointed to them. Both the pastor *pastorum* model (and the presbytery pastoral team model) are very different to this. Both involve presbytery ‘appointing’ someone to become the pastor of people (namely minister’s spouses) who have no part in calling this person to the role. Again, anecdotally it is suggested that such an appointment process means (for various reasons) some spouses and families may be reluctant to engage with those who

Presbytery has appointed to the very relational role of being their pastor.

### **Developing a more flexible model**

17. Is it possible to develop a more flexible model that will move us closer to an actual situation where ministers and manse families, within PCI, can over time develop a personal relationship with someone who is clearly identified (by them and by the appropriate structures of our church) as their pastor?
18. It is interesting that in both Old and New Testaments the structural life of God’s people was at one and the same time organised and organic. Structure was an important part of how things were done and yet new models emerged to meet the challenges and needs of new situations.
19. A phrase that occurs in the book of Nehemiah is instructive in this regard. In a chapter that speaks about leadership and family life within Jerusalem (Nehemiah 10) a repeated phrase is used “we assume responsibility” (Nehemiah 10:32, 35).
20. When people assume responsibility for something they instinctively have an ownership of it, and when that decision (as in Nehemiah 10) involves their families, assuming responsibility ensures that actions taken work for the family.
21. Having considered these things, the sub-group wish to propose 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.

22. It is suggested that this person (whose agreement should of course be sought) should be an ordained minister within PCI, but they would not of necessity be from within the same presbytery. Neither would this person of necessity be themselves in active ministry - they could (for example) be retired. It is envisaged that the minister would (where applicable) discuss the choice of this person with their spouse prior to approaching them. The key distinctive of this model is that this person would pastor this family in response to an invitation ('a call') to do so.
23. It is suggested that presbytery clerks would retain a record of who each 'minister's minister' is and that this record would be kept up to date.
24. It would not be the Panel's intent to disenfranchise any current pastor pastorum or Presbytery Pastoral Team from roles that they are effectively carrying out. If a presbytery was so minded these roles could continue as a corporate expression of a presbytery's desire to function in a pastoral way.

### **Summary**

25. In John 10:14 Jesus said "I am the good shepherd; I know my sheep and my sheep know me." In considering these matters the Panel has been struck by the responsibility that the General Assembly has given to the Council for Training in Ministry; not just to consider the pastoral care of ministers, but to consider the pastoral care of their spouses and families. This is a weighty responsibility, to ensure that there are no structural impediments to those in manse families receiving the pastoral care that those in our congregations take for granted.
26. The suggestions (above) are offered in the genuine hope that they can help to nurture an environment, within PCI, where ministers, spouses and their families, can be known by name by at least one person (from outside their home) ordained by our denomination to attend to the care of souls.

### **An ongoing task**

27. In its wide-ranging discussion the sub-group touched upon a major subject, reflected in the quote from Burns et al. in paragraph 14, which is, the culture of the Church. We are not as we should be. Relationships are fractured. There are many reasons for this – varying theological views; distrust; competition. Church structures create demand for personnel to run a multiplicity of programmes, committees and the many sub-groups that have mushroomed. These add stress to our ministers. We need to nurture a culture of Christ-like mutual care within the Church. This requires a theology of culture characterised by grace, which becomes embedded in consciousness and practice. This is a longer-term project needing wide consultation.

## 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:
 

| Name           | Congregation    | Presbytery    |
|----------------|-----------------|---------------|
| Billy Abwa     | Second Donegore | Templepatrick |
| Matthew Horner | Glengormley     | North Belfast |
| Matthew Kelso  | Grange          | Ballymena     |
| Paul Lutton    | Fitzroy         | South Belfast |
2. That the recommendations concerning those whose retention as Licentiates and Ministers without charge has been sought by presbyteries be adopted.
3. That Appendix 3 be approved as Rules to be followed in the reception of ministers and licentiates from other churches, including option (b) for paragraph 16.
4. That Appendix 4, 'Caring for Manse Families', be sent down to presbyteries for discussion and comment, with report back through the Deputy Clerk by 31st December 2018.

### **Consolidated Resolution**

5. (a) That the assessment for the Ministerial Development Programme be set to raise £125,000.  
 (b) That the assessment for the Students' Bursary Fund be set to raise £250,000.
6. That the Report of the Council for Training in Ministry be received.