

GENERAL COUNCIL

SECTION 4

Friday Morning (immediately after private session)

GENERAL ASSEMBLY BUSINESS COMMITTEE (SECOND REPORT)

1. Future Assemblies Review. As part of the ongoing review the Business Committee had asked presbyteries and council conveners and secretaries to comment on the merits or otherwise of having evening business sessions, the use of additional ‘under 30’ people and other relevant matters.
2. Having received feedback from presbyteries, councils and others the committee recommends:
 - (a) that the experimental additional evening sessions be discontinued;
 - (b) that the experimental additional ‘under 30’ person become permanent;
 - (c) that the ‘additional elder’ option not be reinstated.

ROY PATTON, Convener

NOMINATIONS COMMITTEE

1. The nominations Committee has met twice since the last General Assembly.

Refreshing the Pool

2. The process of refreshing the pool took place in the autumn with people being asked to express interest through an online resource (Survey Monkey). A paper version was also sent to each minister/presbytery clerk for distribution to those who are not online. Eighty-eight people responded.
3. The detail provided in response to the online process has been found to be much more helpful than the previous paper responses in discerning where within the structures it might be appropriate for someone to serve.
4. As in the previous pool ministers and presbyteries must have ‘ownership’ of the names put forward. This means that all names will be sent to ministers and clerks of presbytery for approval.

5. The committee thanks all who encouraged people to put their names forward and recognises there is still a need to encourage more congregational members to offer to serve on councils and committees when the pool is next refreshed.

Four Year Term

6. June 2019 marks the end of the first four-year term under the new structures. 58 people who will have served a full four years by this Assembly were contacted to see if they were willing to serve a second four-year term. Of these 19 indicated they wished to step down.
7. Those appointed to fill gaps in the past few years have been asked to serve a full four-year term and not just the remainder of the current term. These people will be contacted when they enter their fourth year.

New Structure for CCLW

8. In preparation for the new structure of CCLW nominations have been made for the three new committees: Congregational Life Committee (ten Council members and ten other nominees); Congregational Witness committee (ten Council members and ten other nominees); Programme, Finance and Coordination Committee (six Council members and six other nominees). Thanks are expressed to all involved in this process in which the committee has sought to balance provision for continuity of expertise with utilisation of the newly populated pool.

Nominations

9. Nominations to convenerships are contained in an appended resolution while nominations to membership of councils etc. are contained in the Nominations Booklet.
10. At the time of writing, there are fewer vacancies remaining without definite nominations than at the same time in previous years. It is hoped that those gaps will be filled by the time the Nominations Booklet is printed. It is helpful if those intending to resign from membership of a council or committee give notice in good time for a replacement to be found for nomination to the following General Assembly, that is, by the preceding January. It should be noted that, apart from direct presbytery nominees and some ex-officio members, vacancies that arise during the year cannot be filled until the following General Assembly.
11. The committee has decided that it will be appropriate to advertise vacancies for convenerships of councils and committees from the July before such vacancies occur, should councils wish that to be done to facilitate shadowing of the position by any prospective new convener. This will always, however, be subject to confirmation of any nomination by the subsequent General Assembly.

JONATHAN CURRY, Convener

DEPUTY CLERK TASK GROUP

1. At the meeting of the General Council on Monday 25 March 2019, it was intimated that the current Deputy Clerk, the Rev Jim Stothers, had written to the Clerk indicating that he intended to retire from his post on 30 September 2020. Mr Stothers had given this period of notice to facilitate the 2019 General Assembly in considering the post, prior to advertising, recruiting and making an appointment at the 2020 General Assembly.
2. The General Council appointed the following task group to consider the matter and report back: Moderator, Clerk (Convener), Very Rev Dr Noble McNeely (General Council Convener), Mr David Thomson (Support Services Convener), Rev William Henry (Moderator Designate) and Ms Laura Kelly (Head of Personnel).
3. The task group met and had before it the current job description and personnel specification. It considered the balance in the job description between the ‘deputising roles’ and the ‘council secretary type roles’. The task group felt that the balance should change slightly to enable more time to be freed up for the deputising roles, both as Deputy Clerk and Deputy General Secretary. However, the group also recognised that the executive support of the Linkage Commission was important, as was the Council Secretary role with the Council for Training in Ministry, especially over the incoming years. The task group recognised that there was no other current executive post which would have the capacity to take on either of these responsibilities and that it was not appropriate to recommend a new additional post, even part-time.
4. The task group therefore resolved to amend slightly the current job description, but once someone is appointed to adjust the person’s ‘task list’ to make small changes to the balance of the job. The task group made some adjustments to the personnel specification to reflect this slight change in emphasis. A draft job description and personnel specification are attached in Appendices 1 and 2 respectively.

TREVOR D. GRIBBEN, Clerk of Assembly

DEPUTY CLERK TASK GROUP – APPENDIX 1

JOB DESCRIPTION

Job Title: Deputy Clerk of the General Assembly and
Deputy General Secretary

Salary Scale: Scale E6

Responsible to: The Clerk of the General Assembly

Main functions of job:

To contribute to the Christian ministry and mission of the Presbyterian Church in Ireland through the delivery of the duties outlined.

To be an active member of the General Assembly's staff team, contributing to the effective administration of its functions and assisting in the development of strategies and plans for the delivery of its agreed objective in a manner in keeping with the Christian ethos of the Presbyterian Church in Ireland.

Under the Leadership of the Clerk of the General Assembly to assist with the implementation of decisions of the General Assembly relevant to the Council and to carry forward its delegated responsibilities.

The Deputy Clerk of the General Assembly and Deputy General Secretary is appointed by the General Assembly to assist and, where appropriate, deputise for the Clerk and General Secretary in the performance of his duties and to carry out designated Secretarial functions.

Responsibilities and duties

To assist and deputise for the Clerk across the range of their duties as required from time to time, and specifically as follows:

1. To assist the Clerk in his support of Clerks of Presbytery and others in leadership positions within the Presbyterian Church in Ireland.
2. To assist the Clerk in his support of Ministers in issues arising in their ongoing ministry,
3. To assist with the proofing and indexing of Assembly Reports.
4. To prepare draft Minutes of Assembly, to act as Recording Secretary during the Assembly and to proof and index Assembly Minutes.
5. To minute Councils and Committees as required.
6. To deputise for the Clerk during holidays, illness and other absences.

7. To act in place of the Clerk under Par 269(2) (a) (ii) of the Code.
8. To assist the Clerk in representing the Church, as necessary.
9. To carry out any other duties as delegated by the Clerk as appropriate and reasonable within this function of the post.

To assist and deputise for the General Secretary across the range of their duties as required from time to time, and specifically as follows:

10. To oversee the work of designated areas within the Assembly Buildings as required i.e. line-managing the Head of Creative Production, Head of IT and the Conference and Facilities Manager and reporting to the General Secretary as necessary. These specific areas may be subject to change.
11. To act as Authorising Officer for the Presbyterian Church in Ireland's registration with the Home Office with regard to visas etc.
12. To deputise for the General Secretary during holidays, illness and other absences.
13. To carry out any other duties as delegated by the General Secretary as appropriate and reasonable within this function of the post.

To carry out Secretarial functions as follows:

14. To act as Secretary to the Council for Training in Ministry, supporting its Convener, as appropriate, and to provide executive support to the Linkage Commission and its officers as required. (These areas of executive support may be subject to change.)
15. To line-manage staff within the Council for Training in Ministry, as required.
16. To act in a representative role for the Council for Training in Ministry, at meetings and groups, both internal and external to Presbyterian Church in Ireland, as appropriate.
17. To act as Authorising Officer for Union Theological College's registration with the Home Office with regard to visas etc.
18. To oversee and coordinate the work of the Conciliation Service.
19. To carry out deputation work within the Presbyterian Church in Ireland on behalf of the Council for Training in Ministry, and in a general role, as appropriate.
20. To carry out any other requested duties appropriate and reasonable within this function of the post.
21. To contribute to the overall organisational effectiveness and to perform any other duties as deemed appropriate by the General Assembly or the Clerk of the General Assembly.

DEPUTY CLERK TASK GROUP – APPENDIX 2

PERSONNEL SPECIFICATION

Job Title: Deputy Clerk of the General Assembly and
Deputy General Secretary

Salary Scale: Executive Scale E6

Responsible to: The Clerk of the General Assembly

CRITERIA

Qualifications and knowledge:

Essential

1. An ordained Minister of the Presbyterian Church in Ireland (or eligible to transfer from another denomination with a reformed theology – the essential nature of this post requires that the successful candidate meet this criterion as provided for under excepted occupations in the Fair Employment Treatment (NI) Order 1998).
2. A degree level qualification.
3. A detailed knowledge and understanding of the Code of the Presbyterian Church in Ireland.
4. Knowledge of the ethos, practice, structure and governance of the Presbyterian Church in Ireland.
5. Knowledge of the work and programmes of the Councils of the Church.
6. A knowledge of the inter church, governmental, political and statutory structures in Northern Ireland and the Republic of Ireland.
7. Appropriate computer skills i.e. word processing, emailing and utilising databases.

Desirable

1. A degree in Theology
2. A broad understanding of all relevant legislation (e.g. safeguarding).
3. Knowledge of the current challenges to the Christian church in Ireland.

Relevant Experience:**Essential**

1. A minimum of 2 years' ministry experience in a congregational setting.
2. A minimum of 1 year's experience of leading and managing others.
3. Experience of servicing committees and writing reports.
4. Experience of change management.

Desirable

1. At least 5 years post-ordination experience of congregational ministry.
2. Experience of contributing to policy development.
3. Experience of strategic development.
4. Experience of setting and managing budgets.
5. Experience of representing an organisation in the media e.g. TV and radio.
6. Experience of interacting with politicians and government bodies.
7. Experience of acting within a deputising role.

Personal Attributes:**Essential**

1. Demonstrable ability to lead and motivate others through the use of engagement, shared vision and values.
2. Demonstrate an ability to understand and empathise with those working in parish ministry.
3. Good written and oral communication skills including public speaking.
4. The ability to foster good working relationships at all levels both within and outside of the Church.
5. The ability to influence and persuade.
6. Strong organisational skills.
7. Good conflict resolution and problem solving skills.
8. Good team working skills.
9. Ability to take initiative and manage own time effectively.
10. The ability to manage change effectively.
11. Personal resilience in challenging situations.

Physical Requirements:**Essential**

1. Health – such as to allow for attendance reliability and work proficiency (reasonable adjustments will be made for those with a disability).
2. Appearance – must be acceptable within the working environment.

Special Circumstances:**Essential**

1. Willing to subscribe to the Westminster Confession of Faith in terms of the General Assembly's formula;
“I believe the Westminster Confession of Faith, as described in the Code (Chapter 1, Pars 12-14), to be founded on and agreeable to the Word of God, and as such I subscribe it as the confession of my faith.”
2. In full sympathy with the doctrinal position and ethos of the PCI and willing 'loyally to implement' all decisions of the Courts of the Church.
3. Available for irregular working hours, travel throughout Ireland and on occasions in the UK and beyond.
4. Access to a car for work purposes.

Desirable

1. Full driving licence.

QUALIFICATION FOR VOTING MEMBERSHIP TASK GROUP

1. The 2017 General Assembly received a Memorial from the Rev Dr Ivan Neish, which stated:

The Memorial of the Rev Dr Ivan D Neish, respectfully showeth: That the issue of financial giving to the work of the Church is a matter of the heart of the giver and ought not to be something which is regulated in a legal way, as in the Code of the Presbyterian Church which ties giving to voting. Giving should be left to the individual, who should be allowed to give in the way they feel appropriate, recognising that those who give do so according to a range of different patterns.

That the current requirement in the Code could be counter-productive in encouraging tokenism, whereby a communicant member could give a small amount in an envelope in order to ‘fulfil all righteousness’, and thereby qualify as a voting member.

That there are those in most congregations who are communicant members but who feel constrained by the principle of giving in secret and therefore do not have envelopes or give in any way that can be recorded. Many, if not most, of these people nevertheless give financially, but are by the current system excluded from voting.

That these matters could be resolved if the Code simply stated that a Communicant member in good standing is eligible to vote.

Memorialists, therefore, pray your Venerable Assembly to instruct the Judicial Commission to draft overtures for presentation at the 2018 General Assembly removing the requirement to subscribe financially from the qualification to be a voting member of a congregation.

And Memorialist, as in duty bound, will ever pray.

2. In response to this Memorial, the General Assembly resolved as follows:

That the Memorial be received and its prayer be not granted, but that the Moderator’s Advisory Committee appoint a Task Group to consider the qualifications of voting members and report to the 2018 Assembly.

3. The following task group was appointed to carry this forward:

Moderator, Clerk (Convener), Deputy Clerk, General Assembly Solicitor, Rev Dr Derek McKelvey, Mrs Dianne Leckey, Mr James Livingstone, Mr Kenneth Belshaw, Mrs Elizabeth Moffett and Rev David Johnston.

4. The task group met on Thursday 13 December 2018 and held a preliminary discussion of its remit and the issues involved, during which it was noted that:
- (a) The substance of Rev Dr Ivan Neish's position is that communicant members should not have to contribute to the funds of the congregation to be a voting member.
 - (b) The current basic requirement of the Code, Par 175(1) was noted, namely:
Voting members in the Church are communicants on the roll of the congregation who are listed, whether by name or number, as having contributed to the stipend or weekly freewill offering of the congregation in the last financial year.
 - (c) The Clerk reported that the Finance Panel of the Support Services Committee would be bringing an overture to the 2019 General Assembly seeking to amend to Code to state that all giving should be recorded by number only i.e. anonymously.
5. Dr Neish joined the meeting and a lengthy and fruitful discussion took place. Dr Neish explained the reasoning behind his position and responded to questions. Some of the main points made by Dr Neish were as follows:
- (a) That he accepted the need for an FWO system to be available and that it use would be the normative position for most church members.
 - (b) It seems not to make sense that a nominal contribution through a FWO system entitles a person who is a communicant to be a voting member – encourages tokenism.
 - (c) Par 6 of the Code sets a high calling for church members, as opposed to such tokenism:
Church members are called to make diligent use of the means of grace, to share faithfully in the worship and work of the Church, to give of their substance as the Lord may prosper them, to render whole-hearted service to Christ and His Kingdom throughout the world and to continue in the peace and fellowship of the people of God.
 - (d) There are some people who in principle, based on their reading of the scriptures, practice totally secret giving to the Lord i.e. nobody else knows.
 - (e) While he desired to break the link between recorded giving and voting membership, he recognized that for many other reasons a FWO list would continue.
 - (f) However, all communicants in good standing should have a vote in the congregation. This would mean kirk sessions taking seriously the need to review the communion roll.

6. After Dr Neish left the meeting there was a full discussion on the pros and cons of his position. It was agreed that there was a biblical responsibility on all members of a congregation to financially support the work of the Lord in and through the congregation – to give of their substance as the Lord may prosper them. However, different opinions were legitimately held as to whether recorded giving should be a requirement for voting membership.
- (a) Some support that it should be a requirement (the current position in PCI) because it encourages giving and demonstrates that members are fulfilling this responsibility.
 - (b) Some feel the link should go (a change in PCI practice) because it encourages unbiblical nominalism and rules out from voting membership some people who, on biblical grounds, feel that all giving should be between the believer and the Lord i.e. in secret.

It was recognised if option (b) was adopted then it would make regular reviews of the communion roll even more important. Might this be done by a proactive pointing to the obligations of members set out in Code Par 6 as part of a review of the communion roll every three years?

7. Members of the task group undertook to give further consideration to the issues in advance of the next meeting. The task group met again on Wednesday 13 February 2019. Following further detailed discussion and consideration of the issues at hand, it was resolved as follows:
- (a) The task group recognised the force of Dr Neish’s argument concerning the probably small number of members who give but ‘are not listed by name or number as having contributed to stipend or weekly freewill offering.’ Code Par 175 (1)
 - (b) However, the task group is aware that paragraph 6 of the Code sets out the calling of church membership, one element of which is ‘to give of their substance as the Lord may prosper them.’
 - (c) Therefore, the task group recommends that the link between giving and voting membership should not be broken at this time. This recommendation was endorsed by the General Council at its meeting in March 2019 and an appropriate resolution is appended.
 - (d) However, the task group asked the General Council to consider whether it wished to recommend to the General Assembly that it consider setting up a group to examine how Par 6 of the Code, in its entirety, relates to determining voting membership, rather than simply singling out the financial element. After a period of debate, the General Council decided not to make such a recommendation to the General Assembly.

TREVOR D. GRIBBEN, Convener

HISTORICAL ARCHIVING TASK GROUP

1. The Historical Archiving Task Group has met twice since the last General Assembly.
2. Since it was appointed in January 2015 its work has been in three main areas.
 - (a) Clearing the strongroom of unessential material.
 - (b) The Presbyterian Historical Society of Ireland has taken custody of a large volume of material which is of historical interest, but is not essential to hold in the strong room. This has cleared a lot more space in the strongroom, which contains now mostly minutes and legal documents relating to the General Assembly, as well as some similar material relating to presbyteries and congregations.
 - (c) Collating minutes of commissions, boards and committees of the General Assembly which are not in the strongroom. Relevant departmental staff have removed minutes stored in rooms on the first floor from other material and placed them together in one location. Other material has been offered to the Presbyterian Historical Society: that which is of no interest to it has been disposed of.
 - (d) Cataloguing of minutes and legal documents. It has not been possible to make any progress on this.
3. Although there exists in the Financial Secretary's Department a file which lists material in the strongroom, this is now out of date. Again, although in 2013 a professional survey of material held in the strongroom was carried out on behalf of the Presbyterian Historical Society, this too is out of date and needs revised and put into electronic form to facilitate searches.
4. The experience of the last four years and more has shown:
 - (a) that the Deputy Clerk and other departmental staff do not have the capacity to properly catalogue the minutes and other legal documents relating to the General Assembly.
 - (b) that it is important for the General Assembly that its minutes and live legal documents are catalogued easily found when consultation is needed.
5. The task group has concluded that it is not the appropriate vehicle to achieve what is referred to in paragraphs 3 and 4 above. It has accordingly recommended to the General Council that that an individual with appropriate skills is appointed on a short-term basis to:
 - (a) Clear the strongroom of all remaining unnecessary items.
 - (b) Catalogue all General Assembly commission, board and committee minutes and live legal documents, disposing of other items as appropriate (including to the Presbyterian Historical Society).

- (c) Catalogue all presbytery and congregational minutes and live legal documentation, returning other items to those bodies, or disposing of them as appropriate (including to the Presbyterian Historical Society).
 - (d) Place all General Assembly commission, board and committee minutes in appropriate binders, folders or boxes.
 - (e) Place all General Assembly live legal documents in appropriate receptacles.
 - (f) Place all presbytery and congregational minutes and live legal documents in appropriate receptacles.
 - (g) Draw together the items at 8b and c, wherever they are in the building and place them in the strongroom. An exception to this is material relating to the Financial Secretary's Department which may more appropriately be stored in the secure room on the first floor.
 - (h) Arrange the items in the strongroom in a logical order on the shelves, allowing room for further additions, and indexing them to facilitate retrieval at a later date.
 - (i) Produce a catalogue of items arranged by General Assembly, presbytery and congregation, including the index referred to at h) above.
 - (j) Devise a scheme for the deposit of future General Assembly commission, council and committee minutes and live legal documents, and of presbytery and congregational minutes and live legal documents in the Strong Room.
6. Included in the task group's remit is reference to material held at Union Theological College and with the Presbyterian Historical Society of Ireland.
 7. It has not, in any meaningful way, been able to address material held in Union Theological College. Most of it is relevant to the college, although there is a substantial amount of material relating to the Foreign Mission held there. Ultimately everything 'owned' by the college, is the property of the General Assembly, as the college is a constituent part of the Presbyterian Church in Ireland. If it is desired to have the material held there catalogued properly (apart from what is in the library) then an individual would need to be appointed on the a similar basis to what is recommended above in paragraph 5.
 8. The material stored in the Historical Society is well catalogued and the basis of understanding is that anything which is rightly the property of the General Assembly will be restored to it on request.
 9. At the General Council meeting in April 2019, the recommendations of the task group outlined in par 5 above were adopted and referred to the Support Services Committee for outworking.

JIM STOTHERS, Convener

CENTRAL PRAYER COORDINATION TASK GROUP

1. The Central Prayer Coordination Task Group has met twice since the last General Assembly.
2. It has monitored the format and take-up of the new weekly Let's Pray resource.
3. Let's Pray is proving a useful tool for the church and the process of producing and distributing it each week is effective. Extensive use if being made of the resource.
4. Some minor changes have been made: the accompanying slides now mostly use graphics only (rather than including extensive text) and are produced in two screen sizes; and the Friday section has been altered to enable the prayer topics to be more easily distinguished from each other.
5. A pilot of the use of *PrayerMate*, a popular prayer app, as an additional platform is running. If successful the prayers from Let's Pray will be published on it on a daily basis. This would cost £240 per annum, but will be free to users of the app.
6. The new format *Presbyterian Herald* has significantly increased the amount of prayer information given, tying it to specific articles in the Mission Connect section. The prayer information is both more detailed and more up to date than was previously possible in the *Prayer Handbook*.

JIM STOTHERS, Convener

AD-HOC BUSINESS

(A) Finance and Staffing Commission (2019)

1. In light of recent decisions with regard to Union Theological College, the General Council at its meeting in April 2019 agreed to recommend to the General Assembly that a Finance and Staffing Commission (2019) be appointed. This would both enable necessary decisions to be taken during the forthcoming transitional period in the life of the college and also enable firm and definite proposals, regarding the college's future, to be brought to the General Assembly for decision.
2. Subsequent to the meeting of the General Council, the Clerk of Assembly received written notification from Principal Stafford Carson indicating that he intended to retire from his post as Principal of Union Theological College and Professor of Ministry on 30 September 2020. The Finance and Staffing Commission (2019) would therefore have the responsibility of taking all steps necessary to bring a nomination for a new Principal to the 2020 General Assembly for appointment.

3. It is therefore recommended that the Commission would have full and specific Assembly powers:
 - to consider the recommendations of the Union Theological College Management Committee and/or Council for Training in Ministry and/or other relevant General Assembly bodies;
 - to make any necessary legal, financial and staffing decisions in regard to Union Theological College;
 - to bring a nomination for a new Principal of UTC to the 2020 General Assembly for appointment;
 - to present firm and definite proposals regarding the College's future to the General Assembly for decision.
4. Appropriate resolutions are appended in regarding the appointment of the commission and its membership.

TREVOR D. GRIBBEN, Clerk of Assembly

(B) COUNCIL FOR GLOBAL MISSION – STRUCTURES REVIEW REPORT

1. The Council for Global Mission has reviewed its current structures and is proposing the following changes as set out below in this report to the General Council.
2. This review has been carried out as a follow-up to the 2013 and 2014 reports of PCI's Structures Review Panel, which reviewed all the structures within PCI, focusing on the concepts of accountability, communication and engagement and stated the remit for the Council for Global Mission as follows:
 - (a) Supporting the mission and service of PCI offered by congregations working together through the General Assembly in global mission including:
 - (i) developing mission overseas, including developing partnerships with churches and sending personnel;
 - (ii) promoting world development issues, including providing for an annual appeal;
 - (b) Leading thinking within PCI with regard to issues of global concern, such as the environment, race relations and international relations.

Procedures

3. In coming to review its internal structure at this time, the Council for Global Mission recognised that it could take initiatives to carry out minor adjustments to its structure of panels and task groups, with subsequent ratification by the General Council. It further recognised, however, that a more significant re-structuring, especially one that involved a change to Assembly Committees would from the outset, involve an ongoing conversation with the General Council which is responsible for all re-structuring.

4. In forwarding this report to the General Council for consideration, the Council for Global Mission understands that whatever structure may be agreed and subsequently forwarded to the General Assembly in 2019, will not come into effect until the General Assembly 2020 at the earliest, once committees and panels have been populated and conveners nominated.

Presenting issues

5. The Council for Global Mission recognises, in seeking to fulfil its General Assembly remit, that there is a need to function more efficiently and effectively. It identified a particular need for Assembly Committees to function more effectively as the place where strategy was discussed and set, and in this regard to distinguish more clearly the specific roles of committees, panels and task groups.
6. The Council identified the importance of improving Council representation at every level of its structure, and especially at those points where key decisions were to be taken.
7. While not a key driver for change, it was recognised that a new, streamlined, structure would have beneficial implications for the stewardship of resources, not least the work of Mission Department Staff.
8. Not only was a new, streamlined structure required, therefore, but this needed to be accompanied by new ways of working.

Consultation

9. Interviews were carried out with conveners of Council for Global Mission Committees and Council-appointed panels and these confirmed the need for change at this time. These conveners then took the discussion to their respective committees and panels. In general, proposed changes were received positively, in as much as their purpose and improved efficiency could be identified and with assurance that key areas of remit were not lost.
10. The following points were commonly mentioned during the interviews:
 - (a) Changes to the structure are needed to avoid duplication and aid effectiveness and efficiency of the various committees and panels but these should be accompanied by:
 - (i) clear statements of purpose for council, committees and panels;
 - (ii) defined remits for committees and panels including responsibility for decision making;
 - (iii) defined roles for individuals within each of these groups i.e. conveners, chairs, agents, secretaries and members.

- (b) Revisions to the structure must be accompanied by new ways of working if efficiency is to be improved:
 - (i) how we manage our meetings e.g. flow of documentation;
 - (ii) how we record and manage attendance e.g. three consecutive absences without an apology lead to resignation;
 - (iii) induction of members and conveners.
 - (iv) policy guidelines for members e.g. *modus operandi*.
- (c) Each committee and panel within any revised structure should understand how its work fits into the overall strategy of the Council. Priorities and expected outcomes should be defined in an annual work plan for each group.
- (d) Communication is a key priority for CGM and its committees to ensure that stakeholders give and receive information according to their needs. Priorities for communication need to be identified and this will be taken forward by a Communications Sub-Group.
- (e) Ways of effectively collaborating with other councils (e.g. Council for Congregational Life and Witness) on relevant topics and projects should be established e.g. joint task groups

Structural Changes

11. Following consultation, a proposed new structure was drawn up for further feedback and discussion. See Appendix 1 ‘Present structure’ and Appendix 2 ‘Proposed Structure’.
12. The main structural changes proposed are:
 - (a) Formation of a Global Mission Committee, which would oversee the work of three panels, including developing a strategy for the work of these panels. Some elements of the existing Global Mission Partnership Panel’s remit would also be assumed by the Global Mission Committee e.g. partnership strategy.
 - (b) Removal of the Outreach Ministries Committee with its work becoming the responsibility of the Global Mission Committee, especially working through the Global Mission Partnership Panel and Global Mission Worker Panel.
 - (c) Removal of Leadership Development Committee, with the Global Leadership Training Panel being retained under the Global Mission Committee.
 - (d) The Global Development Committee would assume the strategic aspects of the World Development Committee and Global Concerns Committee.
 - (e) Removal of four panels of the Global Concerns Committee with core elements of their work being taken on by agents who would be members of the Global Development Committee, and who may be asked to convene task groups, set up as and when required for key pieces of work.

- (f) A World Development Appeal Task Group set up to focus on the practical aspects of the appeal. This would be a rolling task group appointed for up to three years, depending on the duration of the theme of the appeal.

Remit of the Council

13. Under this new structure, the remit of the Council would be fulfilled by the two Assembly Committees as follows:

Global Mission Committee

- (a) Supporting the mission and service of PCI offered by congregations working together through the General Assembly in global mission including:
- (b) Developing mission overseas, including developing partnerships with Churches and sending personnel;

Global Development Committee

- (a) Promoting world development issues, including providing for an annual appeal;
- (b) Leading thinking within PCI with regard to issues of global concern, such as the environment, race relations and international relations.

Membership

14. Membership of each group is outlined in Appendix 3.

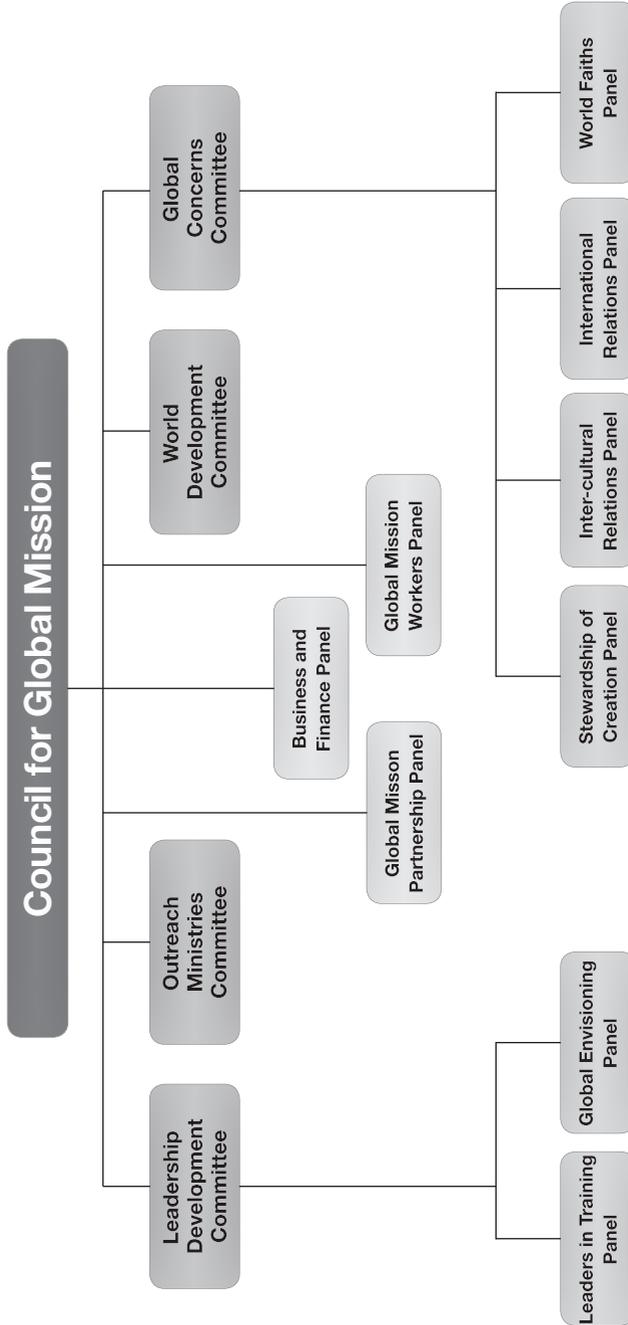
Conclusions

15. The following Council for Global Mission therefore came to the following conclusions of the review:
- (a) A change of structure is needed for the Council to fulfil its remit more effectively and efficiently.
 - (b) A change of structure should be accompanied by new ways of working, with a focus on strong Council representation at every level.
 - (c) In order to achieve the vision, the development and review of strategy should become a clear and focused component of the remit of Assembly Committees, overseen by the Council and, where appropriate, facilitated through its Business and Finance Panel.
 - (d) Where a committee or panel ceases to exist, steps will be taken to ensure that its work is carried out by another committee, panel or, where appropriate, the setting up of a task group.
16. The General Council at its meeting in March 2019, supported the proposed new structures for the Council for Global Mission. It agreed to recommend the new structures to the 2019 General Assembly for agreement (taking effect at the 2020 General Assembly), in the clear

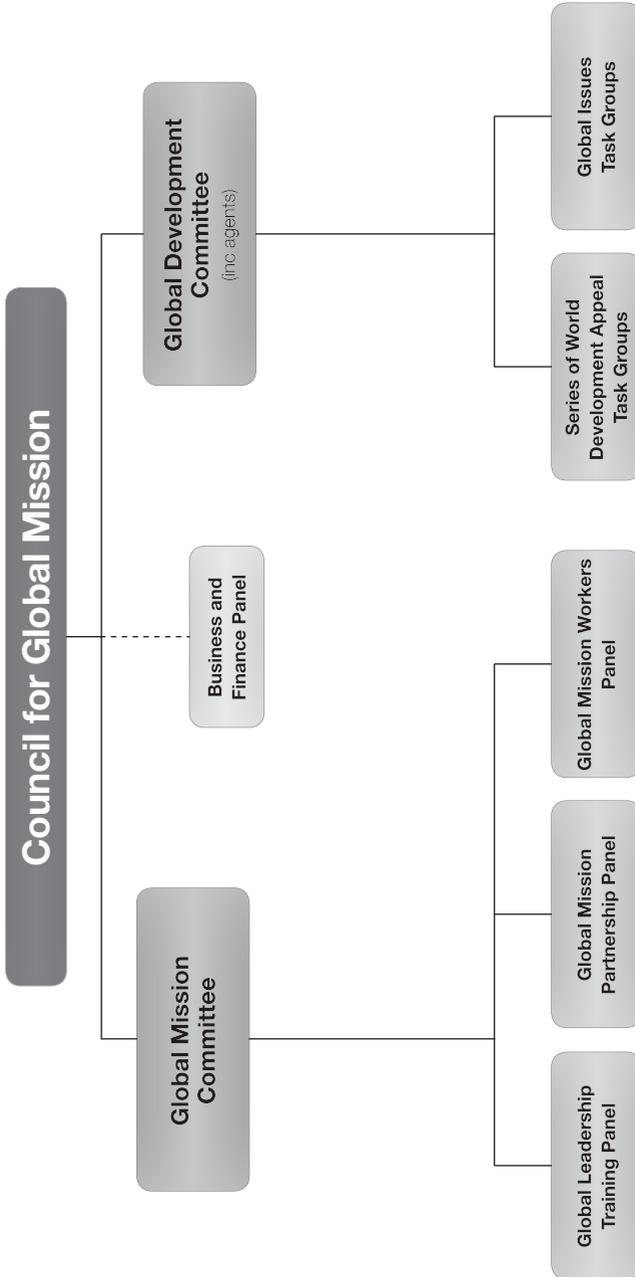
understanding that the World Development Appeal will be delivered by a series of discrete Task Groups (rather than a single ‘rolling task group’. An appropriate resolution is appended.

TREVOR D. GRIBBEN, Clerk of Assembly

APPENDIX 1 – PRESENT STRUCTURE



APPENDIX 2 – PROPOSED STRUCTURE



APPENDIX 3

Proposed Membership for New Council Structure

1. Council for Global Mission

Ex-officio: Moderator, Clerk, Council Convener, Council Secretary plus PW representatives x 2; and Committee and Council-Panel Conveners: Global Mission Committee Convener, Global Development Committee Convener, Business and Finance Panel Convener.

Presbytery Nominees x 19

Nominations Committee Nominees x 10

2. Global Mission Committee

Ex-officio: Moderator, Clerk, Council Convener, Council Secretary, Committee Convener, Leaders in Training Panel Convener, Global Mission Partnership Panel Convener, Global Mission Workers Panel Convener.

Council Members x 4 (normally excluding ex-officio)

Nominations Committee Nominees x 4

3. Global Development Committee

Ex-officio: Moderator, Clerk, Council Convener, Council Secretary, Committee Convener.

Agents (preferably selected from Council membership): Stewardship of creation, world faiths, intercultural relations, international relations, other.

Council Members x 4 (normally excluding ex-officio)

Nominations Committee Nominees x 4

4. Business and Finance Panel

Ex-officio: Moderator, Clerk, Council Convener, Council Secretary Panel convener, Global Mission Committee Convener, Global Development Committee Convener.

Council Members x 2 (normally excluding ex-officio)

Nominations Committee Nominees x 4

5. Global Leadership Training Panel

Ex-officio: Moderator, Clerk, Council Convener, Council Secretary, Overseas Mission Committee Convener, Panel Convener, Panel Secretary.

Council Members x 2 (normally excluding ex-officio)

Nominations Committee Nominees x 4

6. Global Mission Partnership Panel

Ex-officio: Moderator, Clerk, Council Convener, Council Secretary, Panel Convener, Panel Secretary.

Council Members x 2 (normally excluding ex-officio)

Nominations Committee Nominees x 4

7. Global Mission Workers Panel

Ex-officio: Moderator, Clerk, Council Convener, Council Secretary, Panel Convener, Panel Secretary.

Council Members x 2 (normally excluding ex-officio)

Nominations Committee Nominees x 4

NB: As a rule, all groupings should be made up of one third ministers to non-ministers, at least one third female to male, and seeking to have a good age range.

(C) PEACEHAVEN TRANSFER

Introduction

1. The General Council continues to take an overview, on behalf of the General Assembly, regarding the transfer of the Peacehaven Trust into the control of the General Assembly. The following update report was received by the Council at its meeting in April 2019.

Summary of facilities

2. Peacehaven Trust comprises three houses in Greystones, Co. Wicklow – Applewood, Lydia and Blake Houses. The houses provide supported living for 17 residents with physical and intellectual disabilities and employs 22 staff. Peacehaven runs on full capacity and has a reputation for the highest standards of care. Senior PCI Council of Social Witness Staff have been advising and supporting the Director of Services, Michael Williams and team and have provided training on a regular basis.

Governance

3. The Peacehaven Trust Board membership is currently as follows:
Mr Stuart Ferguson (Chair), Adelaide Road, Dublin;
Mr Ken Gillanders, Adelaide Road, Dublin;
Mr Brian Egan, Greystones;
Rev Dr Trevor McCormick, Convener of the Council for Social Witness;
Mr Lindsay Conway, Secretary to the Council for Social Witness.
4. The board meet bi-monthly and receive a comprehensive report from the Director of Services, outlining the activities and services and any matters which require board approval. At the conclusion of the meeting the board meet without staff to discuss the overall management and deal with strategic and forward planning. To be fully compliant two further board members are required and will be appointed soon.

Transfer of Peacehaven to the Presbyterian Church in Ireland (Council for Social Witness)

5. In 2015-16, the then Board of Peacehaven Trust approached PCI with the request that PCI would take over the running and ministry of Peacehaven. Following lengthy consideration and discussion, in May 2016 the then Finance and Staffing Commission of the General Assembly agreed in principle that this should proceed, reporting to the 2016 meeting of the General Assembly.
6. Since then, the process has been both slow and complicated. A number of issues in relation to registration have been resolved, but a small number of legal and grant-related matters remain outstanding. The General Assembly Solicitor and the Senior Team of the Council for

Social Witness continue to meet to resolve these matters. A meeting is being arranged with Wicklow County Council to try and resolve an outstanding grant-related issue. Senior staff visit monthly and are in regular telephone and email contact with Peacehaven staff. The Council for Social Witness Disability Services Committee and Senior Team remain committed to this exciting and well established work in Greystones.

TREVOR D. GRIBBEN, Clerk of Assembly

Note: Reports of bodies not under the control of the General Assembly are to be found on pages 328-334, namely:

- Presbyterian Historical Society of Ireland;
- Presbyterian Children’s Society;
- Old Age, Women’s and Indigent Ladies’ Funds.

RESOLUTIONS

Resolutions – General Assembly Business Committee (Initial Report)

10.30am Tuesday morning:

1. That the Draft Order of Business for the 2019 General Assembly be approved.
2. That the ‘Guide to Assembly Procedure’ (yellow pages) be approved with the appropriate General Assembly Standing Orders suspended, when necessary, to facilitate alternative presentations etc.
3. That at the 2019 General Assembly, permission be granted, where appropriate, to consolidate resolutions relating to Overtures; and that if a written request from ten or more members of Assembly is lodged with the Clerk before the time scheduled for debate on the consolidated resolution(s) relating to Overtures, then the item(s) specified in the written request will be removed from the consolidated resolution(s) and considered as separate resolution(s).
4. That a grant of £20,000 be made from the Incidental Fund to the Arrangements Panel of the General Assembly Business Committee.
5. That the Right Rev Dr William Henry, accompanied by his wife, be appointed to attend the Assembly of the Presbyterian Church in Wales in July 2019.
6. That for the 2019 General Assembly, any individual who has had a matter decided by the Judicial Commission on behalf of the Assembly may not address the Assembly on that or any related matter; that where an individual is asked to give undertaking to abide by this decision

of the Assembly, and refuses to do so, that individual will either not be issued with a Voting Card or have their Voting Card withdrawn; and that the Judicial Commission, through its Code Republishing Panel considers an appropriate clause to enact this, to be included the Republished Code.

7. That the initial report of the General Assembly Business Committee be received.

Resolutions – General Council (Section 1)

2pm Tuesday afternoon

Implementation Task Group:

8. That the General Assembly instruct the General Council to appoint a task group to recommend how best to clarify the vows taken at admission to full membership and at baptism, with a report coming to the 2020 General Assembly.

Decision Making and Dissent Task Group:

9. That the General Assembly send down the Report of the Decision Making and Dissent Task Group to Presbyteries (along with focussed questions to be drawn up by the task group) for discussion, with comments being returned to the Task Group Convener by Monday 9 December 2019.
10. That Section 1 of the report of the General Council (with the exception of the initial report of the General Assembly Business Committee) be received.

Resolutions – General Council (Section 2)

3.30pm Wednesday afternoon

Guysmere Centre Task Group

11. That the proposed redevelopment of Guysmere, as outlined in the Feasibility Study, be permitted to proceed to the next stage i.e. the “capital project development (technical and funding), which allows an appointed group sufficient time to work through all of the activities required to refine and define its preferred option, secure both planning consent and also the required capital funding to effectively deliver the project” (see the highlighted section on page 44 of Appendix 1).
12. That regarding funding of this ‘capital project development phase’ (estimated at £75,000 – see the highlighted section of page 53 in Appendix 2), if external funding (as outlined) cannot be secured, then this cost up to £75,000 be met over a three year period by PCI centrally, as a charge on the Incidental Fund.

13. That PCI central funds would however not be committed to the envisaged sum of £50,000 in Phase 1 of the development (see the highlighted section of page 47 in Appendix 2) nor the overall 10% equity of approx. £400,000 (see the highlighted section of page 48 in Appendix 2).
14. That a ‘Guysmere Development Panel’ (having an agreed membership with a ‘local emphasis’ and reporting to the General Council) be appointed by the 2019 General Assembly to present a robust business case and business plan for approval by the General Council before the project proceeds beyond the capital project development phase, as follows: (Names still to be identified - to be included in Supplementary Reports.)

Church Relations Committee

15. That PCI remain in membership of Community of Protestant Churches in Europe (CPCE) and the Council of European Churches (CEC).
16. That future natural areas of collaborations with the United Free Church of Scotland be explored (through respective councils, committees and departments) and developed as appropriate.
17. That future natural areas of collaborations with the Evangelical Presbyterian Church (USA) be explored (through respective councils, committees and departments) and developed as appropriate.

Moderator’s Advisory Committee

18. That, under Par 226(a) of the Code, the Rev John Martin Gracey be enrolled as Minister Emeritus of Coagh, Ballygoney and Saltersland congregations.
19. That Section 2 of the report of the General Council be received.

Resolutions – General Council (Section 3)

8pm Thursday evening

Support Services Committee

20. That for 2019, the Assessment Rates, along with the related allocation of funds, be as set out in Support Services Appendix 1 and that the rate of assessment for the Pension Fund be set at 24% of stipend paid in the year.
21. That the 2019 budgeted expenditure of the Incidental Fund be as set out in Support Services Appendix 3.
22. That under Par 223(3) of the Code, leave is given to the pre-65 retirement of the Revs DA Murphy (Cunningham Memorial), TJ Laverty (Portstewart), TWD Johnston (Hamilton Road, Bangor) and JG Johnston (Carnlough, Cushendall and Newtowncrommelin).

United Appeal Committee

23. That the United Appeal for 2020 be as set out on the Schedule 1 to the report of the United Appeal Committee.
24. The General Assembly affirm the United Appeal Committee's desire to reduce the call on reserves in future years but recognises the projected increase in expenditure necessary to maintain the work of the General Assembly's Councils.
25. The General Assembly support the call of the United Appeal Committee for congregations to forward their United Appeal contributions in a timely manner and to consider their giving as we seek to do more, together.

Holding Trustee Task Group

26. That the General Assembly Solicitor be requested to advise the Church on the proposal as outlined in the 2018 Assembly Resolution, taking account of the comments received from Presbyteries; and ask the Holding Trustee Task Group to prepare a full report with definitive proposals for the 2020 General Assembly.
27. That Section 3 of the report of the General Council be received.

Resolutions – General Council (Section 4)**Friday morning (immediately after the Private Session)****General Assembly Business Committee (Second Report)**

28. That from 2020 the experimental additional evening sessions be discontinued.
29. That the experimental additional 'under 30' person become permanent.
30. That the second report of the General Assembly Business Committee be received.

Nominations Committee

31. That, subsequent to the Council for Congregational Life and Witness CLW committee restructuring, the following are thanked for their past service:
 - (a) as Convener of the Outreach Committee – the Rev S.J. Richmond;
 - (b) as Convener of the Discipleship Committee – the Rev Dr Mark Goudy;
 - (c) as Convener of the Leadership Committee – the Rev J.E. McDowell;
 - (d) as Convener of the Worship Committee – the Rev W.J. Murdock;
 - (e) as Convener of the Pastoral Care Committee – the Rev A.R. Bill;
 - (f) as Convener of the Global Mission Involvement Committee – Mr Trevor Long;

- (g) as Convener of the Youth, Children’s and Family Strategy and Coordination Committee – Rev S.D. Finlay;
 - (h) as Convener of the Women’s Strategy and Coordination Committee – Mrs Valerie Stewart
32. That the following resignations be accepted and appointments made:
- (a) the resignation of the Rev Dr D.J. McKelvey as Convener of the Judicial Commission, that he be thanked for his services, and that the Rev N.A.L. Cameron be appointed in his place.
 - (b) the resignation of the Very Rev Dr T.N. Hamilton, OBE, as Convener of the Council for Public Affairs, that he be thanked for his services, and that the Rev D.J. Kane be appointed in his place.
 - (c) the resignation of the Very Rev Dr W.D. Patton as Convener of the Healthcare, Prisons and Forces Chaplaincy Committee, that he be thanked for his services, and that Rev R.J.A. Bell, be appointed in his place.
 - (d) the Rev P.G. McCrea be appointed as Convener of the Congregational Life Committee.
 - (e) the Rev S.J. Richmond be appointed as Convener of the Congregational Witness Committee.
 - (f) the Rev P.J. Nelson be appointed as Convener of the Programme, Finance and Coordination Committee.
33. That the nominations to the General Assembly Commissions, Councils and Committees (as tabled by the Nominations Committee) be approved.

Deputy Clerk Task Group

34. That the job description and personnel specification for the post of Deputy Clerk of the General Assembly and Deputy General Secretary of the Presbyterian Church in Ireland be approved.
35. That the General Council be instructed to take all steps necessary to bring the name of a sole nominee to the 2020 General Assembly, for appointment as Deputy Clerk and Deputy General Secretary.

Voting Membership Task Group

36. That the link between giving and voting membership should not be broken at this time.

Ad-Hoc Business

37. That in light of recent decisions with regard to Union Theological College:
- (a) That a Finance and Staffing Commission (2019) be appointed, having full and specific Assembly powers:
 - to consider the recommendations of the Union Theological College Management Committee and/or Council for Training in Ministry and/or other relevant General Assembly bodies;

- to make any necessary legal, financial and staffing decisions in regard to Union Theological College;
 - to bring a nomination for a new Principal of UTC to the 2020 General Assembly for appointment;
 - to present firm and definite proposals regarding the College's future to the General Assembly for decision.
- (b) That the membership of the Finance and Staffing Commission (2019) be as follows: Moderator and Clerk (Secretary); the Very Rev Dr Charles McMullen (Convener); the Very Rev Drs Rob Craig, Noble McNeely, Ian McNie and Frank Sellar; Mrs Catherine Bell CBE, Prof John Gillespie, Prof Paul Hanna, Mr Edgar Jardine CB, Mr James Livingstone, Mr David Thomson and Mrs Rosemary Wilson.

Council For Global Mission Structures

38. That the General Assembly agree the new structures for the Council for Global Mission, as recommended by the General Council.
39. That Section 4 of the report of the General Council be received.

General Assembly Business Committee Resolutions (Final Report)

Close of business on Friday

To be tabled at the close of the General Assembly