

**The
UNITED REFORMED CHURCH**

**GENERAL
ASSEMBLY
1979**

8th~11th May

THE CITY TEMPLE

Holborn Viaduct, London, EC1A 2DE

**RECORD
OF ASSEMBLY**

The United Reformed Church in England & Wales
86 Tavistock Place, London, WC1H 9RT

In accordance with the decision of the Assembly (Record 1978, p. 39) this Record of Assembly 1979 follows, so far as is possible, the order in the Book of Reports and not, apart from the first evening, the order in which the business was taken in the Assembly. A copy of the Minutes in chronological order will be kept in the office and preserved in the archives. It will be available for inspection for any who wish to see the context of discussion in which any decision was made.

This Record, which groups matters according to their subject and omits references to the times of sessions, is more subject to inaccuracy and omission. It does, however, contain a full record of decisions taken and of the process of amendment and voting by which they were reached.

The references are to the place at which the supporting material is to be found.

A.L. MACARTHUR

Clerk of Assembly

ACTION CHECK LIST

The Record of Assembly herewith records many decisions which it is important that the Councils of the Church should note and where appropriate take action. This check list may help those responsible to see that they are considered.

Most of the resolutions are based on Reports to Assembly, to which reference should also be made.

	Page No.	Churches	Districts	Provinces
World Development	20	X		
One World Week	20	X		
UN Special Session on Disarmament	20		X	
Investment in South Africa	20			X
Youth representation on Districts and Synods	18		X	X
Corresponding Members			X	X
Priorities and Resources	13, I	X	X	X
Auxiliary Ministers	15, 16		X	X
Tavistock Bookshop & Reform	14	X		
Stewardship	13		X	X
Roll of Ministers	13		X	
Membership of Synods	19		X	X
Nationwide Initiative in Evangelism	21	X		
Lay Preachers	16		X	
Deaconesses	16		X	
Christian Education	17		X	
Schedule D	18		X	X
Housing for Retired Ministers	22	X		X
Manses	11	X	X	

Record of the
GENERAL ASSEMBLY OF THE UNITED REFORMED CHURCH
in England and Wales
1979

FIRST SESSION

At LONDON and within the City Temple on Tuesday, the 8th day of May 1979, at 3 o'clock.

Public Worship and Celebration of the Sacrament Members of the General Assembly of the United Reformed Church, being met together at the time and place duly appointed for the celebration of the Sacrament of the Holy Communion, the Assembly was constituted with prayer by the Moderator, the Rt Revd Bishop Lesslie Newbiggin, who, being assisted by the Revds John Young and Norman Healey, Miss Alison Pagan and Mr John Bunker, led the Assembly in the celebration of the Sacrament. This act of worship included the commemoration of the following ministers and missionaries of the United Reformed Church who had died since Assembly last met:

MINISTERS WHO HAVE DIED SINCE MAY 1978

Jabez Robert ACKROYD	Albert Henry HODGKINS
Thomas Pitts BROOKS	William Charles George HOPKINS
Dennis William CORNELIUS	Joseph HOUSTON
George Walter CORNELL	Brinley Merfyn JONES
William Maddison Luke CRAIG	Ernest Henry James Lawford JONES
David DAVIES	Walter Roy Cameron JOYCE
Joseph Jenkin DAVIES	Jasper Ryland LAWRENCE
Ewart Arthur DAVIS	Richard Doughty LINDUP
Edward Keith DOMAN	Peter McCALL
David Conley EADES	George MARKHAM
Philip EAGLESFIELD	Raymond George MARTIN
Joseph William EDGE	Arthur MILLS
David Emlyn EDWARDS	Frederick Thomas OLIVER
John Emrys EVANS	Thomas Henry RESEIGH
Gilbert FEATHERSTONE	John Menlli ROBERTS
Kenneth David FRANCIS	Brian William ROWLANDS
Reginald John Willingale FURSDON	Herbert Philip SKEYS
Henry John GAMBLE	Thomas Danzey WATKINS
George GREGORY	Geoffrey Holland WILLIAMS
Alfred GREY	Thomas John WILLIAMS
Walter GUNTON	William Kennedy WILLIAMSON

Stanley Frank WOOD

MISSIONARIES WHO HAVE DIED SINCE MAY 1978

Owen Gwyn Richard BEYNON	Mary PATEMAN
Kenneth FRANCIS	Henrietta PRATT
Jessie GILCHRIST	Margaret SABIN
Richard HARMAN	Alexander SANDILANS
Hilda JONES	Lottie STANYON
Ruth MACLEOD	Phyllis VACHER

The session was then suspended and resumed at 6 pm.

Induction of Moderator The resumed session was opened by the Rt Revd Bishop Leslie Newbigin, and on his motion the Revd Robert Owen Latham, M.A., B.D., Moderator-Elect, was called to the Chair and inducted as Moderator of the General Assembly of the United Reformed Church.

The Moderator addressed the Assembly.

Roll of Assembly The Roll of Assembly, made up in accordance with the Rules of Procedure, was laid on the table.

ROLL OF ASSEMBLY

Moderator: The Rt Revd Robert O. Latham, M.A., B.D.,
Clerk: The Revd A.L. Macarthur, M.A., M.Litt.
Assistant Clerk: Mr. R.A. Heritage
Moderator-Elect: (1979-80) The Revd J. Johansen-Berg

Provincial Moderators:

- I Revd J. Howard Williams
- II Revd D.G. Stewart
- III Revd J.W.P. Williamson
- IV Revd A.J.G. Walker
- V Revd John White
- VI Revd F.H. Kaan
- VII Revd Colin G. Evans
- VIII Revd M.F. Hubbard
- IX Revd P.S. Chesney
- X Revd M.J. Davies
- XI Revd C.C. Franks
- XII Revd Dr. J.I. Morgans

Department Chairmen:

Church Life:	Revd Dr K. Slack
Church & Society:	Revd J. Johansen-Berg
World Church & Mission:	Revd Professor M.H. Cressey
Finance & Administration:	Mr. L.R. Palmer

Chairmen of Standing Committees:

Applications: Revd H.M. Springbett
Business: Revd H.S. Ross
Nominations: Revd A.J.G. Walker

Church Life:

Ministerial Training:	Revd Dr Leslie Newbigin
Supplementary Ministries:	Revd J.W.P. Williamson
Doctrine & Worship:	Revd Dr J. Huxtable
Christian Education:	Revd C.C. Franks
Youth Work:	Revd J.E. Mather
Children's Work:	Revd G. Jenkins
Chaplains & Students:	Revd Dr L.C. Green
Ministry of Healing:	Revd D. Dale

World Church & Mission:

At Home: Revd D. Marsden	Abroad: Mr. J.E.M. Gilbey
Other Faiths: Dr D.A. Kerr	
Personnel: Revd A.J. Coates	

Church & Society: Revd J. Johansen-Berg

Additional Representatives:

- i) Revd P.J. Brain
- ii) Revd B. O'Neill

Finance & Administration:

Treasurership: Mr R.S. Martin	Maintenance of the Ministry: Mr R.C.N. Tinsley
Welfare & Emergencies: Revd D.A. Smith	
Development in New Areas & Care of Existing Church Buildings:	Revd R.G. Walker

Publications & Publicity: Revd. E.A. Banyard

Deployment: Revd. A.G. Burnham

Christian Stewardship: Revd. John B. Simpson

Synod Clerks:

I Revd. Dr. A.R. Ritchie; II Revd. A.G. Burnham; III Revd. R.G. Walker; IV Revd. A. J. Wells; V Mr. B.E. Stonehouse; VI Mr. R.A. Heritage; VII Mr. M.J. Ballard; VIII Revd. J.E. Young; IX Revd. D.Ceri Lewis; X Revd. D.L. Skidmore; XI Revd. J.H. Taylor; XII Revd. M.D. Page.

Additional Synod Representatives:

I Mrs. S. McLeod; Revd. T.E. Grant; Revd. S.O. Jones.
II Dr. R.M. Cowhig; Dr. C.T. Calam; Mr. J. Morris.
III Revd. N.W. Bainbridge; Mr. R.G. Whitehead; Mr. K.W. Smith.
IV Revd. E.S. Allen; Revd. D.M. Main; Revd. D. Miller.
V Revd. J. Slow; Revd. A.C. White; Mr. E.G. Leigh Brown.
VI Revd. M.J. Husselbee; Mr. A.E. Cheekland; Mr. D. Griffiths.
VII Mrs. M. Evans.
VIII Revd. G. Bobbett; Revd. R.A. Irving; Revd. A.A. Baillie.
IX Revd. M. Playdon; Mr. D.J. Taylor; Revd. E.F. Cattermole.
X Mr. C. Beety; Miss D.J. Biggs; Mr. P.R. Smith.
XI Revd. M.D. Whitehorn; Mr. A. Haywood; Mrs. R. Goodfellow.
XII Mrs. E. Steel; Mr. J. Bafico; Mr. J.D. Shackleton.

Synod Treasurers:

I Mr. J.C. Storer; II Mr. W. Glenfield; III Mr. M.B.S. Emlyn; IV Mr. B.C. Stead, JP; V Mr. F. Cooper Watson; VI Mr. H.E. Greening; VII Mr. P.A. Wade; VIII Mr. P.W. Hamblin; IX Mr. J.E. Richardson; X Mr. R.S. Martin; XI Mr. A.S. Chapman; XII Revd. Windsor Hicks.

Theological College Representatives:

Mansfield College, Oxford: Revd. J. Charles Brock; *Congregational College, Manchester:* Revd. Dr. R.J. McKelvey; *Westminster College, Cambridge:* Revd. Dr. R. Buick Knox; *Memorial College, Swansea:* Revd. Dr. W.T. Pennar Davies; *Bala-Bangor College, Bangor, Wales:* — .

Youth Representatives:

Mr. Philip Woods, Mr. Steve Brown.

Secretary of Council for World Mission:

Revd. Bernard G. Thorogood.

Senior Chaplain to H.M. Forces stationed in Britain:

Revd. C.G. Prenton.

Missionaries on Furlough:

Miss Dora Smith; Miss Jean Bald; Revd. James Pelling; Revd. T. Hawthorn; Revd. Clabon Allen; Miss Sally Green.

Past Presidents, Chairmen and Moderators:

Revd. Dr. S. Maurice Watts; Revd. Dr. H.F. Lovell Cocks; Revd. Dr. Norman Goodall; Revd. Elsie Chamberlain; Revd. Dr. H. Cunliffe-Jones; Mr. B.J. Hartwell; Revd. Dr. J. Huxtable; Revd. Dr. John Marsh; Revd. M.O. Janes; Revd. C.A. Haig; Revd. R.W. Hugh Jones; Revd. Dr. E.R. Routley; Revd. Dr. C.S. Duthie; Revd. C.J. Buckingham; Sir Harold Banwell; Mrs. Gwen Hall; Revd. R.E. Fenn; Revd. K.D. Keay; Revd. G.T. Bellhouse; Revd. Professor J. Eric Fenn; Revd. I.R.N. Miller; Revd. F.D. McConnell; Revd. Professor F.G. Healey; Revd. H. Burns Jamieson; Revd. Principal A.G. Macleod; Revd. A.S. Cooper; Revd. Norman Birnie; Revd. A.L. Macarthur; Revd. Dr. Kenneth Slack; Revd. Dr. G.B. Caird; Revd. R.J. Hall; Revd. J.E. Young; Revd. Bishop Lesslie Newbigin.

District Council Representatives:

(Names appearing with an asterisk were appointed to fill District vacancies - cf. Resolution 10, p.21, Assembly Record 1978)

Province I:

- A: Revds. L. Sherratt, D. Sutherland, J. Robinson, J. Schofield, R. Pagan; Mr. Nisbet, Mr. Pagan, Mrs. E.B. Straughan, Mrs. Lamb, *Mr. J. Jenkins.
- B: Revds. A.J. Spivey, D.W. Watson, D. Lawrence, A.P. Dickey, J. Harrington, J.D. Shakesby, D.R. Hannen; Messrs. R. Owens, H. Ferguson, W. Scott, F.J. McCree, T. Crossfield; Miss H. Paton, Miss S. Henderson.
- C: Revds. J. Marsh, S. Jackson, M.G.C. Jenkins; Mr. L. Watson, Mrs. M. Henderson, Mr. A. Dixon.
- D: Revds. C. Collin, M. Dunford, M. Taylor, E. White; Miss A. Langdown, Messrs. R. Patrick, J. Kennedy, G. Rodgers.
- E: Revds. D. Dennison, J.H. Hinds, G.A. Harding; Miss I. Simpson, Mr. I. Kerr, Mr. W.C. Uhrig.

Province II:

- A: Revds. N. Charlton, R.W. Courtney, A. Hodgson; Messrs. N.A. Shepherd, R. Parker, R.A. McCorkell.
- B: Revds. A.K. Livesley, A. Tomlinson, A. Griffith, A. Hutcheson; Mr. H.C. Dawkins, Miss R.M. Lund, Miss H. Page.
- C: Revds. G.W. Sirkett, A.J. Wilkinson, G. Carling, H.I. Wyatt; Miss N. Parker, Messrs. J. East, A.B. Cope, A. Eccles.
- D: Revds. D. Nevard, D.D. Robertson, G.K. Tolley, I.H. Wallace; Mr. T. Jenkins, Mr. J. Cunliffe, *Mrs. R.J. McKelvey, *Miss P.F. Parrish.
- E: Revds. D. Whitehead, R.A.C. West, (Mrs)T. Robinson, S.H. Fisher; Mr. W. Caffrey, Mr. A. Warren, Mrs. E. Gillon, Mrs. V.M. West.
- F: Revds. H.G. Hayes, R. Brueseke, J. Hollyman, P. Killick, F. Noden; Mrs. P. Dyson, Miss S. Frost, Mr. H.A. Moore, Mr. R. Williams, Mr. H. Robinson
- G: Revds. W.N. Leak, T. Russell, P.D. Scotland; Miss M.K. Gray, Dr. K. Lea, Dr. M.M. Reekie.

Province III:

- A: Revds. R.W. Kidd, (Miss)S.F. Massey, J.E. Mayer, G.C.G. Bembridge; Miss E. Davies, Miss M.E.P. Scott, Mr. L. Finney, Mr. N. Clewes.
- B: Revds. W. Wright, D. Batchelor, J.B. McClure, R. Whittle, S. Metcalf; Mr. G.H. Lloyd, Mr. J. Ball, Miss M. Jarman, Miss M. Thompson, Miss R. Atherton.
- C: Revds. G.A. Nunn, M. Hill, K. Cox, P.W. Beaman; Mr. W.A.H. Sim, Mr. E. Barnes, Mrs. P. Smith, Mrs. J. Appleton.
- D: Revds. D.C.M. Gardner, D.S. Goodall, C.W. Matheson, R.E. Mayman; Mr. J.R. Gow, Mr. V. Needham, Miss D.M.V. Jack, Miss V. Ross.

Province IV:

- A: Revds. D. Anderson, J.S. Henderson, D.G. Paterson, K.J. Brock; Messrs. J. Cummings, C. Adamson, F. Gemmell.
- B: Revds. L.G. Anderson, E.C. Marvin, D.F. Wilkins, D. Wilson, S.G. Woodget; Messrs. Christopher Norris, K. Parker, H. Scholes, D. Thacker.
- C: Revds. R.J. Way, C. Richards, G.J. Cook, G. Rodham; Miss E. Boyce, Mrs. M. Nursaw, Mr. W. Midgeley.
- D: Revds. D. Parkinson, A.F.T. Evans, D. Megson, J. Norman; Mr. H. Wood, Mr. P. Horbury, Miss P.M. Boyes, Mrs. D. Rogers.
- E: Revds. C. Hannam, V. Newman, D.W. Turner; Mrs. M. Kelleet, Mr. J. Marshall, Mr. E. Harrison.
- F: Revds. J.A. Pugh, H. Neems, J. Jenkinson, W.J. Taylor; Miss M. Atkinson, Mrs. B. Ellis, Mr. W. Knowlson, Miss E. Symonds.

Province V:

- A: Revds. H.M. Baillie, A.P. Burley, B.O. Chart, D.H. Cummins, (Miss)P.J. Davis, J.K. Lloyd-Williams; Mrs. J. Jones, Miss M. Richardson, Mrs. M. Davis, Mrs. M. Morley, Messrs. N. Redhead, E. Pickering.

- B: Revds. G. Baker, D. Newman, R. Parker; Miss D.M. Clarke, Miss C. Smith, Mr. H. Kinder.
 C: Revds. D.F. Tunbridge, A.E.J. Brittain, N. Compton Dando; Mrs. A. Compton Dando, Mr. A.J.N. Olsen, Mrs. J. Berryman.
 D: Revds. P.W. Couch, D.G. Evans, D.A. Fitch, M.T. O'Hara, D.R. Peel; Mrs. K.C. Fitch, Mr. E.J. Taylor, *Mrs. M. White, *Mrs. B. Chart, *Mrs. V. Stonehouse.

Province VI:

- A: Revds. A. Green, W.D. Williams, E. Carless, G. Spicer, T. Watson; Messrs. S.T. Skellern, J. Causer, P.E. Bourne, S.A. Cooper; Mrs. C. Clay.
 B: Revds. E.C. Appleby, K.A. Wilkinson, P. Cullum; Miss J. Evason, Mr. B. Room.
 C: Revds. I. Howells, H.R. Hughes, J.W. Green; Mr. Cornwell, Mrs. Cornwell, Mr. J. W. Cooper.
 D: Revds. (Miss)P.M. Cordon, J. Haile, J.L. Cottle; Mrs. L. Griffiths, Miss M. McKenzie, Mr. G. Webster.
 E: Revds. Dr. D. Beeby, W. Biggs, E. Cruchley, P. Loveitt, A. Willcocks; Messrs. D. Pitkeathly, H. Reeves, G. Rose; Mrs. K. Saunders, Miss M. Dixon.
 F: Revds. W. Snade, C.R. Bruford, A.B. Holroyd; Mr. G. Davis, Mr. H. Maccallum, Mrs. S.M. Nuttall, Miss D.B. Lea. Mr. T.J. Bradley, Mr. T.J. Barber

Province VII:

- A: Revds. I.B. Morrill, D. Sparks, D. Hilton, T. Shepherd; Miss G.O. Gibbons, Miss E. Unwin, Mr. C. Laing, Mr. J. Derry.
 B: Revds. D.W. Flynn, N.A. Hall, L.S. Ivory, A.P. Peirce, P.E. Wadey; Mrs. L. Nunn, Dr. R.D. Jurd, Mr. W.E. Sandford.
 C: Revds. F. Hughes, D. Tapley, P. Hammond, L. Clegg, F. Jones; Mrs. P. Hammond, Mrs. B. Woolnough, Miss E. Gooding, Miss M.G.M. Cook, Mr. R. Canham.
 D: Revds. L.N. Flint, J.G. Allan, M. Hamblett; Messrs. W.B. Wakefield, C.A. Raggett; Miss G. Stokes.
 E: Revds. R.D. Speirs, D. McIlhagga, S.R.B. Smith, Gladys M. Seymour, H.K. Trice; Miss B. Jones, Mrs. J. Scott, Mrs. E.E. Gallop, Mr. R.E. Rapkin, Mr. E.B. Ladds.

Province VIII:

- A: Revds. M. Diffey, B. Goble, K.F.D. Trunks; Mrs. S. Owen, Miss B. Saunders, Miss K. Austin.
 B: Revds. R.H. Norman, W.J.L. Cartwright, S. Hodgson; Mr. M. Reynolds, Mrs. D. Parham, Mrs. J. Cartwright.
 C: Revds. C.M. Grail, K.J.H. Hibberd, R.H. Humphrey, J.D. Pickering; Mrs. E. Grail, Mr. L. Cumes, *Mrs. K. Bacon, Mr. K. Cornish.
 D: Revds. B. Kirk, F. Card, Jessie Halfpenny; Mr. C. Bacon, Mr. W. Aplin, Mr. W.G. Hart.
 E: Revds. C.J. Baker, D.G. Deans, R.J. Ellis, J.L. Titlow; Mr. H.B. Bushnell, Dr. M. Ede, Mrs. S. Lloydglanston, Mr. H.O. Packer.
 F: Revds. W.A. White, J.M. Hannah, R.A.H. Bocking, A.E. Simmonds, K.E. Roach; Miss B. Carey, Miss D. Pepprell, Mrs. W. Pierce, Mrs. J.S. Leader, Mrs. H. Adams

Province IX:

- A: Revds. R.O. Balmer, D.P. Churchward, A. Lister-Hetherington, F.A. Shield, A.G. Meyer, (Mrs)L.H. Drake, (Mrs)B.F. Williams; Messrs. R. Cole, R.E. Harding, M. Paine, R. Rew, L. Seabourne; Miss M. Sirkett, Mr. G. Cheater.
 B: Revds. G.D. Gill, B. Coward, D. Wales, G. Workman; Mr. E. Cantwell, Mr. C.J. Grout, Mrs. M. Owers, Mrs. C. Hardwick.
 C: Revds. K.M. Compston, E.J. Neale, M.B. Stolton, G.A.F.J. Story; Messrs. E. Adams, M.R. Compston, W.E. Duffin; Miss F. Hazlewood.
 D: Revds. A.J. Spring, W.H. Hughes-Edwards, F.G. Wilson Dennett, N.A. Edsall; Mr. H.J. Eatwell, Mr. F.J. Drake, Dr. I.J.B. Sinclair, Mrs. J.D. Dennett.
 E: Revds. S.R. Haine, D.J. Joseph, D.W. Norwood, T.C. Stiff, B.A.F. Wroe; Mr. J.E. Gay, Mrs. G.M. Langdon, Messrs. V.G.F. Morris, G.P. Sargent, R.A. King.

Province X:

- A: Revds. Dr. B. Johansen, Barbara Meachin, D.Holt Roberts, E. Gwyn Miller; Mrs. E. Beardon, Miss J. Rivett, Mrs. M. Stacy, Mr. H.M. Turner.

- B: Revds. E.J. Ward, I.P.S. Nicholson, A. Frost, Mr. Malcolm Smith, Mr. W.C. L. McKay, Mrs. B. Marriage.
- C: Revds. D.E. Clarke, (Mrs)M.E. Frost, C.S. Martin, J. Hislop; Messrs. D. Ozer, W. Letman, *S. Harvey; *Miss F. Hughes.
- D: Revds. K.J. Baker, G. Bellamy, E.P. Eastman, M.J. Lay, S.C. Orchard, A.H.W. Starkey; Mr. C.A. Carter, Mr. N. Deas, Mrs. P. Gill, Mr. A.J. Hollis, Mrs. M.C.J. Parker, Mrs. M. Stokes.
- E: Revds. P.R. Goodchild, D.A. Newton, I.P. White; Mrs. H. Newton, Mr. L.T.E. Wilson, Mrs. E.M. Wilson.
- F: Revds. D. Ager, A.J. Knight, K. French, D. Atkinson; Mr. L. Haylor, Miss J. Sadler, Mr. J. Gilbert, Mr. C. Peck.

Province XI:

- A: Revds. J.G. Weller, J.E. Sowerbutts, D.B. Bennett, R.P. Bones, A.P. Butler; Messrs. J. Read, D. Bedford, F.A.W. Lodde; Mrs. P. Wardle, Mr. J. Henderson.
- B: Revds. J.M. Bailey, J.E. Garside, D.M. Owen, K.J. Spence, J.D. Waller; Mrs. J. Macdonald, Messrs. E. Blomfield, A. Sutton, J. Lander, A. Payne.
- C: Revds. R.F. Clark, N. Singleton, R.B. Woodcock, H.H. Wiles, D.E. Carter, T.S. Colvin; Mr. M. Hazell, Mrs. M. Roberts, Miss D. Kett, Miss I. Oakley, Mrs. C. Winter, Mr. A. Cumming.
- D: Revds. N.H. Smith, G.J. Williams, B.L. Eyles, (Miss)P. Wenyon, R.J. Cockrell; Mr. S.W. Stolton, Mr. A. Sears, Mrs. Page King, Mrs. W.E. Sutton, Miss M. Cole.
- E: Revds. R.F. Davis, R.J. Wood, W.J. Wyatt; Dr. M. Harvey, Mr. F. Burgess, *Mr. H.F. Fisher.
- F: Revds. B.A. Bowyer, S.V. Evans, C.R. Garwood, G.E.H. Roper; Dr. J. Ridge, Mrs. M. Dawson, Mrs. M. Dickerson, Mrs. C. Ellis.
- G: Revds. D. Allon-Smith, W. Purvis, R.H. Smith, Dr. C.P. Thompson; Mrs. J. Armour, Mrs. N.V. Welch, Miss M. Rose, Mr. A.F. Challis.

Province XII:

- A: Revds. A.E. Seager, B. Jones, J. Marion Lloyd, W. Mansel Davies; Mr. W. Wood, Mr. I. Wynn Roberts, Mr. H. Bellis, Mrs. D.M. Jenkins.
- B: Revds. W. Morris, E. Thomas, S. Woods, L. Evans, C.L. Jones, C. Smith-Draper; Mrs. P. Jones, Mr. R. Jones, Mrs. N. Morgans, Mrs. I. Bevan, Mrs. L. Jones, Mrs. Revd C. Smith-Draper
- C: Revds. E. Wyn Parry, J.R. Plowman, J.S. Roberts, Doris Leyshon, W.J. Samuel; Mr. K.E. Thomas, Mr. R.H. Smith, Miss M. Jones, Mrs. A. Roberts, Mrs. J. Jones.
- D: Revds. J.C. Evans, (Mrs)A.M. Evans, A. Swinford, E. John, Dr. E. Jones; Mr. T. Price, Mrs. E. Gibbs Edwards, Mrs. M. Swinford, Mr. H. Morris, Mr. H. Jenkins.

Loyal Address The retiring Moderator moved the adoption of a Loyal Address to the Throne which was agreed:

To the Queen's Most Excellent Majesty

We, the members of the General Assembly of the United Reformed Church in England and Wales, meeting in London, send to Your Majesty our loyal greeting.

In accordance with the teaching of Scripture and the unbroken tradition of the Church, we continue in all our congregations to offer our prayers to Almighty God, under whose reign we are all called to serve, that He may sustain, guide and bless Your Majesty in bearing the heavy burden which He has laid upon you.

We thank God for the steady and sustained leadership which you have given to our nation in a time of considerable stress and confusion. It is a source of deep encouragement to us that Your Majesty's commitment to Christ and His Church has been clear and explicit. We pray that God may continue to sustain Your Majesty and the members of your family in the discharge of all your public

duties and in the life of your home, and that He may continue to guard you in that peace which only He can give.

We remain,

Your faithful and loyal subjects in Christ Jesus,

ROBERT O. LATHAM, Moderator

ARTHUR L. MACARTHUR, Clerk

The Assembly joined in singing the National Anthem.

His Eminence, the Archbishop of Westminster, Cardinal Basil Hume, was welcomed by the Moderator and addressed the Assembly.

Reception of Newly Ordained Ministers and Newly Appointed Missionaries

The following ministers ordained to the Ministry since the Assembly of 1978 were introduced by their Provincial Moderators and those present received by the Moderator of the Assembly. Special attention was drawn to those who had served as Local Pastors and had been ordained under the provisions passed by last Assembly.

MINISTERS

Brian William ACTY	James H.M. JOLLIFFE
Maurice James BENNETT	Dafydd J. JONES
Peter BLEZARD	Arthur KENWORTHY
Sydney BOFFEY	Henry Enoch KINGSTON
Leslie James BROCKETT	George Stephen KNOTT
Kenneth Thomas BROOKS	Nigel John LEMON
John William CANDLER	Olive LING
Bertrand Lakes CHALMERS	Andrew LORIMER
John Mackenzie CHISHOLM	Roy LOWES
Leslie CLEGG	William James MANWARING
George COOMBS	Margaret MUNFORD
Kenneth COX	Jack Desmond OWEN
Ernest Charles CREWES	Robert PAGAN
Percy Joseph CULLUM	Thelma ROBINSON
William Arthur DAVIS	William Edward ROYLE
Sheila DICKSON	Norman SINGLETON
Leslie Hamsen DRAYER	Ronald Reginald Prestoe SMITH
William Thomas Henry EVANS	Janet Elise SOWERBUTTS
Leslie FIDGEN	David Michael SPENCE
Stephen H. FISHER	Walter Edward SUTTON
Eric FREEMAN	John Leslie TITLOW
Richard John GILL	Ellis TOMLINSON
Charles Henry GOODALL	Frederick William WEBB
Ivy HALDEN	Winifred Phyllis WENYON
Timothy John HARWOOD	Stanley Phillips WHITFIELD
John Edward HEWITT	Henry Herbert WILES
Rosemary Dorothy HUMPHREY	Edwin James WILLIAMSON
John Lloyd HUMPHREYS	Stephen WOODS
Frederick HUTCHINSON	Frederick William WORRELL

The Revd Boris Anderson reported that during the year the following had left to serve overseas with the Council for World Mission:

The Revd Norman and Mrs Olive KEMP	- Apia, Samoa
Mr Colin and Mrs Jill POTTS	- Nu'uausala High School, Samoa
Mr Michael PILLORA	- Mount Hagan, Papua/New Guinea.

In the name of the Assembly the Moderator addressed the new ministers and commended them and the new missionaries to God for the work of ministry.

Corresponding Members The Assembly received corresponding members from the Church of Scotland, the Presbyterian Church in Ireland, the Congregational Union of Scotland, the Presbyterian Church of Wales, the Union of Welsh Independents, the United Free Church of Scotland, the Congregational Federation and the Churches of Christ. They were welcomed by the Moderator and their names added to the Roll as follows:

From the Church of Scotland

The Rt Revd Peter Brodie, MA., LLB., DD (Moderator)
The Revd Alastair S. Younger, B.Sc.
Mr Thomas A. Stewart

From the Presbyterian Church in Ireland

The Rt Revd David Burke, BA., DD. (Moderator)
The Revd Hugh Dermot McMorran, BA., BD.
The Revd Robert John Young, BA.
Miss Grace Black

From the Congregational Union of Scotland

The Revd J.M.M. Neave (President-Elect)

From the Presbyterian Church of Wales

The Revd Harri O. Jones, BA.

From the Union of Welsh Independents

Mrs Morfudd Jenkins, B.Sc.

From the United Free Church of Scotland

The Revd Gregor Cameron, MA. (Moderator)

From the Congregational Federation

Mr Graham M. Adams (President)

From the Churches of Christ

The Revd George Sharpe (President)

The Assembly was addressed in the name of all the corresponding members and on behalf of their Churches by the Rt Revd Dr David Burke.

Ministerial Jubilees The attention of the Assembly was drawn to the names of those ministers the Jubilee or Diamond Jubilee of whose ordination falls within 1979.

60 Years

Herbert Henry FARMER
Thomas Emlyn JONES
Kenneth Douglas KEAY
Frederick Walter TILLEY

50 Years

Stephen Edgar BAKER
Albert Frederick BAYLY
Hubert BURNLEY
Bert Albert COX
Robert CROSSLEY-SCOTT
Elwyn DANIEL
Ian George HOPE
Thomas Elfed ISAAC
Frederick Norman JAMES
Percival Charles JENKINS
Jonathan Hywell JONES

Cyril Ernest MARVIN
Edward Watkin NICHOLAS
William Cecil NORTHCOTT
Leonard H. OLDFIELD
Clifford PICKFORD
Iorwerth PRITCHARD
Stanley REES-TYRER
Ronald Keynes ROSS
Hector Macdonald WATSON
Ambrose William WRIGHT

At the invitation of the Assembly the Moderator undertook to send them the greetings and congratulations of the Church.

Thanks to the Retiring Moderator On the motion of the Revd John H. Taylor, the Assembly resolved to record its thanks to the Rt Revd Bishop J.E.L. Nebigin for the service he had rendered to the United Reformed Church as Moderator. He handed to Mrs Newbigin a token of the Assembly's recognition of the part she had played throughout the year. This expression of thanks was received with acclamation as was Bishop Newbigin's reply. The Assembly then adjourned to meet again in the same place at 9.45 next morning for ordinary business, and the session was closed with the singing of a hymn and the Benediction.

VISITORS

In addition to Cardinal Hume and the Corresponding Members listed on pp. in the course of the Assembly the Moderator received the following visitors from:

Evangelical Church of the Czech Brethren

Moderator M. Hajek
Dr Jiri Otter

Evangelical Church of the Union in the German Democratic Republic

Superintendent H.O. Furlan
Pastorin Fleck

Palatinate Church

Revd Ernest Dawe
Pfarrer Theo Herzer

Reformed Churches in the Netherlands

Mr J. van Andel

Presbyterian Church of New Zealand

The Revd W.A. Best

United Presbyterian Church in the USA

The Revd Dr R.E. Moore

Presbyterian Church in Taiwan

The Revd N.C. Wang

Church of South India

Bishop Solomon

Presbyterian Reformed Church in Cuba

The Revd Daniel Montoya

Presbyterian Church in the United States of America

The Revd Dr. C. Cousar

Free Church Federal Council

The Revd G.A.D. Mann

The Moderator of the Church of Scotland, the Rt Revd Peter Brodie, the Moderator of the Evangelical Church of the Czech Brethren, Dr. M. Hajek, Superintendent H.O.Furlan, Pastor Graham Adams and the Revd G.A.D. Mann addressed the Assembly at different points in the proceedings, and the Assembly recorded its thanks to the Revd G.A.D. Mann for his service to the United Reformed Church and to all the Churches during his term of office as General Secretary of the Free Church Federal Council.

EXECUTIVE COMMITTEE (Reports pp. 3-8)

Bishop Lesslie Newbigin introduced the Executive Committee report and on his motion it was received.

The following resolutions were then moved:

1. The Assembly re-appoints the Revd John Howard Williams as Moderator of the Northern Province for a period of five years from September 1st, 1979.
2. The Assembly re-appoints the Revd John William Patrick Williamson as Moderator of the Mersey Province for a period of five years from September 1st, 1979.

An amendment proposing that these re-appointments be for three years was moved by the Revd D.W. Norwood, seconded by Revd S.R. Haine, but was defeated and the motions were carried.

At a later session, and in the course of worship, the Moderator inducted the Revd Howard Williams and the Revd John Williamson to their new period of service in the Northern and Mersey Provinces respectively.

The following resolutions were then moved and agreed:

3. The Assembly appoints the Revd John Francis Slow as Moderator of the East Midlands Province for a period of seven years from September 1st, 1979.

The Moderator received Mr. Slow.

4. The Assembly thanks the Revd John White for his service to the Church as Moderator of the East Midlands Province of the Congregational Church in England and Wales from 1960-72 and of the URC from 1972.

The Moderator expressed the thanks of the Assembly and Mr White replied.

Dr Newbigin then moved:

5. The Assembly resolves, subject to ratification at the Assembly of 1980, to amend the Basis of Union by the insertion of the following clause in section 9(5) governing the membership of the Assembly:

Such number of representatives of the Fellowship of United Reformed Youth as the Assembly shall from time to time determine.

On the proposition of the Revd R.H. Smith, seconded by the Revd G. Sirkett, this was amended by the insertion of the words 'being members of the United Reformed Church', and passed in this amended form.

The following was also agreed:

6. The Assembly resolves, subject to ratification at the Assembly of 1980, to delete paragraph 9(5)(h) from the Basis of Union with effect that there shall no longer be a category of 'corresponding members' of the Assembly.

PROVINCIAL TRUSTS

On the motion of the Clerk the following resolutions were agreed:

1. The Assembly, consonant with the provisions of the URC Act of 1972, paragraph 19(4), gives approval to the establishment of the Trust Body to be named The United Reformed Church (South Western Synod) Incorporated.
2. The Assembly consonant with the provisions of the URC Act of 1972, paragraph 9(4), gives approval to the establishment of the Trust Body to be named The United Reformed Church (West Midlands) Trust Limited.

APPOINTMENT OF DIRECTORS

The following appointments were made of those to serve as directors of the named Trust bodies:

Hertfordshire Congregational Union (Incorporated)
Mr. Peter G. Trowell

Berks, South Oxon and South Bucks Congregational Union Incorporated
The Revd Peter Grimshaw

Yorkshire Congregational Union (Incorporated)
Messrs F. Briggs, J. Throssell, K. Parker; the Revd K.J. Brock and
A.G. Burroughs

GENERAL SECRETARY REVIEW COMMITTEE (Reports pp. 8-9)

The Moderator called upon the Revd R.J. Hall to present the report of the General Secretary Review Committee.

The following resolution was then moved and agreed:

1. The Assembly receives the report of the General Secretary Review Committee and resolves to appoint the Revd Bernard George Thorogood as Clerk to the Assembly and General Secretary of the United Reformed Church as from a date not later than January 1st, 1981 and preferably earlier.

The Revd Bernard Thorogood was received with acclamation and spoke to the Assembly.

The following resolution was then agreed:

2. The Assembly requests the Revd Arthur Macarthur to delay his retirement as Clerk to the Assembly and General Secretary until May 31st, 1980.

The Moderator vacated the Chair which was taken by Bishop Newbigin while the following resolutions were proposed and agreed:

3. The Assembly resolves that the Revd Robert Latham shall be acting Clerk to the Assembly and General Secretary from June 1st, 1980 until the Revd Bernard Thorogood takes office.
4. The Assembly instructs the Nominations Committee to bring to the Executive Committee a name for appointment as Secretary of the Church Life Department to succeed the Revd R.O. Latham not later than the Assembly of 1980.

The Moderator resumed the Chair, and it was agreed that a letter should be sent to the Council for World Mission conveying the support and solidarity of the URC in connection with the appointment of the Revd Bernard Thorogood to the URC General Secretaryship, and that this concern should also be expressed by the four URC representatives to the Council for World Mission.

DEPLOYMENT COMMITTEE (Reports pp. 9-10)

The Revd A.G. Burnham presented the Report of the Deployment Committee which, on his motion was duly noted.

In reply to a question the Chairman confirmed that authority to determine Provincial Quotas was given to the Committee by last year's Assembly.

COMMITTEE TO REVIEW THE MANSE SYSTEM (Reports pp. 10-14)

Mr J.A. Cumming, seconded by the Revd G. Roper, submitted the report of the Committee appointed to review the Manse system and the recommendations they had to make.

The report was received and the resolutions adopted as follows:

1. The Assembly resolves that the provision of a dwelling for the minister shall continue to be part of the normal conditions of service.
2. The Assembly recognises that adherence to the manse system implies a responsibility to offer a home in retirement to any minister who would otherwise be homeless, and equally to offer a home to any minister's widow. The Assembly therefore
 - (a) urges members to respond generously to the appeal made by the United Reformed Church Retired Ministers' Housing Society Ltd;
 - (b) commends those provinces which have set up funds for housing the ministry in retirement and calls for imagination and flexibility to be exercised in their use;
 - (c) encourages synods, trustees and local churches to take opportunities which arise to release resources for the housing of the ministry in retirement;

- (d) requests those responsible for the application of funds which could be so used to consider making loans to enable ministers to buy homes for their retirement.
 - (e) requests the Finance and Administration Department to ensure that a home is offered to the widow and any dependent children of a minister who dies in service.
3. The Assembly acknowledges
 - (a) the wish of some ministers to be owner-occupiers and
 - (b) the problems such a course can create for the stewards of the Church's material resources;
 - (c) the desirability of reviewing housing allowances annually.
 4. The Assembly requests District Councils to take note of the condition and facilities of the manse, or of alternative housing arrangements before concurring in calls and when making visitations.
 5. The Assembly calls upon local churches whose minister does not have the use of a separate room as a study to provide one.

The Committee having completed its work was discharged with thanks, and the Moderator expressed personal thanks to the Chairman and the Secretary.

ORDINATION OF LOCAL PASTORS

Dr Newbiggin introduced Appendix 4 of the report of the Executive (pp. 14-15 Reports) and then proposed:

7. The Assembly agrees that the ordination of a local Pastor under the resolution of the Assembly of 1978 authorises him/her to exercise the ministry of Word and Sacraments in the name of the United Reformed Church and therefore makes him/her a minister of the Church Universal.

So long as he/she continues to minister in the same sphere as at present, conditions of service shall remain as previously settled.

Should such a minister wish to be eligible to be called to a stipendiary charge, the Ministerial Training Committee shall consider what further training, if any, he/she shall be required to undertake. Having satisfactorily completed such training as may have been required, he/she shall be eligible to be called and inducted to any vacant charge.

The Revd Peter Chesney proposed the following amendment:

Everything following 'Church Universal' to be deleted and the following inserted:

so long as he/she continues to minister in the same pastorate as at present, conditions of service shall remain as previously settled, except on the recommendation of the District Council with the specific agreement of the Maintenance of the Ministry Committee.

This was seconded by the Revd M.F. Hubbard, and lost when put to the vote.

Dr Newbiggin then proposed and it was agreed that the resolution be amended to read as follows:

7. The Assembly agrees that the ordination of a Local Pastor under the resolution of the Assembly of 1978 authorises him/her to exercise the ministry of Word and Sacraments in the name of the United Reformed Church and therefore makes him/her a minister of the Church Universal.

So long as he/she continues to minister in the same pastorate as at present, conditions of service shall remain as previously settled, except on the recommendation of the District Council with, where appropriate, the specific agreement of the Maintenance of the Ministry Committee.

Should such a minister wish to be eligible to be called to a stipendiary charge, the Ministerial Training Committee shall consider what further training, if any, he/she shall be required to undertake. Having satisfactorily completed such training as may have been required, he/she shall be eligible to be called and inducted to any vacant charge.

In this form it was put to the vote and agreed.

PRIORITIES AND RESOURCES GROUP (Reports pp. 15-16)

The Revd J.E. Young presented the first report of the group appointed to review the priorities and resources of the Church issued separately as "Consider these things." The Revd John Waller seconded the presentation and a considerable discussion followed. On their motion the Assembly resolved as follows:

The Assembly welcomes the interim Report of the Priorities and Resources Group and commends it for discussion in Synods, District Councils and local churches. It encourages all those concerned to send comments to the Revd J.E. Young not later than November 30th, 1979, and urges the group to continue its work, taking the comments into account, and to bring to the Assembly of 1980 proposals for the development of the life and mission of the URC in the next decade.

The Moderator suggested that a leaflet summarising the report might help churches in their discussion.

CHRISTIAN STEWARDSHIP (Reports pp. 17-18)

The Moderator invited the Revd J.B. Simpson to present the Christian Stewardship Report. On his motion it was received and the following resolutions adopted:

1. The Assembly draws the attention of Provinces and Districts to the National Stewardship Training Conference to be held in the Congregational College, Manchester, 28th-30th March, 1980 and urges each District to ensure that it is represented at the Conference.
2. The Assembly encouraged by the number of churches who are carrying through Christian Stewardship programmes, requests them to send reports of their experiences and copies of the literature and material they have produced to the Secretary for Stewardship.

APPLICATIONS COMMITTEE (Reports pp. 18-20)

The Applications Committee report was presented by the Revd Harold Springbett and was received.

On his motion it was agreed that:

1. The Assembly grants the application from the church at West Cliff, Whitby to secede from the United Reformed Church and agrees to support an application to the Charity Commission for a scheme to administer the property thereof for the benefit of the local church.

Mr Springbett gave notice that a similar application was under consideration from the Church at Blakeney, Gloucestershire, and he was given authority to bring this to the Executive Committee.

The following resolutions were then agreed:

2. The Assembly resolves that each District Council, as part of its oversight of the ministry, shall keep a Roll of those ministers resident within its bounds

who are neither in pastoral charge nor retired, being marked 'D' in the Year Book. It shall consider the names on this Roll annually and make any proposals for revision to the Synod through the Provincial Moderator. Where the Synod considers that such revision is required, it shall make any appropriate recommendations through the Applications Committee to the General Assembly.

3. The Assembly adopts the regulations regarding the eligibility of ministers of other Churches for entry into the ministry of the URC, set out in Appendix 1 (Reports pp. 20) in place of those laid down in 1972 and authorises the Applications Committee to act in accordance with them.

PUBLICATIONS AND PUBLICITY COMMITTEE (Reports pp. 21-22)

The Moderator invited the Revd E. Banyard to introduce the Publications and Publicity Committee report which was received.

Mr Donald Finnan, Manager of the Tavistock Bookshop, was introduced to the Assembly and invited to speak.

The Revd E. Banyard then moved the following resolutions which were agreed:

1. The Assembly requests the Treasurership Committee to explore ways of increasing the capital resources of Tavistock Bookshop.
2. The Assembly requests the Budget Committee to consider provision of Public Relations facilities.
3. The Assembly endorses the intention to transfer the main accounting work and appropriate control and monitoring of Tavistock Bookshop to the Finance and Administration Department.
4. The Assembly urges local churches and all members of the URC to promote and use Tavistock Bookshop and Reform.

PROVINCIAL MODERATORS (Reports pp. 23-25)

The report of the Provincial Moderators was presented by the Revd John White the retiring Moderator of the East Midlands Province. The report setting out important considerations based on the Moderators' unique knowledge of the Church was duly received.

CHURCH LIFE DEPARTMENT (Reports pp. 26-52)

The report of the Church Life Department was presented by the Revd Dr Kenneth Slack Chairman, who drew attention to some necessary corrections in the report. With the agreement of the Assembly, matters of personalia were first considered. The Revd David Holt Roberts paid tribute to the service of the Revd Alan MacLeod as a missionary, Professor of Old Testament Studies and as Principal of Westminster College and on Dr Slack's motion the following resolution was passed:

1. (i) The Assembly accepts with regret the resignation of the Revd Principal A.G. MacLeod, MA., from the offices of Principal and Professor of Old Testament Language, Literature and Theology as from August 31st, 1979 and resolves that he be recognised as Principal Emeritus.
- (ii) In accepting the resignation of the Revd Alan Gordon MacLeod, MA., from the office of Principal of Westminster College and the Chair of Old Testament Studies therein, the Assembly desires to place on record its deep sense of gratitude for all that he has done for the Church - both at home and overseas - and for the College.

The Moderator received Principal MacLeod who responded to the tributes paid to him.

On the motion of Dr Lesslie Newbigin, Chairman of the Committee on Nominations to Professorships, it was agreed that:

2. The Assembly resolves that the Revd Martin Cressey, MA., be appointed Principal of Westminster College, Cambridge from September 1st, 1979.

The Moderator received Professor Cressey who addressed the Assembly on his appointment.

Dr Newbigin further moved:

3. The Assembly resolves that the Revd Walter Houston, MA., D.Phil., be appointed Old Testament Professor at Westminster College, Cambridge, as from September 1st, 1979.

This was agreed and Dr Houston was received by the Moderator and responded.

The following resolutions were then agreed:

4. The Assembly instructs the Cambridge District Council to arrange in consultation with the Senatus for the installation of the Revd Martin Cressey as Principal of Westminster College, Cambridge, and for the induction of the Revd Dr Walter Houston to the Chair of Old Testament Studies.
5. The Assembly recognises the Revd Dr R.J. McKelvey as Principal of the Congregational College, Manchester and agrees that he be received by the Assembly, marking his appointment as Principal.

Dr McKelvey was received by the Moderator and spoke to the Assembly.

The Moderator led the Assembly in prayer for those received and for the whole work of ministerial training.

The Chairman, Dr Slack, then presented the remainder of the Report of the Department and on his motion the Report was received and discussion followed.

The Revd David Dale, as Chairman, spoke to the section of the report dealing with the Committee on the Ministry of Healing.

The Moderator received Wing Commander the Revd C.G. Prenton, the senior serving URC Chaplain in the Forces who, in responding, stressed the importance of the work done by Chaplains and officiating Chaplains.

The Assembly was addressed by Mr. Stephen Brown and Miss Lyn Carruthers who gave an account of their attendance at the World Festival of Youth and Students in Havana.

Questions were addressed to the Department on several sections of the report and answered by the officers responsible.

The Chairman of the Ministerial Training Committee, Dr Newbigin, then spoke to the proposal to introduce an Auxiliary Ministry into the life of the URC as set out in Appendix I to the Report (pp. 46-52).

In moving the following resolution Dr Newbigin sought and received the consent of the Assembly to the deletion of the words 'under the same oversight but'.

On a question from the Revd J. Taylor, the Chairman gave assurance that the wording of the resolution was not intended to exclude retired people and housewives and it was agreed that this assurance should be recorded in the minutes and made clear in subsequent descriptions of this form of ministry.

The omission of a paragraph from the Appendix was noted, its substance indicated and acknowledged to be a part of these working guidelines.

The following was then put and agreed by a majority of well over two-thirds of those present and voting and subject to the ratification of the Assembly of 1980.

6. (i) The Assembly resolves to amend the Scheme of Union, paragraph 7(21) by adding the following words:
'others serve as auxiliary ministers continuing in other occupations and earning their livelihood within them.'

The following were then agreed:

6. (ii) The Assembly accepts Appendix 1 as working guidelines for the institution of this auxiliary ministry.

Assurance was given that these could be modified in future years should comment require.

6. (iii) The Assembly instructs the Ministerial Training Committee to proceed with the preparatory planning and training of tutors for an auxiliary ministry.

The next proposal was amended by the substitution of the words 'not exceeding' for 'of' and passed in the following form:

6. (iv) The Assembly supports the inclusion in the Budget for 1981 of an additional sum not exceeding £15,000 in order to provide the necessary resources in that year and meanwhile authorises the Ministerial Training Committee to use resources in the Ministerial Training Fund.

The following resolution was then moved:

The Assembly resolves that in consultation with the Maintenance of the Ministry Committee and the Deployment Committee, the United Reformed Church should seek candidates for the full-time ministry at a recruitment level of 20% above replacement needs.

but in the light of the discussion was withdrawn for consideration at next Assembly.

The following resolution was then moved and spoken to by the Revd J.W.P. Williamson. On being put to the vote it was agreed:

7. The Assembly resolves to establish a Register of Nationally Accredited Lay Preachers to be administered by the Supplementary Ministries Committee under the following conditions:

The Committee may admit to the Register of Accredited Lay Preachers those who:

- (a) are members of the United Reformed Church
- (b) have been commended by their Church Meeting to their District Council
- (c) have been accredited as Lay Preachers by their District Council
- (d) have completed the Lay Preachers' Certificate of the United Reformed Church to the satisfaction of the tutors and assessors appointed.

The Committee may modify or dispense with the requirements in (d) above on grounds of age, qualifications and experience and asks the Supplementary Ministries Committee to give sympathetic consideration to those experienced lay preachers who do not hold a lay preachers' Certificate particularly during the initial stages of the scheme.

District Councils are asked to prepare a list of lay preachers who under 8 or 9 above they wish to recommend to the Supplementary Ministries Committee for inclusion on the Register of Nationally Accredited Lay Preachers.

8. The Assembly authorises District Councils to ordain to the Ministry of Word and Sacraments those deaconesses presently serving in charge of local churches within the District and agrees that:

- (a) Deaconesses so ordained shall be eligible for appointment as full-time

Ministers subject to call and to the agreement in each case of the District Council, the Maintenance of the Ministry Committee, and to any necessary alteration in deployment quotas agreed by the Deployment Committee.

- (b) Meanwhile they shall continue to serve in their present charge in accordance with terms previously agreed with the Supplementary Ministries Committee.
- (c) Their names will appear in the Roll of Ministers together with a record of their service as deaconesses and the date of their ordination to the Ministry of Word and Sacraments.
- (d) They shall be entitled to remain in the same pension scheme as formerly.
- (e) Any deaconess not wishing to become a minister shall be permitted to continue as at present, under the appointment of the Supplementary Ministries Committee.
- (f) Recruitment and training of further deaconesses in the URC shall cease forthwith.
- (g) Negotiations shall proceed with the Finance & Administration Central Committee to adjust the sources of payments of deaconesses once they become ministers, and to alter the sums required by the Unified Appeal and the Maintenance of the Ministry Fund accordingly.
- (h) Allowances for housing arrangements shall continue as at present until they receive a call to a new appointment.
- (i) Any funds given for the Deaconess service, when no longer required, shall be available to the Supplementary Ministries Committee to help fund Church Community Workers.

The Secretary of the Church Life Department, the Rt Revd R.O. Latham, expressed the thanks of the Assembly to the Revd J.W.P. Williamson for his service as Chairman of the Supplementary Ministries Committee.

The following resolutions were then agreed:

9. The Assembly, recognising the validity of the principle that the local church is a worshipping and learning community of all ages:
 - encourages the Christian Education and Children's Work Committees to embark upon a programme to help local churches interpret this principle;
 - draws the attention of local churches to the value of an integrated education programme;
 - once more commends the Church Community Education Programme 'Partners in Learning' as a curriculum for this purpose.
10. The Assembly expresses its pleasure at the expansion of the children's organisation 'Pilots' and commends it to local churches wishing to develop their ministry among boys and girls.
11. The Assembly encourages District Councils to add to their associate membership two young people (under 25 years of age) nominated by the District Youth Forum, Committee or equivalent body.

The Revd G.D.Gill, seconded by the Revd Derek M. Wales, moved:

The Assembly, recognising the growing need for a new hymn book within the United Reformed Church, urges the Doctrine and Worship Committee

- (a) warmly to welcome any invitation from the Methodist Church to co-operate in the preparation of a new hymn book, ecumenical in spirit and range;
- (b) to accept any such invitation and to co-operate as fully as possible in this work.

At the instance of Dr Slack an amendment was suggested, but since it was not acceptable to the movers Dr Slack withdrew it and gave support to the general tenor of the proposal.

A further amended version suggested by the Revd D. McIlhagga was accepted by the movers and the resolution was agreed in the following form:

12. The Assembly, recognising the growing need for a new hymn book within the United Reformed Church, urges the Doctrine and Worship Committee warmly to welcome an invitation from the Methodist Church to co-operate in the preparation of a new hymn book, ecumenical in spirit and range and to consider seriously co-operating in the compilation and publication of such a book.

The Doctrine and Worship Committee sought permission to substitute the following for the resolution in the Reports:

The Assembly resolves that the questions in Schedule C in the Basis of Union be retained as the standard form at all Ordinations and that the revised set of questions set out in paragraph 117 be adopted as an alternative set that may be used at Inductions subject to ratification at the Assembly of 1980.

The Assembly agreed to this substitution.

On behalf of the North Western Synod the Revd Mary Wyatt offered to withdraw a resolution put forward by the Province seeking to refer the matter back to the Committee and this withdrawal was accepted.

On being put to the vote the substituted resolution did not receive the two-thirds majority required for such decisions, and therefore fell to the ground.

The following resolution was then moved:

13. The Assembly receives the revision of Schedule D appearing on pp. 42/43 of the Reports for consideration by Provincial Synods, and District Councils, with a view to it being approved by Assembly 1980.

Attention was drawn to the following amendments to the revision of the Schedule to be proposed by Professor Buick Knox. On behalf of the Committee and with the agreement of the Assembly these were accepted:

line 11 - what Christians believe and do
line 22 - sought (in place of 'tried')
line 36 - diversity (in place of 'differences')
line 47 - be subordinate to (in place of 'take second place to')
line 50 - delete 'state and'
line 54 - Churches (cap 'C')

On being put to the vote the resolution was agreed subject to these amendments to the Schedule.

The Rt Revd R.O. Latham spoke to the following resolution which was adopted with acclamation:

The Assembly records its thanks to the retiring committee members who have served with distinction, and in particular to Mr John Ross whose theological contribution has been outstanding and whose service extends without a break from 1943 in the Presbyterian Church of England Doctrine Committee through to 1979 in the United Reformed Church Doctrine and Worship Committee.

Miss Hilary J. Paton, seconded by Miss Hughes, moved:

Assembly refers for discussion in Synods and Districts a proposal to amend the Scheme of Union so that to the membership of District Councils be added:

'Two young people, being members of the URC, nominated by the District Youth Forum, Committee or equivalent'

and to the membership of Provincial Synods:

'Two young people, being members of the URC, nominated by the Provincial Youth Forum, Committee or equivalent'.

This was agreed.

On a question from the Revd M. Hanson concerning the standing of the 'liturgical' version of Schedule D of the Basis of Union, the Clerk stated that this was reported in the Assembly Reports of 1974 and had not been challenged. Since its wording was virtually identical with the original its current use seemed to be acceptable. Dr Newbigin drew attention to small variations that are not generally acceptable and these were noted for consideration before any further printing.

YOUTH LEADERSHIP TRAINING OFFICERS

The Revd M.D. Whitehorn, seconded by the Revd Roy Clarke, moved on behalf of the Southern Province:

The Assembly, recognizing the value of the work already done by the Revd E.F. Cattermole, Youth Leadership Training Officer for the Southern and Wessex Provinces, approves the appointment of six regional full-time Youth Leadership Training Officers by the end of 1981 and instructs the appropriate Assembly Committee to provide the necessary financial resources for such appointments in the 1981 Unified Appeal Budget.

The Revd A.F.T. Evans, seconded by the Revd Gillian Bobbett, moved as an amendment:

The Assembly, recognizing the value of the work of the Youth Leadership Training Officers, approves the appointment of six regional full-time Youth Leadership Training Officers (or their part-time equivalents) by the end of 1981, and instructs the appropriate Assembly Committee to provide the necessary financial resources in the 1981 Unified Appeal Budget which, in addition to income from grant-aid, charities, local churches and provinces, will fund these appointments.

Mr Whitehorn withdrew the original proposal in favour of the amendment.

On the motion of the Clerk, seconded by Dr Slack, the amended resolution was referred to the Church Life Department for consideration in the preparation of the Departmental Budget for 1981.

The Revd A.J.G. Walker, seconded by Revd J.W.P. Williamson moved a resolution which was by leave amended by the insertion of the words 'after consultation with the W.C. & M Department' and adopted in the following form:

The Assembly believes that the time has come for a reappraisal of the procedures appropriate for authorising presidency at sacramental services in the case of those who are not ordained ministers. The Assembly therefore asks the Church Life Department to examine the practice of the Church in this respect since its formation, and to report its findings to the next Assembly. The Assembly invites the Department, after consultation with the World Church and Mission Department, to notify Synods and District Councils prior to the next Assembly of any proposed modification of the Scheme of Union which it may consider appropriate.

CHURCH AND SOCIETY DEPARTMENT (Reports pp. 53-61)

The report of the Church and Society Department was presented by the Chairman, the Revd John Johansen-Berg, and on his motion the report was received.

Discussion followed concerning Proportional Representation and the Bingham Report. The following resolution was then moved and spoken to by the Revd John Reardon, Secretary of the Department.

1. The Assembly commends the annual World Development 1% Appeal to all member churches, urging them to present it to their own membership for individual response; and agrees that 85% of all money raised should be used for overseas development programmes through co-operation with Christian Aid, and that 15% of all money raised should be used in this country to finance development education, the promotion of the Appeal and political action for world development, including support of the World Development Movement.

The Revd Andrew Hodgson, on behalf of the North Western Province, seconded by Mrs. J.L. Armour, moved as an amendment:

Assembly agrees to allocate the monies raised through the World Development 1% Appeal in the following way: 75% for development and 25% for development education within this country.

On being put to the vote the amendment was lost and the original motion was carried.

The following resolutions were then put and agreed:

2. The Assembly commends the One World Week 1979 to the member churches, urging them to use it as an opportunity for development education and ecumenical co-operation.
3. The Assembly urges HM Government to continue to negotiate, as a matter of urgency, for a comprehensive test ban treaty with regard to nuclear weapons; to continue to work for mutual and balanced force reductions in Europe; to press for reductions in stock-piles of nuclear and conventional weapons; to investigate the possibilities of redirecting some of our own arms expenditures into areas of social need at home and into world development projects abroad; to set up research projects into the use of unarmed units in civil conflicts and in certain other confrontations where at present armed units are used in default of any alternative being available.
4. The Assembly urges Districts and Church Meetings to study the issues raised by the UN Special Session on Disarmament and draws attention to the Information Pack on the subject (published by the Society of Friends).

The Assembly agreed to substitute 'the Officers of the Assembly' for 'the Treasurership Committee' in the following resolution which was carried in this form:

5. (a) The Assembly, recognising that the policy of constructive economic engagement with South Africa is not sufficiently effective in bringing about social, economic and political changes which are fundamental, and realising that the seriousness and urgency of the situation require more fundamental changes in such areas if an escalation of violence in Southern Africa is to be avoided, agrees that the possibility of disengagement should be considered carefully, recommends Provinces to make possible the study of the collection of Papers on Investment prepared by the Church and Society Department to summarise current research reports on the issues, and to consider the implications of the various options.

The Chairman drew attention to the expected report of the British Council of Churches on this matter.

- (b) Assembly requests the Officers of the Assembly to write to all banks in which the URC has shares to request them to halt loans to the South African Government and its Agencies.
 - (c) Assembly, in view of the statement made in November 1977 by the Chancellor of the Exchequer, Mr Denis Healey, giving an assurance that HM Government intended to discourage investment by British industry in South Africa, urges HM Government to implement such a policy, including the ending of export guarantees and credits for British exports to South Africa.
6. The Assembly urges its member churches to encourage their congregations to consider the important issues raised in the direct elections to the European Parliament and to play a full part in the election process.

7. The Assembly welcomes the proposal of the Presbyterian Housing Ltd., to develop its work initially in London and the Home Counties and encourages it to work in close co-operation with the appropriate committees and agencies of the Church, permits it to change its name to the 'United Reformed Church Housing Association Limited', with the understanding that being a Limited Company there would be no financial liability for the United Reformed Church, and asks the Wessex, Eastern, Thames North and Southern Provinces, the Church and Society Department and the Development in New Areas and Care of Existing Church Buildings Committee each to nominate a representative to serve on its Management Committee.

The Revd Norman Birnie, seconded by the Revd S.V. Evans, moved:

The Assembly reaffirms its opposition to Racism in any form; encourages its people to support the programmes of Christian Aid; but regrets and disapproves vigorously the provision by the World Council of Churches of financial support for terrorist organisations.

Discussion followed with regard to the grant given to the Patriotic Front. Professor Cressey then proposed that the question be not put, which was seconded by Dr Kenneth Slack, and agreed by the Assembly.

The Moderator expressed the Assembly's thanks to the Revd J. Johansen-Berg for his service as Chairman of the Church and Society Department at this point when he stands down from that office.

WORLD CHURCH AND MISSION DEPARTMENT (Reports pp. 62-69)

Professor Martin Cressey presented the World Church and Mission Department Report.

Mr J. Gilbey then introduced to the Moderator and the Assembly the following missionaries on furlough:

The Revd and Mrs Claybon Allen	(Presbyterian Church of Malaysia)
Miss Jean Bald	(Church of South India)
Miss Sally Green	(United Church in Papua, New Guinea and the Solomon Islands)
The Revd and Mrs Tom Hawthorn	(Gilbert Islands)
Miss Dora Smith	(Church of South India)
The Revd J. Pratt	(Church of South India)

and subsequently spoke about the work of the Missionary and Ecumenical Work Abroad Committee.

A vivid picture was presented by a group of the possibilities and problems involved in the reception of ministers coming from the younger Churches to work in pastorates in this country.

On the motion of Professor Cressey the Report was received and discussion followed. It was then moved and agreed that:

1. The Assembly welcomes the report on the first steps in the Nationwide Initiative in Evangelism and the general direction which it is being given, urges local churches to take an active part in shaping the enterprise, to use the resources being made available by the Initiative Committee, and to co-operate with area committees as they are set up, by supplying information and in other ways.
2. The Assembly invites the Council for World Mission to send representatives to visit the URC for consultation about the mission of the Church in this country.
3. The Assembly agrees that the present office of Consultant on Jewish Affairs be now designated as Adviser on Jewish Affairs with an ex-officio place on the Mission and Other Faiths Committee, and that the Revd R.L. Lewis serve as Adviser for the period 1979-81.
4. The Assembly urges the Deployment and Maintenance of the Ministry Committees to find means in terms of quotas and finance to support three special full-time ministries of missionaries from overseas within the URC in England and Wales.

The Assembly took up consideration of the report of the Finance and Administration Department which was submitted by Mr Leslie Palmer, the Honorary Treasurer, on whose motion the report was received. On the suggestion of the Clerk an order of proceeding in respect of the resolutions of the Department and the many additional resolutions and amendments was agreed.

On the motion of the Treasurer the following was adopted:

1. The Assembly notes the satisfactory response to the Unified Appeal of 1978 and records its thanks to all who contributed to this.

The Accounts were submitted by Mr R.S. Martin, Chairman of the Treasurership Committee, at whose suggestion Mr Grey of Messrs Robson Rhodes, the Auditors, was invited to read the Certificate issued by his firm.

The Accounts for the year ended 1978 were then received and adopted.

On the proposal of the Revd R.G. Walker the following resolution was adopted:

2. Assembly approves the change of name of the Development in New Areas and Care of Existing Church Buildings Committee to Church Buildings Committee.

Mr H.E. Greening, Chairman of the Retired Ministers' Housing Society, spoke of proposals which were then adopted:

3. Assembly adopts the following as guidelines for the housing of retired ministers and ministers' widows:-
 - (i) The United Reformed Church delegates to its Finance and Administration Department the responsibility for providing housing for retired ministers and ministers' widows and this it exercises through the United Reformed Church Retired Ministers' Housing Society Limited, an independent Company operating within the Finance Department.
 - (ii) The Housing Society within its resources has approximately 50 houses and this stock is being increased by legacy and purchase. The Society also has in its control a number of houses belonging to the Church and used for housing retired ministers and ministers' widows.
 - (iii) The Memorial Hall Trust and certain Provinces are active in the provision of housing for retired ministers and ministers' widows and the Housing Society seeks to co-ordinate requests. The Society is able to enter into joint purchase agreements with ministers and ministers' widows. The Memorial Hall Trust does not do this.
 - (iv) The Society appeals for funds to enable it to provide the kind of housing required by retired ministers and ministers' widows.
 - (v) The Church regards it as a matter of integrity that retired ministers and ministers' widows should be adequately housed and supports the Housing Society in its appeal for funds and its objects.
4. The Assembly approves the appointment of a 'Retired Ministers' Housing Committee' within the Finance and Administration Department to have oversight of matters concerned with the provision of retirement housing for ministers and ministers' widows and to manage the properties held on behalf of the United Reformed Church. The Committee shall consist of all the members of the Committee of Management of the United Reformed Church Retired Ministers' Housing Society Limited, with the ex-officio officers of the Department.

On the motion of the Honorary Treasurer the Assembly approved the Budget for 1980 presented by the Budget Committee.

Mr Noel Tinsley, Chairman of the Maintenance of the Ministry Committee, introduced

the report of that Committee, together with supplementary papers.

The Revd Graham Cook, seconded by the Revd Geoffrey Rodham, then moved:

Assembly rejects the suggested assessment for 1980 and refers the whole Scheme of Ministerial Remuneration to a group to be appointed. This group is to suggest an alternative scheme and to that end is requested to bring such a scheme to the Churches in time for it to be considered at the October Synods and at a subsequent Executive Committee.

This motion had originated in the Leeds District Council and was supported by the Revd D.G. Stewart and the Revd T. Russell on behalf of the General Purposes Committee of the North-West Province and was the subject of long and serious consideration. On being put to the vote the resolution was defeated.

Mr. Tinsley then moved:

5. Assembly, in view of the need of the Pension Funds for new capital to secure their long-term viability, and to make some improvement in the pensions payable to ex-Congregational ministers in respect of service given before 1971, resolves that a sum of £250,000 be included for that purpose in the Maintenance of the Ministry Budget for 1980 and that appropriate sums shall be included in subsequent years.

The Revd R. West spoke to the following proposal submitted by the North-West Synod, but in the light of the Committee's own proposal he asked leave to withdraw it and this was agreed:

The Assembly concurs with the deep concern felt by the North-West Province about the inadequacy of pensions provided for ministers in retirement, especially for those ministers of the former Congregational Church to whom membership of a regular pension fund was not available, and resolves to take immediate steps to remedy this situation, if necessary by way of an appropriate assessment on the churches for this purpose, to accompany the assessment presently made for the purposes of the Scheme of Ministerial Remuneration.

A question was asked as to whether consideration had been given to the employment of an Insurance Company to handle the pension funds of the Church. Mr Herbert Fisher, Chairman of the Pensions Sub-Committee, gave the reasons why this was not considered to be advantageous in relation to these particular funds. He gave assurance that valuations of the Funds would now take place at three yearly intervals.

The Committee's proposal was then adopted.

Mr.N.Tinsley then moved:-

6. Assembly gives general approval to the Maintenance of the Ministry Budget for 1980 noting that it allows for an increase of 15% in ministers' stipends payable from July 1st, 1980.

and this was agreed.

He then moved:

7. Assembly rescinds the decision taken in 1978 to increase ministerial stipends by 15% and resolves that ministerial basic stipends shall be increased by 10% effective from July 1st, 1979.

Annual stipends will, therefore, be increased:

- (i) for Deaconesses
from £2,330 to £2,563 for the first ten years of service
£2,380 to £2,618 for the next ten years of service
£2,430 to £2,673 after twenty years.

In accordance with previous arrangements, £150 of the above mentioned figures shall be provided by local churches in the form of heating and lighting.

- (ii) for Ministers in whole-time scope
 - from £2,430 to £2,673 for the first ten years of service
 - £2,480 to £2,728 for the next ten years of service
 - £2,530 to £2,783 after twenty years.
- (iii) for part-time Ministers, the oversight maximum is amended from £1,750 to £1,925.

The Revd K.E. Roach, seconded by the Revd Michael Hubbard, moved as an amendment:

Assembly rescinds the decision taken in 1978 to increase ministerial stipends by 15% from July 1st, 1979 and resolves that ministerial basic stipend shall be increased by this amount from January 1st 1980.

On being put to the vote the amendment was defeated and the original motion was then agreed.

On the motion of Mr Tinsley the following resolutions were adopted:

- 8. Assembly resolves that the true maximum cost of ministry for the purposes of assessment shall be taken as £3,400 for 1979 and £3,900 for 1980.
- 9. Assembly resolves to amend paragraph 13.7 of the Scheme of Ministerial Remuneration to read as follows:

For churches where the assessment is in excess of the true maximum cost of ministry as determined by the Maintenance of the Ministry Committee and approved by Assembly, the amount of the excess, valued at the same rate in the pound as used in 13.3 of the above, shall become a relief from assessment.

- 10 Assembly resolves that all net assessments, including those recalculated as in Resolution 9, shall be surcharged by 10% payable from July 1st, 1979.

It was then moved:

- 11. Assembly resolves that the rate of assessment for 1980 be 50% of net assessable income and £16.50 per member.

The Revd R. Bocking, seconded by the Revd M. Hanson, moved:

Assembly resolves that the present system of assessment be discontinued as soon as appropriate and the amount contributed by each local church or local ecumenical project, be agreed with that church (or local ecumenical project) after the manner of the Unified Appeal. The Maintenance of the Ministry Committee shall determine the total amount required annually (agreeing with the Deployment Committee the total number of pastors, special ministries, and oversight ministries to be supported by the Fund) and then agree with the Provinces and Districts the fair proportion to be contributed by the churches within their bounds.

On the assurance of the Chairman that the Committee would take this and other proposals into consideration in a full review of the Scheme of Ministerial Remuneration, the mover and seconder asked that this be not pressed to a vote.

The Revd D.E. Clarke, seconded by Mr. W.H. Letman, moved:

Assembly resolves that for 1980 District Councils be empowered to grant to local churches reliefs from increase in assessments to the following extent:

the excess over an increase of 45% of the church's assessment for 1979 under the regulations in force up to June 1979.

On being put to the vote this was not carried and the original motion was approved.

Mr Tinsley then moved:

Assembly resolves to amend the final sentence of paragraph 8.2 of the Scheme from January 1st, 1980 to read:

In the case of a church which cannot be grouped, whose membership is less than 50 and whose assessment would be less than £600, its contribution shall be on a voluntary basis.

In the light of discussion this was withdrawn for further consideration of the figures.

The following resolutions were spoken to on behalf of the Yorkshire and Welsh Provinces respectively, but on assurance given that they would receive careful consideration in the review of the Scheme now to be undertaken, they were not pressed to a vote:

The Assembly resolves that a book be prepared giving details of the scheme in such a way that local treasurers can calculate their own assessable income and the net assessment of their church.

The Assembly resolves that paragraph 12b of the Scheme be amended so that future assessments may be based on assessable income (with certain allowed deductions) and that any transfer to or from reserves for surpluses or deficits be ignored.

The Assembly agrees that a more equitable proportion of housing or car allowances made to ministers be allowed as a deduction.

The Assembly agrees that since travelling expenses reimbursed to Interim Moderators by local churches may cover items other than the cost of petrol and oil, such expenses where paid be allowed as deductions against assessable income on the same basis as in pastorates served by a minister or ministers.

The Assembly agrees that a discount for the single payment of assessment in Group Pastorates should be continued after this year and if possible increased from the present rate of 2½% to the former rate of 5%, thus retaining a positive encouragement to local churches to consider the formation of Group Pastorates.

The Assembly agrees that deficits in church accounts should not be automatically assumed to be met by a transfer from reserves and thus included as an item of assessable income.

On the motion of Mr Palmer the following were then agreed:

12. The Assembly resolves that:

- (i) the firm of Messrs. Hewitt, Woollacott and Chown, 113 Cannon Street, London, EC4N 5AU, and Redhill, Surrey, of which Mr. Norman Pooler is the senior partner, be appointed as Legal Advisers to the General Assembly and its Committees; the arrangement to come into force at a date to be decided by the General Secretary and the Honorary Treasurer.
- (ii) Should circumstances arise to make a termination of the appointment desirable, twelve months' notice shall be given on either side.
- (iii) The Legal Advisers shall be available to advise the General Assembly, its Moderator, the General Secretary, the Hon. Treasurer, the Financial Secretary and the officers of the Congregational Union of England and Wales (Incorporated) and the Presbyterian Church of England Trust; and for such services the Legal Advisers shall be paid an annual retaining fee to be agreed from time to time between the Officers of the Church and the firm.

- (iv) The Legal Advisers shall be entitled to charge appropriate professional costs and disbursements for legal work not covered by the retaining fee.
 - (v) Provincial Synods, District Councils and local churches requiring legal advice or assistance shall have the right to consult the Legal Advisers or any other solicitors, but shall make their own arrangements for payment. The continued availability of the firm of Kingsford Dorman is drawn to the attention of the churches.
13. In connection with the retirement of Mr Philip Simpson and as his legal work for the Church approaches its conclusion, the Assembly records its warm appreciation and grateful thanks to him for his guidance and help, not only to the United Reformed Church but also for many years previously to the Congregational denomination, and wishes him every happiness in his retirement.
 14. The Assembly also records its warm appreciation and grateful thanks for the legal work of Mr Norman Pooler as Legal Adviser to the Presbyterian Church of England from 1962 to 1972 and as the other legal adviser with Mr Philip Simpson to the United Reformed Church and in the steps leading up to its formation, and looks forward to his continued guidance and help in the future.

This completed the business of the Finance and Administration Department and the Moderator expressed the thanks of the Assembly for the way the report had been handled and in particular to Mr L.R. Palmer, whose service as Honorary Treasurer had meant so much to the Church and would be completed before the next Assembly.

REVISIONS OF THE BASIS OF UNION

District Boundaries

The following resolution passed as part of the Structures Committee Report of 1978 was again submitted and ratified:

The Assembly agrees that Synods shall have the power, in consultation with District Councils and churches concerned, to alter the boundaries and number of District Councils within their Province. All such changes shall be reported to the General Assembly.

The following matters were referred for consideration by Synods and Districts in relation to Assembly action concerned with the Basis of Union:

- (a) On the motion of the Clerk the following resolution was agreed:

Assembly refers for discussion in Synods and Districts the proposals from the Provinces of Thames North and West Midlands to amend paragraph 9(4)(d) of the Basis of Union by the addition of District Chairmen and District Treasurers to the membership of Provincial Synods with a view to an appropriate resolution to Assembly 1980.

- (b) Schedule D (Record 1979, p. 18 para. 23)
- (c) Corresponding Members (Record 1979, p. 10)
- (d) Auxillary Ministers (Record 1979, p. 16)
- (e) Members of FURY (Record 1979, p. 10)

ELECTION OF MODERATOR OF ASSEMBLY FOR 1980

The result of the ballot for the Moderator of the General Assembly of 1980 was declared. 521 ballot papers had been returned and the Revd John Johansen-Berg declared to be elected. The Moderator received the Moderator-Elect amid the acclaim of the Assembly and Mr Johansen-Berg addressed the Assembly.

NOMINATIONS COMMITTEE

The Chairman of the Nominations Committee, the Revd A.J.G. Walker reported the appointment of tellers for the election of Moderator 1980/81 as follows:

Mr J.R. Gow (Chairman)
Miss K. Austin
Mrs M. Stokes

On Mr. Walker's motion the Nominations Committee Report was received and the following resolutions were adopted:

1. The Assembly re-appoints Mr L.R. Palmer as Honorary Treasurer of the Church and Chairman of the Finance and Administration Department until December 31st, 1979.
2. The Assembly appoints Mr F.H. Brooman as Honorary Treasurer of the Church and Chairman of the Finance and Administration Department with effect from January 1st, 1980 to serve until Assembly 1986.
3. The Assembly appoints Mr R.T. Clarke as Chairman of the Church and Society Department to serve until Assembly 1985.
4. The Assembly re-appoints the Revd H.M. Springbett as Chairman of the Applications Committee until Assembly 1982.
5. The Assembly re-appoints the Revd R.G. Walker as Chairman of the DINAC Committee until Assembly 1980.
6. The Assembly appoints officers of committees as set out in paragraph 1(e) and (f) of the Report.
7. The Assembly appoints the Revd M.B. Stolton as Assistant Clerk of Assembly to serve until Assembly 1982.
8. The Assembly appoints committees and representatives of the Church for the year 1979-80 as set out in the Appendix to the Report.

The Moderator expressed the Assembly's thanks to the Revd A.J.G. Walker for his service as Chairman of the Nominations Committee since the inception of the URC.

WORSHIP

Worship throughout the Assembly was led by the Revd. Charles K.Meachin, assisted at different times by members of the office staff namely:-

Mrs Sheila Tull, Mrs Eileen Pelling, Miss Doreen Gallant, Mr C.M. Frank and Mr Percy Bush.

THANKS

The business of the Assembly having been completed Mrs Janet Chesney proposed that:

The Assembly records its thanks to all who have contributed to its work. It expresses in particular its thanks to the Ministers, Office-bearers and staff of the City Temple for the use of all the premises and for their many services during the week; to the organists Dr Kenneth Abbott and the Revds Keith Forecast and Peter Chesney; to those who provided hospitality through Mrs. Jill Jenkins, and those who made up Mrs Gwynn-Jones' team for the provision of refreshments. The Assembly further thanks the office staff, the Moderator and his Chaplain, the Clerk and Assistant Clerk and the Chairman and Secretary of the Business Committee.

This was greeted with acclamation

CLOSURE The Assembly, having in the good providence of God brought its business to completion, was led in praise and prayer by the Moderator's Chaplain, assisted by Mr P.W. Bush. The Assembly closed to meet again in the Victoria Hall, Sheffield at 3 p.m. on Tuesday, May 6th, 1980, or at such other time and place as may be duly agreed, and the Moderator pronounced the Benediction.

Robert O. Latham Moderator

Arthur L. Macarthur Clerk

* Omission from 'Auxiliary Ministry' (page 48 of Reports to Assembly 1979):

" 2. The Auxillary Minister will share in the worship and witness of a local church. In some cases he will find there his primary ministry, in others he will find it in special outreach and the development of Christian groups."

COMMITTEES AND REPRESENTATIVES

NOTE: The Moderator, the Moderator-elect, the immediate past Moderator and the General Secretary are members ex officio of every Standing Committee. The Departmental Chairmen and Secretaries are members ex officio of each Committee within their respective Departments. The Secretary of the Finance and Administration Department is a member ex officio of every Committee which has funds.

CHURCH LIFE DEPARTMENT

Chairman: The Revd Dr K. Slack - 1980

Secretary: The Departmental Secretary

CENTRAL COMMITTEE

Provincial Representatives

I	Revd D.A. Welbrock	VII	Mrs M. Bason
II	Revd R.W. Courtney	VIII	Revd Gillian Bobbett
III	Mrs B. Martin	IX	Revd C.B. Baxter
IV	Revd E. Allen	X	Miss S. Fairbairn
V	Mr W.C. Jones	XI	Revd M.D. Whitehorn
VI	Revd W.J. Jones	XII	Mrs N. Morgans

together with the Chairmen of the Committees within the Department and the Revd C.C. Franks.

Members under 25: Miss L. Carruthers, Mr A. Pickles

MINISTERIAL TRAINING

Chairman: The Rt Revd Bishop Lesslie Newbiggin - 1982

Secretary: The Departmental Secretary

Dr C. Binfield	Revd A.S. Dunstone	Revd Janet Sowerbutts
Revd Dr E.C. Blackman	Revd R.J. Hall	Revd D.G. Stewart
Mr R.S. Buzzing	Revd P.C. Jupp	Revd R.J. Way
Revd Kate Compston	Revd Dr S.H. Mayor	

together with the Principals of the recognised Colleges in Bangor, Cambridge, Manchester, Oxford and Swansea

Panel for Assessment Conferences

Revd B. Baker	Revd Kathleen Hendry	Mr J. Simmonds
Mrs Ruth Clarke	Mrs Mary Herbert	Mrs E.M. Steel
Revd G.J. Cook	Revd H.A. Jacquet	Dr G.H. Swanson
Revd A.S. Dunstone	Revd D. McIlhagga	Mr D. Thacker
Dr K.B. Everard	Revd Barbara Meachin	Revd I.L. Thomas
Revd A. Frost	Mr R. Norris	Revd E.W. Todd
Revd W.K. Gathercole	Mrs Beti Onions	Revd G. Williams
Mrs R. Goodfellow	Mr D. Pitkeathly	Revd I.R. Willis
Mrs Gwen Hall	Revd R.K. Scopes	Revd Duncan Wilson
Revd Dr L.C. Green	Mrs P.E.P. Sessions	Revd C. Wilton

together with the General Secretary, the Provincial Moderators and the staffs of the recognised Colleges, and the Chairman and Secretary of the Ministerial Training Committee.

Nominations to Teaching Staff (Westminster College)

Chairman: Rt Revd Bishop Lesslie Newbigin
Secretary: Secretary of Ministerial Training Committee

Principal, Westminster College
Professor John Ferguson
Revd Kathleen M. Hendry

Dr D.A. Sykes
Revd J.E. Young

SUPPLEMENTARY MINISTRIES

Chairman: Dr R.D. Jurd - 1985
Secretary: Secretary for Stewardship and Supplementary Ministries

Miss M.A. Bodey
Revd M.G. Hanson
Mr P. Jones

Mrs S. Owen
Miss P.F. Parrish
Revd R. Royston-Bishop

Revd B.D. Treharne
Mrs O. Russell
Mrs E. Stewart

DOCTRINE AND WORSHIP

Chairman: Revd Dr J. Huxtable - 1980
Secretary: Revd D. McIlhagga - 1981

Revd F.G. Wilson Dennett
Revd Dr I. Fraser
Revd Principal P. Davies
Revd A. Gaunt
Revd Dr C. Gunton

Revd Dr B. Johanson
Revd D.F. Jones
Miss A. Phillips
Revd Dr A.P.F. Sell
Revd C. Thompson

Dr D.A. Sykes
Revd Dr J. Heywood Thomas
Dr A.K. Waters
Revd J.W.P. Williamson

CHRISTIAN EDUCATION

Chairman: Revd Margaret T. Taylor - 1985
Secretary: The Christian Education Secretary

Mr A. Haywood
Revd David Jenkins
Mrs Jeanne Jones

Revd A. McLellan
Miss C. Parker
Revd J. Robinson

Mrs M. Strange
Revd S.M. Thornton
Mr B. Worrall

YOUTH WORK

Chairman: Revd J.E. Mather - 1981
Secretary: The Youth Secretary

Mrs S. Ackroyd
Miss R. Campbell
Mr B. Cox
Revd R. Diffey

Revd A.F.T. Evans
Mr R.D. Hall
Revd A.K. McNicol

Revd D. Newman
Mrs S. Quilter
Revd G.J. Spicer
1 vacancy

Members under 25:

Mr S. Brown
Miss L. Carruthers
Miss S. Frost
Mr J.A. Hardaker

Mr A. Kumar
Miss A. Pagan
Miss R. Paterson
Miss H. Paton

Mr A. Pickles
Miss S. Raggett
Miss V. Ross
Mr M. Faulkner

CHILDREN'S WORK

Chairman: Revd G. Jenkins - 1983
Secretary: The Christian Education Secretary

Miss Lesley Beale	Mr P. Lovett	Revd Helen Pullin
Revd G.R. Chapman	Mrs G. Page	Mrs R. Scarrow
Revd A.B. Holroyd	Mrs J. Palmer	Revd Pamela Ward

MINISTRY OF HEALING

Chairman: Revd D. Dale - 1981
Secretary: Secretary for Stewardship and Supplementary Ministries

Miss Ruth Archer	Revd K.J. Hibberd	Mrs G. Swain
Dr W.G. Campbell	Revd D.M. Main	Dr E. Welford
Revd R.L. Gordon	Revd Dr J. Parry	
Revd Dr T.E. Grant	Revd F.A. Shield	

CHAPLAINS AND STUDENTS

Chairman: Revd Dr L.C. Green - 1984
Secretary: Revd P.C. Jupp - 1985

Mr J. Bunker	Revd B. Moss	Revd Dr A. Sell
Miss Bethan Davies	Miss Barbara Moyser	Revd A.D. Tucker
Revd E.C. Marvin	Prof. R.L.E. Schwarzenberger	

WORLD CHURCH AND MISSION DEPARTMENT

Chairman: Revd Professor M.H. Cressey - 1983
Secretary: The Departmental Secretary

CENTRAL COMMITTEE

Provincial Representatives

I	Revd J.M. Marsh	VII	Revd S. Smith
II	Revd P.S. Killick	VIII	Revd R.A. Irving
III	Mrs R.M. Smith	IX	Revd R.D.C. Cole
IV		X	Revd Barbara Meachin
V	Revd D.H. Cummins	XI	Revd J. Weller
VI	Revd V.N.J. Lewis	XII	Mrs E.M. Steel

together with the Chairmen of Committees within the Department and Revd G.E. Beck, Mr J.E.M. Gilbey, the Revd Dr F.H. Kaan and Miss Susan Stevenson.

MISSIONARY AND ECUMENICAL WORK AT HOME

Chairman: Revd D. Marsden - 1983
Secretary: The General Secretary

Revd R. Andrews	Mrs A. Hart	Mrs S. Parkinson
Dr P. Clarke	Revd B. Head	Revd N.L. Shepherd
Miss E.M. Gooding	Revd Dr J. Huxtable	Revd C.L. Taylor
Revd H. Gordon	Mrs J. Parker	

Liaison Groups with other Churches which report to Assembly through the Missionary and Ecumenical Work at Home Committee

Churches of Christ#URC Liaison Committee

Rt Revd R.O. Latham, Revds Gillian Bobbett, C.C. Franks, Dr J. Huxtable, A.L. Macarthur, J.E. Mather, Mrs R. Smith.

URC#Methodist Liaison Committee

Revds G.E. Beck, Professor M.H. Cressey, C.C. Franks, D. Marsden, A.L. Macarthur, J. Hollyman, A.J.G. Walker.

MISSIONARY AND ECUMENICAL WORK ABROAD COMMITTEE

Chairman: Revd R.D.C. Cole - 1985
Secretary: The Departmental Secretary

Revd E.S. Allen	Dr Ruth Cowhig	Revd B. Tetley
Revd D. Batchelor	Mrs D. Beale	Revd S.M. Thornton
Revd R.A.H. Bocking	Miss M. McQuitty	Revd S. Wilton
Miss D.J. Biggs	Revd T.G. Jones	Revd J. Humphreys

MISSION AND OTHER FAITHS

Chairman: Dr D.A. Kerr - 1983
Secretary: The Personnel Secretary

Miss Jennifer Banbury	Revd P. Chave	Rt Revd Bishop Lesslie
Revd Dr H.D. Beeby	Revd P. Loveitt	Newbigin
Revd R.V. Buddle	Miss M. Marsden	Revd J. Parry
		Miss P. Robinson

PERSONNEL

Chairman: Revd A.J. Coates - 1983
Secretary: The Personnel Secretary

Revd Stella Beare	Mrs H. Lidgett	Revd D.C. Morgan
Revd G.P. Breeze	Revd J.M. Lloyd	Dr E. Welford
Revd R.D.C. Cole	Mrs M. MacLeod	Prof. R. Schwarzenberger
Revd A.S. Dunstone		

CHURCH AND SOCIETY DEPARTMENT

Chairman: Mr R.T. Clarke - 1985
Secretary: The Departmental Secretary

CENTRAL COMMITTEE

Provincial Representatives

I	Revd Dr T.E. Grant	VII	Mr C. George
II		VIII	Revd A.A. Baillie
III	Revd H. Starr	IX	Revd A.G. Jones
IV	Revd D. Miller	X	Revd G.J. Tate
V	Revd F.T. Snape	XI	Revd R.C. Christopher
VI	Revd B. O'Neill	XII	Mr I.G. Williams

together with Mrs S. Acty, Revd A.J. Addy, Revd P. Brain, Mr A.J. Curry, Dr Mary Ede, Mrs Jean Sylvan Evans, Mrs R. Goodfellow, Revd M.F. Hubbard, Mr H.O. Packer.

FINANCE AND ADMINISTRATION DEPARTMENT

Chairman: Mr L.R. Palmer - December 1979
Mr F.H. Brooman from January 1980 - May 1986
Secretary: The Departmental Secretary

CENTRAL COMMITTEE

Provincial Representatives

I	Revd Dr A.R. Ritchie	VII	Mr J. Henderson
II	Mr W. Glenfield	VIII	Mr P. Hamblin
III	Mr M.B.S. Emlyn	IX	Mr J.E. Richardson
IV	Mr J.E.M. Gilbey	X	Mr C. Beety
V	Mr F. Cooper Watson	XI	Mr A.S. Chapman
VI	Mr H.E. Greening	XII	Mr H. Morris

together with the Chairmen of the Committees within the Department and the Revd J.D. Waller

TREASURERSHIP

Chairman: Mr R.S. Martin - 1984
Secretary: The Chief Accountant

Mr F.H. Brooman	Mr I.W. Macdonald	Mr G. Hearne
Mr J. Bryan	Mr L. Macro	Mr A.J.M. Olsen
Mr J.A. Cumming	Mr D. Turner	Revd J. White
Mr K.M. Kirby		

MAINTENANCE OF THE MINISTRY

Chairman: Mr R.C.N. Tinsley - 1983
Secretary: Revd G.E. Hooper - 1984

Provincial Representatives

I	Mr T.N. Kilby	VII	Revd P.E. Wade
II	Mr J. Morris	VIII	Mr K.G. Hales
III	Mr W. Whitlow	IX	Revd W.G. Hughes-Edwards
IV	Mr J.E.M. Gilbey	X	Revd G. Satchell
V	Revd J. White	XI	Revd J.D. Waller
VI	Revd M.J. Husselbee	XII	Mr G.J. Gregory

together with a Provincial Moderator (Revd M.J. Davies), Mr H.F. Fisher and two additional members to be appointed through Nominations Committee.

WELFARE AND EMERGENCIES

Chairman: Revd D.A. Smith - 1982
Secretary: The General Secretary

Mrs J. Armour	Revd L.A. Stringer
Mr A. Maddocks	Revd M.B. Stolton
Mr K.E.G. Paddon	

CHURCH BUILDINGS

Chairman: Revd R.G. Walker - 1980
Secretary: Mr D.F. Banwell - 1984

Revd J.L. Armour	Revd M.F. Hubbard	Mr M. Foster Taylor
Mr C. Bacon	Mrs M. Herbert	(Property Consultant)
Mr F. Cooper Watson	Mr R.N. Houston	Revd C. Smith-Draper
Mr W.C. Hammond	Revd A.C. Mellor	Revd J.H. Williams

OTHER COMMITTEES

EXECUTIVE

Chairman: The Moderator of the General Assembly

Four representatives of each Synod, including the Moderators, together with *ex officio* members as follows:

The Moderator-elect, the immediate past Moderator, the Clerk and General Secretary, the Deputy General Secretary, the Assistant Clerk, the Legal Advisers, the Chairmen and Secretaries of the four Departments, the Chairmen of the Business, Applications Nominations, Stewardship, Deployment, Budget and Publications and Publicity Committees, the Secretary of Nominations and Business Committees.

Budget

Chairman: The General Secretary
Secretary: The Chief Accountant

The Chairman and Secretary of the four Departments, the Chairman and Secretary of Treasurership, Maintenance of the Ministry and Publications and Publicity Committees, the Chairman of the Stewardship Committee, the Administrative Secretary, two Provincial Moderators and three persons appointed by the Executive Committee (currently the Revd J.D. Waller, Mr H.F. Fisher, Mr E.H. Hall)

BUSINESS

Chairman: Revd H.S. Ross - 1982
Secretary: The Administrative Secretary

together with the Moderator, the Moderator-elect, the immediate past Moderator, the Clerk and General Secretary, the Deputy General Secretary, the Assistant Clerk, the Chairmen of the four Departments and one representative from each Synod.

NOMINATIONS

Chairman: Revd N.W. Bainbridge - 1985
Secretary: The Administrative Secretary

together with the Moderator, the Moderator-elect, the immediate past Moderator, the Clerk and General Secretary, the Chairmen of the four Departments, and the Provincial Moderators and one other representative from each Synod.

APPLICATIONS

Chairman: Revd H.M. Springbett - 1982
Secretary: The General Secretary

together with the Moderator, the Moderator-elect, the immediate past Moderator, the Legal Advisers, and the Chairman of the Applications Committee of each Province (or his deputy).

PUBLICATIONS AND PUBLICITY

Chairman: Revd E A. Banyard
Secretary: Secretary for Publications and Publicity

Revd S.A. Bidmead
Mr K.S. Davies
Mr N. Davis
Revd J. Dey

Mrs Margaret Evans
Mr P.W. Giddy
Revd Dorothy Havergal-Shaw
Revd I.C. Micklem

Revd C.E.C. Richards
Revd E.P. Schofield
Mrs Mary Schofield

Editorial Advisory Board

Revd K. Wadsworth and Mr R.L. Broughton - 1980
Revd J.H. Taylor (Chairman) and Mrs N. Matanle - 1981
Revs P. Nash and P.C. Jupp - 1982

CHRISTIAN STEWARDSHIP

Chairman: Revd J.B. Simpson - 1984
Secretary: Secretary for Stewardship and Supplementary
Ministries

Revd D. Bale	Mrs P. Hubbard	Mr L.R. Palmer
Revd G.F. Barrow	Mr W.B. Johnson	Revd G. Tillison
Revd C.B. Baxter	Revd K.L. Lee	Revd C. Wilton
Mr A.E. Checkland	Mr A. Ogilvie	Revd J.T. Yates
Mr D. Faragher		Revd M.J. Davies

DEPLOYMENT

Chairman: Revd A.G. Burnham - 1983
Secretary: Revd G.H. Roper - 1984

Revd C.C. Franks	Revd R. Royston Bishop	Mr R.C.N. Tinsley
Revd G.E. Hooper	Revd J. Slow	Mr P.A. Wade
Rt Revd R.O. Latham	Revd C.L. Taylor	Miss A.J. Welford
Revd A.L. Macarthur		

SPECIAL COMMITTEES

REVIEW GROUP ON PRIORITIES AND RESOURCES

Chairman: Revd J.E. Young
Secretary: Mr S.T. Lunt

Mr P. Chan	Mr E.R. Nicholson
Revd N.K. Fisher	Revd J.D. Waller

REPRESENTATIVES OF THE UNITED REFORMED CHURCH ON OTHER BODIES

1. CHURCH BODIES

British Council of Churches

Dr C. Binfield, the Revd Professor M.H. Cressey, Mrs R. Goodfellow, the Revs A.L. Macarthur, J.P. Reardon, Miss S. Stevenson

Churches' Consortium on Industrial Mission: Revs J.P. Reardon, R.F. Taylor
British Churches Housing Trust: Mr M. Foster Taylor, Mr C. Bacon
Churches' Group on Ministry to Children: Revs C.K. Forecast, G. Jenkins
Christian Aid Scholarships Committee: Revd P.C. Jupp
Women's Inter-Church Consultative Committee: Mrs S.M. Tull
Consultative Committee for Local Ecumenical Projects in England: Revs P.S. Chesney,
A.L. Macarthur
Youth Unit Reference Group: The Revd J. Oldershaw

(Appointed by the British Council of Churches on the nomination of the URC:
Divisions:

Ecumenical Affairs: Revd D.E. Marsden
Community Affairs: Revd J. Johansen-Berg, Mr R. Clarke, Dr C. Binfield
International Affairs: Revs B. Anderson, J.P. Reardon, Mr John Roper, MP.)

Free Church Federal Council

The representatives to the British Council of Churches (above) together with Mrs J. Armour, Mrs J.T. Morgan, the Revds R.H. Norman, D. Marsden, L.A. Stringer and R. Whitehead.

Chaplaincy Board: Revds H.A. Jacquet, L.A. Stringer
Education Committee: Revds Aubrey D. Lewis, C.K. Forecast, M.D. Whitehorn
Joint Education Policy Committee: Revd M.D. Whitehorn

CHURCHES Council for Covenanting in England

Revd G.J. Cook
Revd Professor M.H. Cressey
Revd A.L. Macarthur

Rt Revd Bishop Lesslie Newbiggin
Mrs Sylvia Parkinson
Revd B.G. Thorogood

2. OTHER COMMITTEES AND NATIONAL ORGANISATIONS

Aged and Infirm Ministers' Fund: Revds P.C. Clarke, R.L. Richards, Mr L. Macro (Honorary Treasurer), Revd G. Satchell
British Lessons Council: Revd C.K. Forecast
Church Hymnary Trust: Mr J. McVitie, Revd H.S. Ross
Churches' Advisory Council on Alcohol and Drugs: Dr D. Acres, Mr P. Bunker, Revd Dr T.E. Grant, Dr A. Latham, Revds J.P. Reardon, M.D. Whitehorn
Churches' Main Committee: Mr N.A. Pooler, Mr M. Foster Taylor, Mr C.M. Frank
Churches' Advisory Panel of the Boys' Brigade: Revd C.K. Forecast
Churches' Council for Health and Healing: Revds D. Dale and C.K. Meachin
Boys' Brigade Council of URC Companies: Revds J. Oldershaw and J.M. Rees
Guides' Religious Advisory Panel: Revd Gillian Bobbett
Inter-Church Drama Consultative Group - Radius: Miss S. Fairbairn
International Consultation on English Texts: Revd D. McIlhagga
Joint Committee on the New English Bible: Revd Professor J.C. O'Neill (alternate: Revd R.K. Scopes)
Joint Editorial Board, Partners in Learning: Revd C.K. Forecast
Joint Liturgical Group: Revds D.C.M. Gardner and D. McIlhagga
National Christian Education Council: Revds D.H. Hilton, C.K. Forecast
National Council of Social Service: Revd J.P. Reardon
Scouts' Religious Advisory Board: Mr D.M. Jones, Revd P. Poulter
Scout and Guide Fellowship (URC): Revd J. Oldershaw
Society for the Ministry of Women in the Church: Revd Barbara Meachin
Union of Welsh Independents Council: The Revd J.H. Lewis
United Navy, Army and Air Force Board: Revds A.L. Macarthur, E.P. Schofield, R.D. Latham, Revd R. Royston-Bishop
United Reformed Church History Society: Revds P.C. Jupp, A.L. Macarthur, Mrs K. Davies, Mrs S.M. Tull
Wharton Trust: Mr A.G. Esslemont, Revd C.K. Forecast
Widows' Fund of the Three Denominations: Revds M.J. Davies, P.C. Clarke, Mr L. Macro, Revds L.A. Stringer, G.W. Satchell
Women's World Day of Prayer Committee: Mrs A. Whillis
Churches' Advisory Committee on Local Broadcasting: Revd D.J. Netherwood

3. COLLEGE AND SCHOOL GOVERNORS AND COUNCILS

Bala-Bangor: Revd E.M. Jeremiah
Bishop's Stortford College: Mr D.A. Lundie
Cambridge Federation of Theological Colleges: Secretary of Ministerial Training Committee
Caterham School, Board of Governors: Revd T. Perry, Mr G.R. Mallett (Hon. Treasurer)
Cheshunt Foundation: Revd R.D. Latham, Mr S.H. Burns
Congregational College, Manchester: Revds R.O. Latham, W.N. Leak
Eltham College/Walthamstow Hall: Revd I.L. Thomas
Homerton College, Cambridge, Trustees: Mrs J. Boulind, Revds C.J. Buckingham, A.J. Coates, Mr F.F.C. Edmonds, Miss A. Phillips, Mrs H.S. Stanley, Revd R.E. Taylor, Dr R. Watson

Mansfield College, Oxford: Mr J. Cumber, Revd Dr N. Goodall, Dr D. Harrison,
 Revds R.W.H. Jones, J.P. Lee-Woolf, Mr P. Spicer
Milton Mount Foundation, Governors: Revds M.J. Davies, Revd. D.G. Evans, Mrs H.S.
 Stanley, Miss Ruth Thompson, Mr J.F. Ford
St Andrew's Hall, Selly Oak: Revd E.E.B. Cruchley, Revd C.K. Meachin, Miss C.
 Parker, Revd I.L. Thomas
Silcoates School, Governor: Dr C. Binfield
Springhill College Endowment (Mansfield College): Mr F.H. Bennett, Revd W.W. Biggs,
 Mr K. Corley, Mr R.A. Heritage, Revds M.F. Hubbard, R.W.H. Jones
Swansea College: Revd C.H. Grant, Mrs J.T. Morgan
Taunton School: Revd M.F. Hubbard
Tettenhall College, Governors: Mr F.H. Bennett, Revd J.C. Campbell, Dr J.F.
 Galloway, Mr A. Stephens
Wentworth Milton Mount, Governor: Revd P.S. Chesney
Westhill College of Education Council: Mr J. Payne (Governor and Trustee),
 Revd Professor J.E. Fenn (Governor)

4. COUNCIL FOR WORLD MISSION

Revd B. Anderson	Revd R.A.H. Bocking
Revd Stella Beare	Mr A.J. Curry

5. MEMORIAL HALL TRUST

Mr F.H. Brooman	Revd A.L. Macarthur	Revd G. Satchell
Revd M.J. Davies	Mr R.S. Martin	Revd D.L. Skidmore
Mr K.M. Kirby	Mr L.R. Palmer	Revd J.H. Taylor
Mr F.A.W. Lodde	Mr F. Riceman	Revd J. White

Addendum to Finance and Administration Department ReportSupplementary Maintenance of the Ministry Committee Report to Assembly and Resolutions

In paragraph 13 of the Reports to Assembly 1979 (p.71) the Committee drew attention to the need to re-examine the Maintenance of the Ministry Budget for 1979 in the light of experience to date. No great difficulty has been experienced in estimating expenditure but income has proved harder to determine. For a variety of reasons, notably the need to deal with deficiencies in the Pension Funds, a shortfall in payments due from churches, and because the cost of the concession granted in 1976 (Resolution 14 (d) Minutes of Assembly) concerning the excess of the assessment over the highest basic stipend has proved to be too costly to the fund, latest calculations suggest that there will be on present trends a shortfall of around £350,000 on the year's working.

There are a limited number of churches who regularly do not meet their commitment to the fund. Special efforts are being made to persuade this minority of churches who do not meet their obligations to do so, but this will not by itself deal with the problem.

Steps must be taken now to minimise, if not completely eliminate the expected overall deficit in the current year, and the Committee proposes a number of measures to this end viz:

- a) With great regret to increase stipends by 10% at 1.7.79 instead of the 15% provided by Assembly in 1978.
- b) To reduce the rate of relief to those churches where the assessment is in excess of the basic stipend as from 1.7.79.
- c) To apply a 10% surcharge on assessments payable in the months July-December 1979.

The following additional Resolutions will be moved:

1. Assembly rescinds the decision taken in 1978 to increase Ministerial stipends by 15% and resolves that Ministerial basic stipends shall be increased by 10% effective from 1st July, 1979.

Annual stipends will therefore be increased:-

1.1 for Deaconesses

from £2,330 to £2,563 for the first ten years of service
 £2,380 to £2,618 for the next ten years of service
 £2,430 to £2,673 after twenty years.

In accordance with previous arrangements, £150 of the above mentioned figures shall be provided by local churches in the form of heating and lighting.

1.2 for Ministers in whole time scope

from £2,430 to £2,673 for the first ten years of service
 £2,480 to £2,728 for the next ten years of service
 £2,530 to £2,783 after twenty years.

1.3 for part-time Ministers, the oversight maximum is amended

from £1,750 to £1,925.

2. Assembly resolves to amend paragraph 13.7 of the Scheme of Ministerial Remuneration to read as follows:

"For churches where the assessment is in excess of the true maximum cost of ministry as determined by the Maintenance of the Ministry Committee, and approved by Assembly, the amount of the excess, valued at the same rate in

in the pound as used in 13.3 of the above shall become a relief from assessment".

All assessments in operation in 1979 shall be re-calculated to take account of this change, which shall be operated in respect of monthly payments due after 1st July 1979.

Note Paragraph 13.7 of the Scheme presently reads:

13.7 For churches where the assessment is in excess of the highest basic stipend, the amount of the excess, valued at the same rate in the pound as used in 13.3 above, shall become a relief from assessment.

3. Assembly resolves that all net assessments including those re-calculated as in Resolution 2 shall be surcharged by 10% payable from 1st July 1979.
4. Assembly resolves that the rate of assessment for 1980 be 50% of net assessable income and £16.50 per member.
5. Assembly resolves that the true maximum cost of ministry shall be taken as £3,400 for 1979 and £3,900 for 1980.

Since paragraph 20 of the printed Assembly report was written the Pension Sub-Committee under the Chairmanship of Mr. Herbert Fisher, has given later information on the position. It is clear that because of inflation substantial injections of capital funds are required and it is proposed to make a start in 1980. A sum of £250,000 has been included in the 1980 Maintenance of the Ministry budget for this purpose

A detailed examination will be put in train to determine such matters as the need to increase contributions and the practicality of countering the effect of inflation on ministers' pensions. In particular the Committee will examine the pensions of ministers of the former Congregational Church, and widows for whom only limited pension arrangements exist, and will make arrangements for implementation of improved benefits as early as possible in 1980. (A further report will be made to 1980 Assembly).

In the light of inflation, the Committee feel it right to help the very small churches who are exempt from paying assessments under paragraph 8.2 of the Scheme and propose:

6. Assembly resolves to amend the final sentence of paragraph 8.2 of the Scheme from 1st January 1980 to read:-

"In the case of a church which cannot be grouped, whose membership is less than 50 and whose assessment would be less than £600, its contribution shall be on a voluntary basis".

The limit was formerly £450.

Maintenance of the Ministry Fund - Budget

	Actual 1978	Budget 1979	Budget 1980
	£	£	£
Income from Churches	2,294,972	2,970,000	3,675,000
Donations and Dividends	42,594		
	<u>2,337,566</u>	<u>2,970,000</u>	<u>3,675,000</u>
Basic Stipends payable to 850 full-time Ministers		2,237,000	2,520,000
Basic Stipends payable to 120 part-time Ministers		133,000	150,000
Total basic cost of 24 Moderators and Staff Secretaries etc.		82,000	93,000
Childrens Allowances		102,000	117,000
Employers contributions:			
National Insurance		248,000	279,000
Superannuation		174,000	196,000
	2,483,141	2,976,000	3,355,000
Grant paid from the fund	19,507	25,000	27,000
Allocation to Pension Fund	12,500	12,000	250,000
	<u>2,515,148</u>	<u>3,013,000</u>	<u>3,632,000</u>
Deficit/(Surplus) in year	£177,582	£43,000	£(43,000)

Note a) These figures assume payment of 850 full-time and 120 part-time Ministers a stipend increase of 10% from 1st July 1979 and 15% from 1st July 1980 a surcharge of 10% on assessments from 1st July 1979, and the changes as proposed with regard to relief from assessment. an assessment of £16.50 per member and 50% of assessable income operating from 1980.

b) The true maximum cost of ministry is calculated as follows:-

	July-Dec. 1979	1980
	£	£
Average basic stipend	2,757	2,964
Average Childrens Allowance	120	138
	2,877	3,102
Employers contributions: N.I.	287	310
Superannuation	214	230
Proportion of allocation to Pension Fund and grants	20	293
	<u>£3,398</u>	<u>£3,935</u>
Taken as	£3,400	£3,900

REPORT ON LEGAL ADVISERS

The URC has been fortunate in having the advice of Mr. Philip Simpson and Mr. Norman Pooler in its legal affairs. Their experience in the two uniting Churches has been invaluable in the first years of the united body and their ready co-operation with each other and with the officials of the Church is cause of gratitude. Mr. Simpson has retired from full-time service in the firm of Kingsford Dorman, but is retained as Consultant. It has seemed right to accept this change as the occasion to review the situation. As the URC moves on, its separate parts have become one and the legal advice required centrally now relates to the development of its united life, resting as it does on the URC Act, the Basis of Union and the amended Trusts. We, therefore, recommend that for this centrally required advice we should in future rely on Mr. Norman Pooler and his firm. Mr. Pooler has just become senior partner and has assured us that the work can be efficiently carried out by his firm.

Much work remains to be done before the resources of the County Unions are apportioned and we are greatly encouraged to know that Mr. Simpson will be available to bring this work to a conclusion in the course of the next year or two. We are aware that Mr. Simpson has not always received the appropriate remuneration for his work and have taken steps to see that this further service shall be properly charged to the firm. Other work is already in the hands of Messrs Kingsford Dorman and this firm which has served the Church with faithfulness for very many years, will remain available to all sections of the Church where specific legal work requires to be commissioned. Their considerable knowledge of our affairs will prove of value at many points and we are grateful for the ready understanding shown by the partners in the firm with whom these changes were discussed. The F. & A. Department, therefore, submit the following resolutions:

1. THE ASSEMBLY RESOLVES that:-

- a) The firm of Messrs Hewitt, Woollacott & Chown, 113 Cannon Street, London EC4 5AU, and Redhill, Surrey of which Mr. Norman Pooler is the senior partner, be appointed as Legal Advisers to the General Assembly and its Committees; the arrangement to come into force at a date to be decided by the General Secretary and the Hon. Treasurer.
 - b) Should circumstances arise to make a termination of the appointment desirable, twelve months notice shall be given on either side;
 - c) The Legal Advisers shall be available to advise the General Assembly, its Moderator, the General Secretary, the Hon. Treasurer, the Financial Secretary and the officers of the Congregational Union of England and Wales (Incorporated) and the Presbyterian Church of England Trust; and for such services the Legal Advisers shall be paid an annual retaining fee to be agreed from time to time between the Officers of the Church and the firm.
 - d) The Legal Advisers shall be entitled to charge appropriate professional costs and disbursements for legal work not covered by the retaining fee.
 - e) Provincial Synods, District Councils and local Churches requiring legal advice or assistance shall have the right to consult the Legal Advisers or any other Solicitors but shall make their own arrangements for payment. The continued availability of the firm of Kingsford Dorman is drawn to the attention of the churches.
2. In connection with the retirement of Mr. Philip Simpson and as his legal work for the Church approaches its conclusion, the Assembly records its warm appreciation and grateful thanks to him for his guidance and help not only to the United Reformed Church but also for many years previously to the Congregational denomination, and wishes him every happiness in his retirement.
3. The Assembly also records its warm appreciation and grateful thanks for the legal work of Mr. Norman Pooler as Legal Adviser to the Presbyterian Church of England from 1962 to 1972 and as the other legal adviser with Mr. Philip Simpson to the United Reformed Church and in the steps leading up to its formation, and looks forward to his continued guidance and help in the future.

CONSIDER

THESE

THINGS

INTERIM REPORT

PRIORITIES AND RESOURCES GROUP

PRESENTED TO THE GENERAL ASSEMBLY MAY 1979

INTRODUCTION

1. Towards the end of 1977 and beginning of 1978 a number of financial pressures built up in the URC. The sudden rise in costs to the Church of ministerial training, the need to increase stipends, the need for additional appointments to the central staff and the burden on the local churches from Unified Appeal and MOM assessments were notable factors in causing the pressure. About the same time St Paul's URC, South Croydon produced a most workmanlike paper in response to the Structures Committee Report and also attempted to assess the financial position facing the URC in the 1980s.

2. Over against this, others in the Church were saying that we are 'learning to live with decline' and should be adopting bolder policies to reverse the trends too long accepted by us.

In subsequent discussion, it was generally felt that financial pressures are probably symptomatic of deeper-seated ills and this led the Executive Committee to embark on a wide-ranging review of the Church's priorities and resources for the coming decade. At its meeting in February 1978 the Executive agreed to set up a small group to undertake this review and outlined its task as follows:

- i) To examine the actual and potential resources of the Church and to relate them to its major objectives. The group should, therefore, review past trends in income and expenditure and on the basis of best guesses do a projection of probabilities for the next and the subsequent five year periods.

Where gaps between resources and tasks become apparent, the group should display the options, consider the pros and cons and make recommendations.

- ii) To consider the various points of control over resources, local, provincial and national, and indicate ways in which its proposals can be implemented.
- iii) To conduct this enquiry taking account of resources, human, financial and in property, and endeavour to see these in relation to each other and to the total mission of the Church.

For the sake of speed and ease of operation it was decided that the group be small and London-based, but in order to ensure that it be in touch with the real situation in the Church, two or three 'test groups' should be set up in other parts of the country to monitor the work of the Central Group.

The group was constituted with six members:

Chairman: The Revd J.E. Young
Mr P. Chan
The Revd N.K. Fisher
Mr S.T. Lunt
Mr F.S. McWhirter
The Revd J.D. Waller

3. The Revd A.L. Macarthur and Mr L.R. Palmer have acted as consultants to the group, attending many of its meetings and helping in a variety of ways. Mr F.S. McWhirter was replaced, after his untimely death, by Mr R.N. Nicholson. The group has now met on eleven occasions since April 1978. The Yorkshire, West Midlands and Wessex Provinces accepted a suggestion that they should set up small monitoring groups and have co-operated with the central group most usefully.

4. The task given to us is a formidable one and we still have far to go. The URC has not previously attempted this kind of review and policy making. Neither of the uniting churches did much in this way either, so we have had to devise our own method of working. We now submit an interim report in the belief that the whole church needs to be involved in what is really a corporate planning exercise. There is a certain novelty about such a broad undertaking, and it will prove to be daunting and demanding, but it will also have its own special rewards for us all.

2 PREAMBLE - THE SPIRITUAL RESOURCES

1. 'The task ahead is never so great as the power behind'. This theme of the Stewardship Programme has relevance for the work of any group dealing with the resources of the Church. The profoundest riches of the Church are spiritual and almost by definition immeasurable. There have been many periods in Church History when projections from numerical statistics have indicated the certain disappearance of the Church. Friends and foes alike have combined to show that its demise was near, but the Church has manifested a surprising resilience. It has been called an anvil that has worn out many hammers. Looked at from the more tolerant angle of British history, it would be better to call it a plant that has lived through many ice-ages. Its foolishness has survived the prophecies of doom that wise men have uttered in nearly every century. It evokes a loyalty which only reveals its strength when under test. The sterile conservatism of which it is sometimes accused, reflects its power to absorb infinite change without loss of essential identity. Persecution creates prayer rather than stifling it. Christian love only shows its fulness in the face of hatred.

2. These paradoxes have endorsements in the New Testament and Christians, the story of whose faith begins with Crucifixion and Resurrection, need not be surprised. God keeps the initiative and can make all things new. The first and last resource of the Church is the power and love of God. This power and love, this grace of God towards mankind, produces all sorts of unforeseen consequences as men and women respond to it. There is the age-long phenomenon of the Christian ministry. There is no human reason why men and women have given themselves to it or why the offers still come. There is no human reason why through frequent discouragement and temptation to doubt, those within the ministry give to it a lifetime's loyalty. Nor is there human reason why over 2,000 years the members of the Church have remained faithful in witness and generous in service. These things and all that is at the heart of the life of the Church are of God's doing. Through Christ He captures and retains the love of multitudes. The long ages of the Church and in the last period its world-wide expansion rebuke any gloom that may slip into our prognostications. Nor can we set limits to what the power and love of God will do tomorrow. Every projection from statistical trends has to take into account the sovereign freedom of our God and the power of seed faithfully sown to bring forth unexpected harvests.

3. It is of the very nature of Christian theology to look forward to the Kingdom that is to come. The New Testament is full of images of the future and the Church proclaims a God who is always at work to move from the 'now' to the 'then', from the immediate reality of the world that crucified Jesus to the day when all things are made new in Him. The worse the worldly situation the clearer is the Church's task and the greater is the need for it.

4. Christian theology and the centuries of Christian experience also rebuke an outlook that makes numbers or size the index of strength. The accepted patterns of life have been overturned by the solitary experience of human conversion in moments when all seemed lost. In God's providence a Paul, a Francis, a John Woolman or a Wesley may arise at any moment from one

of our churches. He or she may move into some turgid Church Meeting with the challenge of Christian vision. The result might immediately show itself in gathering multitudes, but it might equally lead to a decision to treat the dear soul as amiably mad. Were it to happen in a General Assembly, any Clerk would be inclined to move that 'the question be not put', and so avoid a crisis that would divide the fellowship. What is difficult is that the centuries of Christian experience also demonstrate that some who have thought they were moved by the Spirit of God were in fact mad, or worse, were of the Devil. We have to try the spirits to see if they be of God and no rule book will determine the matter for us.

5. This group set up to try to point to strategic priorities for the life of our churches in the next decade and to identify the resources available for the task has endeavoured to see its work against that broad spiritual backcloth. We did not start by counting heads or pounds or buildings. We started by trying to foresee the kind of world in which the human spirit would be living in the late 80's. Humanity has to find its way to God within the environment of its daily experience or, to put it the right way round, God speaks to us where we are and within the situations with which we have to deal. Worship, evangelism and social witness must relate to the questions that men and women will face as they live their life. The picture language of an agrarian or bedouin society will need translation if men are to find and worship God in the age of the silicon chip. The 'lost souls' of the eighties may sometimes 'fall' into a drug culture or into sexual license, but they may also be found in the earnest homes of those who, without employment, resort to painting or stamp-collecting in the hope of discovering some significance in a world that calls them 'redundant'. Our evangelism must speak to their needs and to the needs of those who sit at the head of the Directors' table, unsure of what industry is for and dwarfed by the interfused magnitude of processes and pressures they can no longer fully understand or control. 'Lostness' will have new causes and new expressions and the finding of life will be by new roads. Our social and moral witness must also be informed by the fullest understanding we can gain of the choices available to an age in which the nations and the races are bound together by instant communication, juxtaposition and mutual dependence.

6. Looking then at the purpose of the Church and the age in which we must try to be the Church, we have also looked at the resources likely to be available for those purposes. Concentrating on the resources of the United Reformed Church, we have gladly recalled that ours is only one of the Churches and that in this ecumenical age we can count ourselves as partners with our neighbours in all the other branches of the one Church and can work with them to fulfil our common mission. Even within the URC itself, we have been impressed and encouraged by what we realise God has given us. He has given us an experience of unity unique amongst the Churches of this land. He has given us a structure of church life that is flexible and adaptable, and yet capable of corporate decision and action. He has given us a ministry and a membership as dedicated as any. Our Youth life is virile in its national activities, though through it God seems to be calling into question some of what we have valued as the traditional character of the local church. Our buildings are both handicap and resource, but courage and imagination can turn problems into assets. There is evidence that if we present the challenge clearly, our people will respond with generosity.

7. All that follows in our reporting and in our suggestions for change, however mundane in its practicality, is offered as a contribution to the thought of a Church that we believe wants to be about its proper business. It does not blink the facts of numerical decline or spiritual inadequacy. It does not run away from the need for economy, but neither

does it lose itself in the gloom that contemplation of our statistical navel sometimes produces. God has not finished with us yet. The works of His Kingdom are our priorities, the resources of His Grace are our sufficient equipment.

3 METHOD OF WORKING

1. The task of considering the priorities and resources of the URC is essentially a strategic planning exercise in which the analysis of our problems and the plans for solving them need to be done on an integrated basis rather than separately by individual departments or groups. We consider that unity of purpose and co-ordination of actions is necessary for survival, let alone growth; and it is against this background that we have approached the project, applying what many may recognise as corporate planning techniques. The task is necessarily a long term one in which the denomination should be thinking ahead corporately in order to secure its future.
2. The group commenced by defining the objectives of the URC as it was felt that a clear statement of our objectives and purpose was a logical starting point. (see Section 4). Since it is also essential that leaders in the church should agree what they are seeking to achieve, it is hoped that these objectives will be debated in due course and eventually modified and/or agreed before strategies and policies are formulated and adopted.
3. Forecasting the future environment is an important and necessary facet of this exercise since decisions will need to be taken in conditions of uncertainty. For our purposes we have done this mainly by the "Delphi" method in which the views of some eminent and experienced people were sought on religious and socio-political issues. The resulting 'scenario' (see Section 5) we hope depicts those aspects which we think are most relevant to the environment in which the URC will probably find itself 5-10 years hence.
4. The Group next identified the strengths and weaknesses of the denomination against the possible opportunities and threats which could emerge in the future under consideration.
5. A detailed statistical analysis of the denomination was carried out together with a forecast of key data up to the year 1990. This forecast is a trend projection assuming no change in existing policies and practices. We feel that the question as to where the URC would like to be in 5-10 years time will need to be decided eventually by General Assembly: the Priorities and Resources Group meanwhile can only pose issues and options which face the church now.
6. This we have done in Section 8 of the report and represents the limit of our work so far.
7. The priorities and strategies to achieve the desired options and their implications cannot be spelt out until the objectives are confirmed and a specific option chosen.

4 OBJECTIVES OF URC

The Group suggests that the corporate objectives of our denomination might be seen as

- i) To continue and to strengthen Christian worship and Church life in the Reformed tradition
- ii) To study and make known the Christian Gospel and to relate its teaching to contemporary society, and
- iii) To maintain and develop relations with other Christian Churches throughout the world and to promote Christian unity.

5 AN ASSESSMENT OF THE ENVIRONMENT IN WHICH THE URC MAY FIND ITSELF DURING THE NEXT 10 YEARS (SEE SECTION 3.3)

A. Social and Economic Factors

1. The major influence of social change in the next 10 years will be increased leisure, particularly enforced leisure arising from fewer employment opportunities. Technological developments such as the microprocessor will also be an important factor. The UK's energy resources (in particular N.Sea Oil), the changing age structure of the population (more older people), changing patterns of world trade (with more competition from the less developed countries) and communications will also have an important influence during this period.
2. Living standards in the West and the U.K. will continue to rise, though at a somewhat slower rate than in the past. However, this will be accompanied by a rise in unemployment. As a consequence the gap between the rich and the poor in this country could widen.
3. The future supply of the world's key raw materials is by no means assured. Disruption, similar to the experience with oil during November 1973, is quite likely to recur.*
4. As employment opportunities become scarcer, enforced leisure will become an increasing problem. On the other hand increased leisure could provide people with increased opportunity for finding fulfilment and meaning in life, through, for example, voluntary work and more education. An anomalous situation, however, will develop in which managers will have to work longer hours while the working week generally will shorten for the rest of the working population. A large part of the increased leisure will be absorbed in more D.I.Y. type jobs. There will need to be a fundamental rethink of the Protestant work ethic during this period.
5. There will continue to be increasing awareness of environment issues, particularly among the young and small groups of informed people. But such groups will find themselves increasingly faced with the problem of resolving local/self interests against wider/general interest questions. Conservation in the use of the world's resources will present similar problems.

6. Vandalism, violence and crime are likely to increase and society might witness more civil disobedience particularly in the big cities over specific grievances. However, this phenomenon is unlikely to extend over the country as a whole. A total breakdown of the existing social order, therefore, seems fairly unlikely in Britain. The N. Ireland problem is a very difficult one and a solution seems to be a long way off.

7. Family patterns are not likely to change very much over the next 10 years, although opinion is divided as to whether there will be a return to larger family units or whether the family will become even less important in people's lives than it is now.

Care of the elderly will continue to become more institutionalised (although there is a minority view that this could increasingly become a family responsibility not least for financial reasons). The care of the elderly and community care generally is recognised as an area where the church can lead the way.

Community spirit is a variable and elusive factor and there are no signs of any great resurgence.

8. Opinion is divided as to whether permissiveness will increase or not. There are some who feel that society could become more permissive, while there are others who see conservative backlash as a limiting force.

9. On balance it is felt that race relations will improve, but this will be determined to a large extent by the prevailing economic conditions. British society is still class ridden and the class barriers will only disappear gradually. Nevertheless there are some who see new class grouping emerging as the old groupings are eroded.

5B. Political Factors

1. The U.K. might see some growth in communism (in particular Euro-Communism), urban terrorism and right wing politics, but this will take place within the existing political structures. There are signs at present of a swing to the right, but the swing will be to the left and right in pendulum fashion. The overall trend over the long term might well be towards the left.

2. The possibility of major conflicts occurring in the world should not be ruled out, although these conflicts will not involve the superpowers. The most likely areas where the conflicts might arise are on the African continent (Southern Africa in particular), South America and the Middle East. Sino-Russian conflict also is a possibility.

3. In Europe the E.E.C. will get stronger, while the U.K.'s sovereignty will gradually diminish.

4. Trade Unions will become even stronger than they are at present, but they will become more responsible in the use of their power.

5. Individual rights will be further eroded as Government becomes increasingly involved in people's lives.

6. Although Government-Church relations in the U.K. will not undergo any great change, future Governments in the U.K. could become less sympathetic to the Church. On the other hand there is the possibility that Government might look to the Church to help restore order to moral chaos in society.

7. Rhodesia is likely to see Black Majority Rule in the next 5 years, but it could take as long as 15 years before this could happen in South Africa. * The role and influence of the church in African States will be an important one, as will that of the church in East European Countries during the next 10 years.

5C Religious Aspects

1. The present trend of decline in church membership and church attendance in the U.K. generally is likely to continue, but this is by no means inevitable. There are some signs that the decline might be arrested during the next ten years through the Church's own efforts and also as a result of a resurgence of interest in the meaning and purpose of life. There is potential for growth particularly in the middle aged group. Reversing present trends, however, will require drastic and imaginative policies and strategies.

2. Increasing secularisation in society can be attributed in the main to the success of science and technology and to sheer materialism and intellectual confidence. Not everyone regards Christianity as being irrelevant - rather the church as an institution is considered irrelevant by secular society. There is a genuine and immense hunger for a sense of wholeness in life.

3. The size of a Church's membership is not a good indicator of its effectiveness, despite the fact that "effectiveness" is difficult to quantify. Nevertheless the committed membership of a Church is a very important factor in assessing a Church's "success". The "quality" of membership is in some respects a better measure and the media's ratings should not be ignored altogether.

5D An assessment of the Opportunities and threats confronting the URC and its strengths and weaknesses.

a) Opportunities and Threats

New opportunities and threats for the church will become evident as the church involves itself with the society of which it is a part. However, one can already identify areas which could be highly significant for the Church's future from a study of the assessment of the environment in the foregoing section. The factors which we need to take cognisance of are as follows:

- i) Increased leisure, arising from both fewer employment opportunities and shorter working hours, will provide the Church with scope for serving those who will find leisure a growing problem. This will be particularly true in the case of the young and middle aged. As we have pointed out earlier, there will need to be a fundamental rethink of the Protestant work ethic and this is an area where the church could give a lead.
- ii) The desire for wholeness of life (which includes the search for meaning in life, a better environment and better quality of family life, etc.) is an area in which the church could take a lead. The church can also help in establishing alternative human goals and values for society and help cope with the new environment. It should also encourage family life as part of its mission for demonstrating love and care.
- iii) General moral decline could prompt the authorities to look to the church for help in restoring order to moral chaos in society.

- iv) Trade union reform is another area where the Church could have a role to play.
- v) The continuing emancipation of women and the trend for more women desiring full-time employment needs to be recognised. This could be a potential drain on the Church's resources of voluntary helpers who play such an important role in community care and other areas for the Church's mission and outreach. However, this 'threat' could be turned into an 'opportunity' if the Church were to act either as an agency or an employer in its own right so that this human resource can be deployed for the community's benefit with the Church playing a co-ordinating role.
- vi) The increase in the number of elderly folk in our society will mean increased need for their care. There will also be an increase in the demand for community care generally, not necessarily restricted to the elderly. Again these are areas in which the Church has valuable experience.
- vii) The Church has a positive role to play in improving race relations.
- viii) It could similarly help to foster better community spirit and community relations. Church members have a vital role to play in developing personal relationships as a means of outreach and evangelism.

b) Strengths and weaknesses of the URC

1. The organisation and structure of the URC is generally regarded as a strength, although there is a danger of its being used in an inflexible way. The present structure needs to be given a few more years' trial before any radical change should be considered.
2. The quality of the URC's top management, including the lay leadership in central committees, is good.
3. The quality of the URC's ministers is varied, but on the whole good. The present age structure is a worry, but the future supply of ministers is not considered a great problem. Future candidates for the ministry could come from women and more older men (45 plus) with wide experience of life. The future pattern of ministry may be shorter periods of varied lengths rather than a life-long ministry. There is also a need for an auxiliary ministry. The lack of regular retraining of existing ministers is a weakness.
4. The URC's membership is a great strength. Its members possess a high level and range of skills and experience. Its full potential, however, has not been tapped. Members and associates are generally talented although the quality may vary from church to church. The homogeneity of the URC's membership may be a weakness as it is too middle-class and too middle-aged. The role of non-members will need to be increasingly recognised.
5. The URC has a progressive image though it sometimes gives the impression of being vaguely liberal. The URC has a significance in the ecumenical movement beyond its size. Its ability to draw upon and continue the Reformed tradition of doctrinal thinking and systematic thought is a great strength.
6. The URC's finances are in fairly good shape at the moment* but could be strengthened. The URC's buildings are generally a threat and a weakness as they are presently deployed. Buildings can become a burden if there is an obsession to preserve them for their own sake. Buildings will need to be

more flexible and multipurpose to meet future needs.

7. The main competitors of the URC are the media, and leisure activities (i.e. society's claims on an individual's time). Among the young, the evangelical groups provide the greatest competition.

8. New models for the Church are needed perhaps involving smaller groupings, more emphasis on deeper personal religion, community care, etc. The Church needs to recover her sense of mission and role in society. Exceptional ministers will be needed and they will in turn need to be backed up by specialist workers.

* N.B. This enquiry was conducted in the summer of 1978.

6 REVIEW OF RESOURCES

A. People

a) Members

1. The URC had 161,691 members in January 1978 according to the latest Year Book. At the same time the churches claim 77,423 children under their care with 13,054 teachers. In the Reports to Assembly 1978, the Youth Committee indicated that the number of young people in youth organisations has remained static at about 80,000 since the formation of the URC. More detailed information about the trends in membership is given in Tables 1, 2, 4, 9, 9a.

2. We have not yet been able to obtain a complete description of our membership but from information already to hand it may be said that there are two women for every man in congregations; that one third of the total congregation is aged over sixty and about one quarter is under the age of forty (see Table 2).

3. Assessing the degree of the membership's commitment to the objectives of the church is not easy. There is evidence for example that the larger the membership of the local church, the smaller will be the percentage of its members attending Sunday services (and also church meeting). The URC Stewardship Committee was set up and operates on the assumption that the quality of membership can and must be enriched. It regards five areas as strategic in working towards this end, viz., worship, prayer, involvement, giving and learning. The steady growth of interest in stewardship programmes and training sessions supports the conviction that there is ample room for improvement in the commitment of members.

4. In many congregations the admission of a new member is a rare occasion. In others, new members are regularly made. Three peaks are noticeable for admission to Church membership on confession of faith; (i) In early teens from the young people who have grown up in the church; (ii) Among 'young marrieds' bringing their children for baptism and membership of Junior Church; (iii) In the later years of life when the church takes on a new significance.

Because we live in a society with great mobility of population, many members come into the local church by transfer from other congregations. The turnover in some places is as high as 25% of the membership each year. Members received in this way are frequently of differing churchmanship as a new church is no longer chosen on grounds of denominational loyalty but rather of personal preference. Long distances may be travelled to satisfy such preferences.

From the paper produced for the Church Life Department, Education Committee on 'Growth in the URC' we learn that in the churches which are growing and which replied to the questionnaire sent by the Committee, new members received since 1972 fell into the following groups:

286 on Profession of Faith with no previous church connection;
450 from those who had grown up within the church;
1323 by transfer from other churches

We would like to know more about the policies pursued by ministers, elders and church meetings for the recruitment of new members. Is it a policy of waiting for the 'spirit to move'? Is it carried through on a campaign basis? Or what? (See the Report of Christian Education Committee to Assembly 1979)

5. Much careful work is done in preparing candidates for membership. Further training is given mostly through preaching, discussions in church meetings and house groups, occasionally by a reading circle, retreat, or weekend conference and more recently by stewardship programmes. Some research has been done this year on "Growing Churches" by the Church Life Department (Education Committee). Its findings are valuable for the whole of this section. Copies of the report may be had from Church Life Department. Another piece of work done by the Church Life Department concerns children received for Baptism* and that also will be found to be helpful. The Missionary and Ecumenical Work at Home Committee's paper "The small Church as growing point", which was circulated to congregations through the Information Service in June 1978, is also relevant. (copies available from the World Church and Mission Department).

6. The most urgent questions in regard to the resource of members - confirmed or not - lie in the area of 'deployment'. The structures of the local church make heavy demands on the members' time and thought. The small church especially finds this so. But larger congregations with many societies and activities to maintain, also have staffing problems.

The pattern for church organisations is of two sorts. The older, inherited from a more stable past, tends to be well structured and difficult to disband, based on sex (womens' meetings), age (youth clubs), interest (drama groups) etc. The newer pattern is more flexible, ad hoc and open in membership (house groups, 'open house' meetings).

7. The question must be asked whether local church programmes should go over much more to the second style and whether indeed they should be set up by review and careful planning - say every three years. How can the congregation adequately deploy its resource of people for mission - service and evangelism - in its community setting without this kind of flexibility? It may be that the greatest enemy to advance which we have, is our well-ordered and zealously maintained 'midweek activities', none of which must be allowed to die.

8. Many churches find the answer to their staffing problems in the greater flexibility of a rota system (e.g., for children's and youth work) and by fixed-term appointments.

9. Calls are also made on the members by the wider structures of the URC, in District Councils, Synods and Assembly Committees. These structures have recently been reviewed, and the pattern re-affirmed as right for the present.

* "Baptism and Church Membership" Discussion Paper available from Church Life Department (2p each plus postage).

Therefore, the local congregation is under an obligation to deploy some of its people for this wider service. It will undoubtedly gain by doing so.

10. Growing ecumenical co-operation also calls for representative service by our members and the fact is, that the URC is very generous in providing leadership and assistance in ecumenical projects.

11. Throughout our history the reformed churches have been active in national and local affairs. At the present time our congregations provide people for caring agencies and direct social service much more than for political, trade union, protest movements. This is untypical of our tradition and the reasons for the change of direction are not clear.

12. 'Deployment' might be thought a misnomer when we turn to the important area of the church's involvement in the communities of work and leisure. Our members occupy strategic positions in the professions, education, management. Through them the URC exerts an influence out of all proportion to its size. Whatever the Christian does outside the walls of the church buildings is far more significant for the church's mission than all that happens inside the walls. It is there in the areas of social action, daily work and recreation that the church and its 'product' are measured and judged by the non-church majority. This imposes a heavy burden on individual members which ought to be shared more than it is. The divorce of work and worship is fatal and it may be that some such concept as 'deployment', freely accepted, might be a way to unify our life, and stimulate our sense of mission.

b) Ministers

i) Full-time

1. In January 1978 the URC had 850 ministers in full-time pastoral charge. How this relates to previous years is set out in Table 6.

2. Pastorates and ministries are; (i) single church; (ii) Groups - URC and Ecumenical; (iii) special (e.g. chaplaincies); (iv) team (URC and Ecumenical).

3. The URC has a wide variety of training and experience in its ministry, e.g. graduate, non-graduate, college-trained and extra mural trained.

4. For some years the number of new ordinands has not kept pace with retirements. Despite the consequent fall in the total number of ministers, the average number of members per minister has continued to fall (see Table 9). This trend is almost certain to continue for some years yet (Table 9a).

5. The number of candidates in training for the ministry of the URC is given in the "1978 Reports to Assembly" as 73. They are following different courses, the minimum length of course being three years.

The cost of training a minister has risen sharply over the past three years and is now between £2,000 and £3,000 a year for each student. Alternative ways of training our ministry are under discussion but it is not known whether these would be (a) more relevant to the role of the minister in today's church and world and (b) less or more costly to run.

6. Many opportunities exist for ministers for in-service training. But it is not always easy to persuade either them or their churches of the value of such training. This is in marked contrast to general practice in other professions.

7. The ministry is now much less mobile than it used to be. The chief reasons for this seem to be; (i) the difficulty for a wife or husband to find comparable employment to that already held; (ii) consideration of children's education, and (iii) the erosion of differentials.

8. Minister's housing is the subject of a separate report to the 1979 Assembly.

9. In order to achieve a fairer distribution between the provinces and to make a reasonable contribution to the increasing demands for special ministries, a scheme of deployment has been introduced. The scheme has the added advantage of urging District Councils and Synods to make sure that this costly and important resource of ministry is used to the best advantage so far as can be determined. This is an ongoing task which the Church may not dodge.

10. The financial aspects of ministry are covered in section 6.2 and Tables 3 and 11. Valuable new information on this subject will be found in the Reports to Assembly 1979 under the report of the Finance and Administration Department.

11. Voices have been raised over the years in support of a recruitment drive for additional candidates for our ministry. Other voices have urged a radical reduction by early retirement and redundancy. Pronouncements on either side are unsafe. But the issue has to be faced. Can (or will) a declining church membership increase its giving to pay for more ministers while at the same time paying for higher salaries for those we have and meeting other costs of inflation? Will ministry be more effective with a lower ratio of people to pastor? Or for what new work outside the pastoral system will additional ministers be deployed? We do not know the answers to these questions for they lie with our membership. It is an important part of the purpose of this Interim Report to elicit answers of this sort.

12. There is an ecumenical dimension to this discussion and we direct attention to statistics published in U.K. Protestant Missions Handbook Volume 2 - Home (1978 Edition - Evangelical Alliance) together with comments by Tom Houston, Executive Director of the Bible Society. From these statistics we learn that in 1975 there were 37,000 ministers in England and Wales serving a total national population (aged over 15) of 38 million - i. e., one minister per 1,000 of the population!

ii) Part-time

1. Part-time ministry is provided by retired ministers and those otherwise employed. The number serving our churches in January 1978 was 114 (see Table 9).

2. Many small and isolated churches are provided in this way with a ministry which otherwise might be impossible to provide. For the ministers themselves who give this service, the provision of housing is an important factor, as is the supplementation of a state and (maybe) modest church pension

iii) Eldership

1. The total number of elders in the URC is not known but what is known is that in each local church there is a group - two or three in the smallest churches and forty or fifty in the largest - which represents an important resource in the leadership of that church.

2. Since the formation of the URC many elders have been willing to attend training courses and discuss together their role in the Church. The contribution of elders to the development of newly established district

councils and synods has been a great encouragement in the past seven years. The full potential of our eldership waits to be realised, not least in its 'ministerial' role.

iv) Supplementary Ministries

1. The URC is well served by its lay preachers, deaconesses, elders and youth preaching teams in the leading of Sunday services. The exact numbers of lay preachers is not known. The Year Book currently lists six deaconesses.
2. From a survey undertaken by the Supplementary Ministries Committee on 5th January 1979 an estimated 30% of all URC services on that day were led by 'supplementary ministers'. There will be few Sundays in a year when this percentage is lower, and some when it will be higher.
3. An encouraging feature of this ministry is that 300 are currently studying the 'Exploring the Faith' course with another 20 completing the course for the Lay Preacher's certificate which 'Exploring the Faith' replaces.
4. This is another important resource of people available to the URC. Its development and use in pursuit of the objectives of the Church is the responsibility of district councils and synods.

v) Auxiliary Ministers and Church Community Workers

These are two new resources which may soon be added to the Church's ministry.

c) Assembly and Provincial Staffs

1. The Central Staffs consist of:
 - 9 Ministers
 - 18 Full-time and 11 part-time lay staff, and at March 1979
2 full-time and one part-time vacancies.
 - 5 Voluntary staff in the Finance & Administration Department (all part-time)There are also 6 people in the Tavistock Bookshop, one of whom is part-time. The Provincial Moderators each have an Assistant and some secretarial help in addition.
2. Depending on where you are and what you want, this resource of people within the URC will take the first place and not the third! We are indeed fortunate in the quality and dedication of our central and provincial staffs. The demands and expectations made upon them are very great and the rewards bear little relation to the work done.

Their functions (drawn from the Manual p.77ff) may be set out as follows:

- i) To be the service arm of the whole Church and to make resources available to assist in the pursuit of the objectives of the URC.
 - ii) To act as the 'executive' instrument of Assembly.
 - iii) To initiate action in the Church on a variety of concerns
 - iv) To act as a unifying and focal point for the URC.
 - v) To be the representative of the Church to other churches and bodies.
 - vi) To play an educative role in the Church.
 - vii) To have a pastoral concern on behalf of the whole Church to its parts.
3. At the inception of the URC the central staff was organised in four departments with a varying number of committees within these. Since this organisation began to operate it has been subject to a review (Brown-Everard) and various adjustments made to the operation.

The cost of this 'resource' is given in Section 6.3 and in the accounts.

4. In our terms of reference part 2 we are charged to consider the various points of control over resources. While we have not reached firm conclusions on this it is already clear that the major control of the URC's resources is in the local churches, districts and synods and only to a limited extent at the 'centre'. We urge, therefore, that all possible steps be taken to have this Interim Report discussed where the power to act lies, otherwise the whole exercise will miscarry.

B. The Resource of Property

1. Property is administered within the United Reformed Church at four main levels, viz., the 'centre', province, district and local church. The 'centre' controls the following:

Tavistock Place Offices
Staff Houses (including those for Moderators)
Retirement Flats and Houses (U.R.C. Ministers Retirement
Housing Society)
Westminster College

2. The number of buildings owned or controlled by Provinces and Districts is not significant. But these two bodies are frequently faced with problems affecting the future of buildings belonging to local churches. When properties are disposed of these bodies will be involved in decisions about the use to be made of the proceeds. See also paragraph 6 below.

3. By far the largest element of property within the U.R.C. is held by local churches. The United Reformed Church has about 2,000 Churches in England and Wales. The average seating capacity of the Sanctuary area is approximately 300-350, the average occupancy rate is about 25% capacity. The average age of its buildings is probably 80-100 years. It is believed that about 10% of its buildings are on the statutory list of buildings of architectural interest but this is a misleading indication of the size of what is becoming an increasing problem, since the lodging of a planning application frequently activates the listing procedures. If one adds the buildings likely to be listed, the total is probably 20% or even 25%. If this trend were to continue, the ability of the church to re-provide its buildings will be seriously prejudiced.

4. Do the local churches represent an asset or a liability? The answer is, of course, both. They are a liability in the sense that the churches spent about £2.6m in 1977 in maintaining and running them and there is evidence to suggest that, in many cases, the standard of maintenance is low. They are also a potential asset, largely because of the value of the land on which they are built. We may well be talking of a land value in excess of £100m, excluding manses. Of course, although a few sites may command six figure prices, others may only be worth hundreds of pounds. The Community Land Act is a complicating factor in the appraisal of site values.

5. At the centre, DINAC (the Committee for Development in New Areas and Care of Existing Church Buildings) has, since Union, been engaged on (a) administering limited central funds available for assisting in the building and maintenance of local churches; (b) advising provinces on the way they can assist local churches. Details are available from DINAC.

6. It is clear that the present arrangements for optimising the use and value of local churches leave a great deal to be desired. The U.R.C. Act of 1972, in effect, leaves oversight of property to provinces but the degree of involvement varies widely from province to province. DINAC is considering a comprehensive report from its Secretary which suggests the need for a Property Committee in each Province fully equipped to handle the many and increasing problems involved in the handling of property in Britain today. A summary of this report is given below:

- i) That discussions are commenced as quickly as possible for the setting up of Provincial Property Committees.
- ii) Each Province should be encouraged to employ a property consultant.
- iii) Each Province should be encouraged to set up appropriate District organisations for the regular inspection of property.
- iv) Provincial Property Committees should be encouraged to prepare annual reports about Provincial property with recommendations about priorities.
- v) DINAC should obtain Counsel's Opinion about the setting up of a Development Fund and Agency by the U.R.C.
- vi) Once a satisfactory Provincial structure has been established consideration be given, subject to Counsel's Opinion, to the setting up of a U.R.C. Development Fund.
- vii) That Provinces are advised forthwith that it is most undesirable that the freehold in church property should be sold and that such sales should only take place with the full support of the Province.

7. It is not for the Priorities and Resources Committee to intervene in actions which will be taken by DINAC, Provinces and Districts in the stewardship of the resource of property. The hope must be, however, that the land and buildings which comprise the local churches are used to re-provide the facilities needed by the Church of the future. This is not likely to be done unless Districts and Provinces take a firm hand. This is going to be a delicate and difficult matter. But there is a grave danger of our resources being frittered away or used to provide churches in the wrong place and of the wrong size, and Assembly may wish to hear regularly from DINAC about the progress which is being made in grappling with this problem.

C. The Resource of Money

1. A study of the financial resources of the URC has basically to take into account the conciliar nature of URC organisation with its four levels of decision making.

2. The Assembly receives annually the accounts of the central funds of the Church and makes decisions about the use of these funds. Details are to be found in the Reports of Assembly Proceedings. Briefly, they consist of:

- a) Pension Funds for Retired Ministers and Widows.
 - b) Capital Funds established for various purposes, e.g., General Administration; Maintenance of the Ministry; Church Buildings etc.
 - c) Accumulated income of the funds at (b).
3. The major purpose of the interest on 2 (b) and of the funds at 2 (c) is to even out the peaks and troughs of the income and expenditure of two main operations conducted at the 'centre' viz:
- a) The Maintenance of the Ministry system which is funded by assessments on local churches.

- b) Paying for the central activities of the church, (including support of CWM) - a process primarily funded through the Unified Appeal.

Central expenditure since Union is given below:

	1973	1974	1975	1976	1977	1978 (Provisional)
	£	£	£	£	£	£
Income	536,000	599,000	633,000	698,000	737,000	728,000
Expenditure	560,000	601,000	631,000	696,000	685,000	710,000

NOTE: Up to and including 1976 the figures include an element for augmenting stipends of smaller ex-congregational churches. From 1977 onwards all maintenance of the ministry operations were separately managed under its own fund.

4. With the exception of the resources at 2 (b) and 2 (c) above, money administered by the centre comes from local churches. For all practical purpose therefore, a study of the financial resources of the URC is a study of the collective potential of the local churches.

5. In recent reports to Assembly the Finance and Administration Department has attempted a statistical assessment of the pattern of expenditure of the URC. It is hoped to improve on the accuracy of this statement in future years. The forecast given on pp 42 and 43 of Record of Assembly 1978 suggests expenditure of £6.41m; £6.96m and £7.91m for 1977, 1978 and 1979 respectively. Report to Assembly 1979 will show that based on a more detailed examination of local church accounts the actual expenditure throughout the URC in 1977 was at the higher figure of £7.89m with £3.53m having been spent on the Ministry and £2.59m on church buildings. There is evidence that, faced with the need to meet the cost of ministry and the demands of the Unified Appeal, churches have been unable to maintain their buildings adequately.

6. Apart from the funds at 2 (b) and 2 (c) above (almost negligible in the total context) this overall expenditure is funded by local churches from the current giving of members. It is true that some churches will benefit from the rents and even interest on investments and sometimes these can be substantial. For example in 1977 local churches derived income as follows:

From rents	£0.45m
" sale of assets	0.16m
" trusts	0.23m
" investments	0.49m

7. In 1977 the total cost of running the local churches, including their contributions to central funds worked out at roughly £1.05 per week per member. Offerings from the membership, covenants, tax rebates and special efforts provided 59% of this figure. The rest was provided by trust and investment income, lettings, donations, legacies etc. There will be some who will argue that it is not reasonable to expect a substantially greater share of members' income than this. As against this we have the suggestion in the Church of England's publication "A Resourceful Church" (price 65p from the Church Information Office) that 5% of personal income should go to the church. Based on average earnings in the country, the current response of URC members would seem to be far lower than this figure.

8. Opinions will vary as to whether there will be a substantial improvement in URC income in real terms, with a minimum assumption that the amount given

per member will not go down in real terms. Perhaps what is needed is a more firmly held opinion among Church members about the true financial needs of the Church and in the work for which the money is used.

9. Certain trust funds are under the control of Provinces and, to a much smaller extent under Districts. They are used for a wide variety of purposes, e.g., training, maintenance of buildings, ministers' retirement; the amount disbursed annually varies among the Provinces from £200 to £32000 and the capital value from £6000 to £596000. The use of these resources is determined locally. Some Provinces have policies under which money realised from the sale of redundant properties are used for particular purposes, e.g., a specified share to go to ministers' retirement housing.

10. There remain some resources which, although not under the control of any of the councils of the URC are available to us. Prominent among these are the Congregational Memorial Hall Trust and the New College Trust. The long term policy of the former has yet to emerge but it seems likely that help will be concentrated in the areas of retirement housing and training. The New College Trust will probably have to be confined to training.

D. Other Resources

A paper has been prepared by the Revd. Graham Cook of the South Leeds team ministry on community resources which may be available for church promoted activities. Copies of this comprehensive paper may be obtained from the Church and Society Department. The paper also gives examples of help that has already been received in Leeds. The following paragraph gives a very broad summary of the areas covered by the paper.

Local authorities and area health authorities have statutory power to assist voluntary organisations which are judged to be giving service within their field. This help might be available for things like child care, provision of recreational facilities or the building of accommodation for the homeless or the elderly. The Government, through the Department of the Environment, makes money available for regional aid programmes and also in certain cases for the provision of community centre projects. There is also Government aid available from things like the Manpower Service Commission, the Youth Opportunities programme and special temporary employment provision. A large number of trusts make grants available for a variety of activities and churches are advised to study the Directory of Grant Making Trusts which is available at most public libraries.

7 WHAT WILL HAPPEN IN FIVE-TEN YEARS' TIME UNLESS A SIGNIFICANT CHANGE IN TRENDS IS BROUGHT ABOUT

1. Before we can make any intelligent estimate of the future we must study our present position - the trends which have brought us there. This we have done in Section 6 and in the Statistical Review Tables 4-11. These tables are prefaced by notes which explain the uncertain nature of many of the statistics and should enable those so disposed to exercise their own judgement on the estimates made, and to form an opinion as to the margin of error.

2. Here, we will only say that it has been assumed that the decline in membership which has been running at over 4% will decline to 3% per annum for the next 5 years and to 2% thereafter. The Maintenance of the Ministry Survey of May 1978 gives us the basis for the forecast of the decline in numbers of ministers, again less than recent trends, but fairly firmly based on retirement

projections and expected ordinations. The exceptional part of the increase in cost of ministers' stipend voted at the 1978 Assembly has been allowed for in the financial estimates but no attempt has been made to cover future inflation on the assumption that members giving ought to be able to increase proportionately to the increase in stipends.

3. So we have to face the fact that in five/ten years from now our membership will be smaller, if we continue as we are, and indeed have been since 1910, when our maximum membership was reached (see Tables 1 and 6). It follows that the claims on the resource of money will increase. Fewer people will have to share costs which are rising on every count. Because the decline in the number of ministers is not at the same rate as that for members, the cost per member of ministry will increase. The pressures from inflation and the desire to improve the remuneration of ministers add other strains on this resource.

4. The future of the resource of property also seems to indicate an additional claim on the resource of money. For some churches their property may prove to be an Aladdin's Cave. For many it will be a drain on funds. To keep pace with the declining trend, over 550 churches would have to be closed by 1990.

5. Yet all the time our incomes are increasing. For many the increase is real - outstripping inflation. Therefore, we are driven to ask the blunt question, will the members of the URC make a much larger part of their income available to the Church?

6. Only the members can answer this question and we suspect the answer depends on other factors, like e.g., the value placed on membership of the Church, the importance of God in our daily living, and not least on the quantity and quality of the ministry which claims almost all of the direct giving in the URC at present (see Assembly Report 1979).

7. The facts on which the trends in the next ten years are based, are given fully in the Statistical Review (Table 11). From that section we select the following information:

<u>Resource:</u>	1977	1980	1985	1990
People:				
Members - 000's	166.2	152.2	133.4	120.5
Ministers				
Full-time	875	819	759	703
Oversight	139	133	113	103
Ratio Ministers/ Members	164	160	153	150
Property:				
Churches - proportionate	1993	1849	1600	1436
Money:				
Expenses per head per annum	£51	56	62	67
Less optimistic assumption				73

8. The Money figures are based on the Finance Department's Report to Assembly 1979, briefly summarised in Table 3 and projected up to 1990 in Table 11. Though merely a projection of trends, this shows that the extra burden likely to fall on the reduced membership, even allowing for the expected fall in numbers of ministers will be some 20% more in 10 years time than it is today, without making any allowance whatsoever for inflation. Moreover 30% of income normally comes from investments of various kinds and this source is not so likely to increase with inflation.

9. The establishment of the Maintenance of the Ministry Fund has removed from local churches the incentive to make that extra effort to raise money for their minister's stipend and these hard facts need to be communicated and understood throughout the membership.

8 WHERE WOULD WE LIKE TO BE IN FIVE-TEN YEARS' TIME?

1. The obvious answer to the question where would we like to be in five years time is that we would like to be in a situation of strength and growth.

2. The statistics in this report suggest that in fact we shall be in a position of weakness and decline.

3. There are various ways of reacting to statistics:

- a) Criticise them;
- b) Hope they are proved wrong by events;
- c) Begin to make plans for the declining situation ahead, or
- d) Begin to make plans for growth.

4. Clearly numbers are not everything. If we have fewer churches it may mean sensible unions of congregations or new ecumenical arrangements. If we have fewer members it may mean that those who are left are the most committed and enthusiastic. If we see financial costs rising we can also see the income of most of our members rising too.

5. The first priority is for every local church, District Council, Synod, Assembly, Department and Committee to do for itself what we have done for the whole URC; a national picture can only be a general conclusion of a number of differing local pictures.

6. However gloomy the picture that emerges it has encouraging aspects. We have highlighted two - the spiritual and human resources of the Church. We can add the resources of money and property if these are used and managed carefully and imaginatively. Many Christian Churches would feel we are rich in resources.

7. The next priority is to be clear on objectives. We have suggested some — they are open to criticism and debate but any programme for the future must have a clear picture of what we exist for at all levels of the Church.

8. It is clear to see that our objective is not to be a Church forever on the decline.

9. It is also clear that for all sorts of reasons, many outside our control, that is the picture we now present.

10. The question we wish to resolve within the next twelve months is how can that picture be changed. We do not want to do this alone and so we seek

the help and wisdom of the whole Church.

11. Of the four views suggested in paragraph 3, (a) and (b) seem to have been URC policy in recent years. In some areas, as we have shown, Provinces and District Councils have begun to move to option (c) - mergers of churches and deployment groupings are part of a slimming down process.

12. This has been criticised as planning for decline; it may be prudent to close a certain number of churches and reduce the size of the ministry but it is also pessimistic.

13. On the other hand if you refuse to close churches and maintain the level of ministry without producing any new resources then events would produce the decline and in a way that no one would be able to control.

14. We suspect that the situation in the URC in relating commitments to resources is very serious indeed; a rise in the rate of inflation would make it more so.

15. To plan for growth will require a renewal of the spirit and a commitment to evangelism and stewardship through the whole Church.

16. In terms of numbers, simply to arrest decline means gaining 5,000 new members each year over and above those we are now receiving: growth means 5,000 plus.

17. We can only expect to find a small proportion of these additional new members from within the Church, its children, young people and adherents. The greater proportion must come from those at present outside the Church.

18. Growth means more than numbers. It means a quality of life in Christ which God can bless. Planning for growth means giving ourselves with eagerness to the task which God lays on us in Christ - to go and make disciples sure that he is with us to the end of the age.

To draw together the separate parts of this report and assist its discussion in the Church, we have prepared the following questions. They have a direct bearing on the life and mission of each local church as well as showing where major decisions will have to be made in district council, synod and assembly.

i) What are the objectives of the URC; of your local church; district council; synod?

ii) Have you given serious consideration recently to the people, the community, the region which is your area of mission? At whom are you aiming your mission and service? Do you consciously re-evaluate your forms of worship, church life, teaching or organisation to your changing area? Does a changing society mean that you should be trying completely new patterns of life or organisation?

iii) What is the optimum size of a local church in relation to:-

- a) the quality of its fellowship and witness
- b) the cost of buildings and other maintenance
- c) the cost of ministry?

iv) How do we define membership of the Church? What about adherents? Should they be included in the resources of the Church? If so, how?

v) There is evidence that the churches are finding it hard to maintain the present level of ministry. Which of the four following solutions do you favour?

- a) reduce the level of stipends and other benefits;
- b) reduce the number of ministers by
 - i) limiting the number to be trained, OR
 - ii) securing some early retirements, grouping more churches and using Auxiliary Ministers without stipend.
- c) reduce the ratio of ministers to members by increasing the number of members;
- d) continue as at present, BUT ask for greatly increased giving throughout the Church.

vi) What use should the URC make of its ministers;

- a) in the local churches
- b) in outreach into the community
- c) in leadership roles within the structures of the Church?

vii) Do we need to adopt new forms of organisation at every level of the Church? Are small house groups the answer? Or greater flexibility of structure?

viii) What do you think will be the state of your church in 1990? What would you wish it to be? What is required to make it more like your wishes?

* * * * *

We gratefully acknowledge the help given to us by Provincial Groups, Moderators, Central Staff and many members of our Churches and especially in 'Churches and Churchgoers' by Currie, Gilbert & Horsley and 'U.K. Protestant Handbook' Volume 2 - Home ('Houston Paper').

Help in discussing this section of the Report will be found in:- MEW Committee paper on 'The Small Church as a Growing Point'; Church Life Paper on 'Growth in the URC', and material beginning to come from the Nationwide Initiative on Evangelism.

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TABLE 1

CHURCH MEMBERSHIP STATISTICS
of the Congregational Church in England and Wales,
the Presbyterian Church of England from 1860.
(Up to 1970 - to the nearest thousand)

<u>Year</u>	<u>Presbyterian Church of England</u>	<u>Congreg. tional</u>	<u>URC</u>
1860	27,000		
1870	38,000		
1880	55,000		
1890	66,000		
1900	76,000	257,000	
1910	87,000	288,000	
1920	83,000		
1930	84,000	287,000	
1940	76,000	260,000	
1950	70,000	209,000	
1960	71,000	193,000	
1970	59,000	151,000	
1972			192,136
1973/4			187,408
1975			181,445
1976			174,611
1977			166,378
1978			161,691
	<u>CHILDREN</u>		
1900	81,000	687,000	
1930	55,000	512,000	
1960	30,000	201,000	
1973			102,027
1974			84,118
1975			90,269
1976			87,359
1977			79,124
1978			77,423

* from 1900-1970 the total British population rose from 37 to 53 million.
(statistics from 'Churches and Churchgoers' by Currie, Gilbert & Horsley).

SPOT SURVEY - QUALITY OF MEMBERSHIP

- (1) West Midlands 14 Churches - part incomplete - December 10th, 17th and 24th Carol Services - many special services.
- (2) Wessex 17 Churches - 2 rejected as no use.
No split F & M in roll - assumed all a.m. Mid January bad weather

Membership Roll:

- (1) M 35%, F 65%. (2) Not given.

Attendance % of Membership Roll:

- (1) M 23% F 41% All 64%. (2) All 63%. (1) M & F both 64% of M & F Roll.
- (1) based on normal a.m. where indicated - otherwise judged.
- (2) abnormal services not indicated - judgement used.

Age spread of Attendance:

(1) 16/19	5%	64M per 100F	(2) -?	-
20/30	10%	100M "	9%	60M per 100F
31/40	12%	76M "	17%	61M "
41/50	17%	61M "	20%	63M "
51/60	20%	52M "	17%	65M "
61/70	(22%)	(43M "		
71/80	36% (10%)	39 (38M "	37%	49M "
Over 80	(4%)	(23M "		
	100%	55M per 100F	100%	57M per 100F

Attendance % of Membership Split by size of Church:

(1) 0/20	None			(2) M 22%	F 60%	All 82%
0/150	M 29%	F 60%	All 89%	24	55	79
Over 150						
(3)	M 16.7%	F 23.8%	All 40.5%	18	27	45
All	22	41	63	23	49	72

Note (2)

Computed by obtaining % spread for each church and then adding %'s together and dividing by number of churches - more weight to small churches.

Evening service as % of Morning - 6 Churches (2 large but consistent):

- (1) only M 50% F 40% All 43%.

Special Occasion - Carol Service as % of normal morning:

- (1) only M 180% F 130% All 150%.

TABLE 3

ECONOMIC SURVEY 1977

Brief Summary of figures taken from separate
Financial Report to Assembly

LOCAL CHURCH ACCOUNTS
covering 145,143 Members

	<u>£m</u>	<u>%</u>	<u>£ per member</u>
Income:			
Offerings and covenants	3.65	46	25.18
Donations and legacies	0.86	11	5.91
Special efforts	1.00	13	6.91
Investments	0.49	6	3.38
Trust income	0.23	3	1.61
Sale of assets	0.16	2	1.12
Letting of premises (net)	0.45	6	3.11
Loans and grants	0.20	3	1.38
Sundries	<u>0.85</u>	<u>10</u>	<u>5.76</u>
	7.89	100	54.36
Expenditure:			
Ministry			
Assessment and Pulpit Supply			17.47
Manse			4.83
Car			<u>2.04</u>
Total ministry	3.53	45	24.34
Church & Hall upkeep	2.59	33	17.86
Sundries	0.42	5	2.86
Conduct of Worship	0.21	3	1.46
Unified Appeal and gifts	0.85	10	5.87
Transfer to reserves	<u>0.29</u>	<u>4</u>	<u>1.97</u>
	7.89	100	54.36

STATISTICAL REVIEW

NOTES

A review of the statistics has been made covering the recent past based on an analysis of the 1978 Year Book, being the latest available at the inception of the review, and a study of possible future trends.

Membership 1974 to 1978 - (1st January)

Table 4 is a summary of membership by Provinces showing that membership declined by 25,870 over the 4 year equivalent to an annual rate of 3.79% on the reducing balance forward. For 1976 to 1978, the review has been more detailed and reasons were sought to explain disparate results as between Provinces; this revealed important statistical deviations, arising mainly from changes in the method adopted in some Provinces, for counting membership of United Churches; blanks in the Year Book were also a factor. After allowing appropriately for these (so far as observed), the decline was recomputed for the last two years (up to January 1978) and appears in the far right-hand column on Table 4 as 4.26% per annum (4.9% for 1976-7 and 3.6% for 1977-8).

This decline has clearly been accentuated by the urge felt by Churches, faced with a new and large payment to the M. of M. Fund based partly on numbers of members, to clear from Membership Rolls, all inactive and moved-away members. No reliable information is available to estimate this factor and the assumption that without it the decline would have been 3% per annum is no more than a considered guess.

A perusal of the details leads to further points:-

- (a) The decline is most evident in the inner parts of conurbations which coincides with the fact that Eastern and Wessex show up well.
- (b) Large United Churches have often held up well; some even show increases which do not appear to arise from deviations in counting methods.
- (c) Some Provinces have lost churches; particularly, Thames North and Yorkshire. In all Provinces, the churches which disappeared in 1976-77 were small. It is not possible to say how far such losses are picked up elsewhere.

Churches and Places of Worship

Table 5 gives a summary of Churches in Provinces declining from 2063 in 1976 to 1990 in 1978. However, some Provinces give places of Worship, some count churches in a constitutional sense, while others are not consistent. The Deployment Committee uses numbers of churches which decline from 2005 to 1957 over the same period, an even smaller decline (48) under 1½% per annum. The reductions arise mainly from merging of churches - there are only about 10 that disappeared - the others often happen in complex regroupings. There should be additional church buildings arising in such cases but quite often, indeed usually, the church just disappears from the Year Book. Presumably this is kept under observation by the Districts.

From the above it follows that the average number of members per church has reduced from 87 to 83 over the two years, so that the closure of churches is not keeping pace with the loss of members.

Ministers

Table 6 gives a brief outline of such information as is available relating to numbers of ministers both in the past and as forecast for the future. The Deployment Committee, through the Rev.G.H.Roper has supplied considerable helpful information on this subject. Figures are recognised to be most unreliable prior to September 1976, and GHR regards the 1070 whole-time ministers in pastoral charge in 1974 as particularly suspect. The ministers as shown in the Year Book (e.g. on page 157 in 1979) declined in the same period from 1163 to 1001 (and increased to 1002 in the 1979 Year Book) a slower rate, consequently the gap between the two sets of numbers increases from 93 to 150. This gap, as the review of the 1978 Year Book has revealed, is due not only to ministers aged over 65 still in full charge and to ministers paid part-time but also to a considerable number of ministers on pension but still giving pastoral oversight. It is probable that, before 1976, counts of whole-time ministers were confused by these factors and the 7% decline is regarded as of little statistical significance.

The Ministers as shown in the Year Book purport to be on an appropriate comprehensive basis - i.e. U.R.C. ministers in pastoral charge or exercising oversight, whole-time or part-time or not paid, but so many errors appear from a perusal of details, particularly in the markings R, D and C that the close approximation achieved in the review of the 1978 Year Book, must be somewhat fortuitous.

From September 1976 when, as stated in the Report to Assembly 1977 (page 9) there was 897 ministers on the whole-time pastoral list (excluding 11 in Special Ministries - per G.H.R.), figures have been accurately recorded although there is still scope for confusion regarding both Special Ministers and Ministers in Pastorates not classified as whole-time.

The figures in the middle part of Table 6 are believed to be comparable showing a decline in the whole-time pastoral ministry of 25 during 1976-77 and of 68 over the 2 years, September 1976-78, the latter being equal to about 3.8% per annum.

Another question is the stability of the number of ministers not whole-time and unpaid including retired. It might be expected that their numbers are also augmented steadily by aging ministers taking charge of a country pastorate with a manse. As there are some 130 to 140 of them, and ministers are reaching 65 at the rate of about 30 a year it is possible that a decline in their total may not be unduly rapid.

Analysis of 1978 Year Book

Tables 7 and 8 are summaries of the Year Book by Provinces and by size of church respectively. The Year Book is compiled from returns by churches which are aggregated at District and again at Province level. The basis used in various respects is not clearly defined (e.g. counting members of United Churches) and this severely limits the reliability of any information drawn from this source. Where possible errors and inconsistencies have been corrected and a summary for each Province has been passed to the Provincial Moderator concerned.

Both Tables show first the totals extracted from the Year Book and then exclude the numbers for United Churches, because of their considerable inconsistency and Ecumenical Team Ministers and Associate Ministers. These (U.R.C. only) figures should be representative of the local churches throughout the country. These latter figures are then examined in two complementary Tables 9 and 10 which show various comparisons and also show the relative contribution of retired ministers by Provinces and by size brackets.

At the foot of the two Summaries, figures are given of "Retired and Unpaid" - (this is, at least not by M. or M. Department) and "U.R.C. Ministers on Part-time Oversight list Not Whole-time Scope-paid". The notes kindly provided by the Rev. Geoffrey Roper have been followed and those who appear to have been paid whole-time, even though not on the whole-time roll, have not been included in these figures.

Where the Year Book indicates a minister is shared, he has been ascribed to the larger church, the other(s) being called Junior Share. For example, of the 111 ministers shown in the 0/50 category in the "Summary by Sizes", 38 were also in charge of other churches which if taken together, would promote the Ministers' total into the 51/125 group. Another 10 were associated with linked ministries but the Year Book does indeed show 51 ministers as having oversight of less than 50 members - of whom 12 were retired and 7 marked D in the Roll.

As shown by the Table 10 the simple average number of members under oversight of one minister was 160, but this is invalidated by the members who have no pastoral oversight, which represents about 30 in the 0/50 and 19% in the 51/125 brackets. Something under 10% would presumably represent the normal result of temporary vacancies and the excess over these levels occurs only in the two smaller brackets. Here they clearly consist of pastorates that are not viable in a financial sense. This Table 10 also shows 1019 ministers of all kinds engaged in pastoral oversight in local U.R.C. churches of whom 62 are retired or unpaid and 61 are Part-time, nearly all of whom

are engaged in the two smaller brackets.

The Future

The numbers of members have declined by 4½% per annum over the two years ended January 1978 accentuated by the urge to clear "dead wood" from the membership rolls. The declines in the three previous years were 3½%. The clearing of rolls should now be largely finished and some reduction in the trend seems to be generally expected. However, there is no statistical basis for fore-casting a major recovery, so for present purposes and perhaps optimistically, it is being assumed that members will decline in number at 3% per annum for 5 years and 2% per annum thereafter.

If the burden of upkeep of the many small churches is to be kept in proportion, a considerable number would need to be closed each year.

As regards ministers, the M. of M. Committee Summary of May 1978, taking actual expected retirements, forecasts reductions in whole-time ministers of 13½% over the next ten years assuming a "net gain" of 15 ministers per annum or 11% if "net gain" is 20 per annum (see Table 6). As ordinations have fallen behind expectation in the last year, it appears better to work on the lower "net gain".

The projection of these trends is shown in Table 9(a)

Financial Projections

The projections of numbers are linked in Table 11 with the financial returns in Table 3. It is a pity that the costs per member differ slightly due to the need here to allow for the fact that Ministry costs cover the total membership (161,000) whereas the financial returns cover only 145,000 members. There are also complications in linking the cost of the Ministry with the number of ministers so as to be able to compute the additional cost of the awards for 1978 and 1979, which were voted at Assembly 1978. Otherwise Table 11 is based on the present value of the £1 - i.e. it makes no speculation as to increases in costs but assumes that members incomes and therefore their giving ought to be proportional to the increase in the costs of maintaining the Church. Even so Table 11 shows that present costs of £51 per annum per member will have risen to £56, £62 and £67 by 1980, 1985 and 1990 respectively merely by reason of the projected fall in membership. If this decline were 3% throughout and if ministers numbers declined at the lesser "compensation rate" used in the M. of M. report (Table 6 refers), the cost per member per annum would be £73,4 by 1990.

It must be emphasized that this is not a forecast but merely the projection of current trends adapted as known factors warrant and serves merely to tell us where we will get if we go on as we are now.

TABLE 4

MEMBERSHIP BY PROVINCES IN THOUSANDS

<u>Province</u>	<u>1974</u>	<u>1975</u>	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>Decline %</u>		
						<u>1974/78</u>	<u>1976/78</u>	
1. Northern	18.5	17.7	17.1	16.3	15.4	4.4	5.0	
2. North West	19.2	18.4	17.6	17.1	16.5	3.7	3.7	
3. Mersey	13.5	13.1	12.3	11.9	11.8	3.9	3.4	
4. Yorkshire	14.4	13.8	13.1	12.3	11.5	5.4	6.2	
5. East Midlands	10.9	10.7	10.2	9.7	9.3	3.8	4.4	
6. West Midlands	14.8	14.4	14.1	13.2	13.4	3.4	4.6	
7. Eastern	12.3	12.3	11.7	11.6	11.4	2.1	2.8	
8. South West	11.6	11.2	11.0	10.2	9.9	3.8	5.0	
9. Wessex	15.6	15.2	14.9	14.3	14.2	2.3	2.8	
10. Thames North	19.7	18.8	17.9	17.0	16.2	4.8	5.3	
11. Southern	24.9	24.2	23.3	22.4	21.8	3.3	3.4	
12. Wales	12.2	11.6	11.2	10.4	10.1	4.5	4.8	
	<u>1973</u>							
Totals	193.3	187.6	181.4	174.4	166.4	161.5	25.9	14.6
Decline %		2.97	3.28	3.26	4.90	3.63	3.79	4.26

Note:

Statistical deviation observed in provinces 2,3,6,7,9,10 and 12 in the years 1976, 1977 and 1978 are corrected in the % columns only. Earlier years were not examined and are therefore less reliable.

Percentages are expressed per annum by computing the decline each year as a percentage of the earlier year and the total for the years concerned are then averaged.

TABLE 5

PLACES OF WORSHIP PER YEAR BOOK
CHURCHES AS COUNTED BY DEPLOYMENT COMMITTEE
CHURCHES AS COUNTED IN THIS REVIEW

	<u>January 1976</u>		<u>January 1977</u>		<u>January 1978</u>	
	<u>Churches</u> <u>D.Cttee.</u>	<u>P of W</u> <u>year book</u>	<u>Churches</u> <u>review</u>	<u>P of W</u> <u>year book</u>	<u>Churches</u> <u>D.Cttee.</u>	<u>P of W</u> <u>year book</u>
1. Northern	140	142	137	139	133	135
2. North Western	186	188	183	187	181	183
3. Mersey	114	115	114	114	111	111
4. Yorkshire	165	167	166	166	160	159
5. East Midlands	146	147	143	143	141	142
6. West Midlands	180	184	175	177	170	172
7. Eastern	170	187	168	181	169	179
8. South West	178	180	172	176	171	171
9. Wessex	182	188	185	186	185	185
10. Thames North	171	176	167	171	164	168
11. South	204	219	216	218	206	216
12. Wales	169	170	167	172	166	169
Total churches	2,005		1,993		1,957	
Total places of worship		2,063		2,030		1,990

Notes:

1. See Report regarding inconsistencies in counting in year book.
2. Churches as counted in review are believed to be consistent with the Deployment Committee counts. They appear also in Table 7 where places of worship are also shown aggregating 2,057 compared with 2,030 above. Even so the 2,057 is probably an understatement.

TABLE 6

MINISTERS
TOTALS - PAST AND FUTURE
ESTIMATES - VARIOUS SOURCES

<u>Notes</u>		<u>Whole-time Pastoral including Special</u>			<u>Year Book includes part time and retired in pastoral charge</u>		
1	1974 January	1,070			1,163		
1	1975 January	985	decline	7.9%	1,110	decline	4.6%
1	1976 January	917	"	7.1%	1,069	"	3.7%
2	(September	908)					
1	1977 January	851	"	7.0%	1,001	"	6.4%
3	(Review)	(875)			(1,014)		
4	1978 January	850	"	Nil	1,002	"	Nil
	(June Pay Roll	849)					
	(September	841)					

5 & 6	<u>Forecasts</u>	<u>Deployment Committee - 5</u>		<u>M of M Report - 6</u>			
			<u>Decline</u>	<u>(a) Basis</u>	<u>Decline</u>	<u>(b) Basis</u>	<u>Decline</u>
	1st January:						
	1979	837	1.5%	835	1.8%	840	1.2%
	1980	825	1.4%	819	1.9%	829	1.3%
	1981	819	0.7%	806	1.6%	821	1.0%
	1982	808	1.3%	790	2.0%	810	1.3%
			(Mean 1.2%)				
	1983			774	2.1%	799	1.4%
	1984			766	1.0%	796	0.4%
	1985			759	0.9%	794	0.3%
	1986			739	2.6%	779	1.9%
	1987			726	1.8%	771	1.0%
	1988			717	1.2%	767	0.5%
					(Mean 1.7%)		(Mean 1.0%)
	1990			703		763	

Notes:

1. Deployment Committee figures - excessive decline probably due to increasingly restrictive definition of whole-time ministry.
2. Deployment Committee figures - said to be "first accurate count".
3. Total shown by current review of Year Book for paid - including not W-T scope. The 1,014 includes 14 newly ordained not in Year Book total.
4. M of M Report as February. Excludes 67 "Paid Ministry" and 29 "Paid on Pension".
5. Deployment Committee start from 841 (September) and use known ordinations and reaching 65.
6. M of M Report - start 850, less known reach 65, add assumed net gain (a) 15 and (b) 20 Ministers per year.

ANALYSIS OF MEMBERS CHURCHES – MINISTERS PER 1978 YEAR BOOK

TABLE 7

BY PROVINCES	Northern 1	North West 2	Mersey 3	Yorkshire 4	East Midlands 5	West Midlands 6	Eastern 7	South West 8	Wessex 9	Thames North 10	Southern 11	Wales 12	TOTALS
Members 1976 '000s	17.1	17.3	12.5	13.1	10.3	14.1	12.1	11.0	15.0	17.9	23.3	11.1	174.8
Members 1977 '000s	16.3	17.1	11.9	12.3	9.7	13.2	11.5	10.2	14.3	17.0	22.4	10.3	166.2
Churches	137	183	114	166	143	175	168	172	185	167	216	167	1 993
Places of Worship	142	189	116	166	146	178	185	179	188	171	224	173	2,057
URC Ministers	67	86	61	78	63	73	74	58	88	104	116	42	910
Oversight	6	6	5	7	4	12	13	10	8	8	16	9	104
Other Denominations	1	3	4	5	—	8	3	9	8	13	7	3	64
L.P., Deaconess	1	5	7	—	2	1	7	4	5	6	8	1	47
Junior share	31	46	12	36	54	34	47	69	48	12	34	32	455
None	31	42	25	42	20	48	29	22	28	25	39	81	432
Difference due to Assoc. Asst. etc.	—	5	—	2	—	1	5	—	—	1	4	1	19
Excluding U Churches and ECUM													
Team Ministries:													
Members 1977 '000s	16.1	16.2	11.0	11.5	9.4	12.1	11.0	9.0	13.7	15.0	21.2	10.0	156.2
Churches	136	176	106	155	137	165	162	158	175	157	191	164	1,882
URC Ministers	66	78	56	71	60	71	71	56	86	97	101	39	852
Oversight	6	6	5	7	4	12	11	10	8	8	14	9	100
Other denominations	1	—	1	1	—	—	—	2	3	10	2	2	22
L.P., Deaconess	1	5	7	—	2	1	7	4	5	6	6	1	45
Junior share	31	45	11	35	52	34	46	65	46	12	32	32	441
None	31	42	25	41	19	48	29	21	27	25	34	81	423
URC Ministers on part-time Oversight list and "Not Whole-time Scope" - paid - list included above :													
As Ministers	1	1	—	1	1	2	2	—	2	1	—	1	12
As Oversight	1	3	3	1	4	3	8	5	3	5	10	4	50
Retired and unpaid:													
Ministers	—	—	1	2	1	3	3	2	5	5	2	—	24
Oversight	5	3	1	5	—	8	5	3	2	—	4	5	41
Special Ministries (Associate)	1	—	3	2	1	—	—	—	—	1	6	—	14
		(5)					(2)				say (2)	(1)	

TABLE 8

ANALYSIS OF MEMBERS, CHURCHES AND MINISTERS - 1978 YEAR BOOKSUMMARY BY SIZES

	<u>0/50</u>	<u>51/125</u>	<u>126/200</u>	<u>201/300</u>	<u>Over 300</u>	<u>Totals</u>
Members 1976	22,597	57,548	36,719	29,748	28,373	174,985
Members 1977	22,650	55,777	36,415	25,541	25,836	166,219
Churches	901	685	233	106	68	1,993
URC Ministers	111	423	206	98	72	910
" Oversight	65	37	2			104
Other denominations	28	26	7	2	1	64
L.P., D'ess.	37	10				47
Junior share	389	66				455
None	277	126	20	8	1	432
Difference (Assoc. Asst. etc.)	6	3	2	2	6	19
Exclude U churches and ECUM team ministries: Members 1977	21,630	52,519	34,276	23,992	24,162	156,579
Churches	862	637	219	100	64	1,882
URC Ministers*	99	400	197	92	66	854
" Oversight	62	35	2			99
Other denominations	13	7	1			21
L.P., D'ess.	35	10				45
Junior share	379	63				442
None	273	122	19	8	1	423
Included above:						
Part-time Oversight, Not Whole- time Scope - paid lists:						
As ministers	6	4	2			12
As oversight	32	17	1			50
Retired and Not Whole-time Scope - unpaid:						
Ministers	13	6		3	2	24
Oversight	25	16				41

* Assistant ministers and team ministers excluded.

BY PROVINCES

XXXX

		UR Churches only				Members unserved		Adjusted	Part -		
		Members '000	Churches	Average	Ministers	Average	'000	%	Ministers average	time and retired	Cover
1.	Northern	16.1	135	119	73	221	2.3	14	186	7	3%
2.	North West	16.2	175	93	84	193	2.5	15	154	7	3%
3.	Mersey	11.0	106	104	62	177	1.6	15	136	5	2%
4.	Yorkshire	11.5	155	74	79	146	1.9	17	122	9	3%
5.	East Midlands	9.4	137	69	64	147	.6	6	133	6	5%
6.	West Midlands	12.1	165	73	83	146	2.3	19	117	16	7%
7.	Eastern	11.0	162	68	82	134	1.1	10	111	17	5%
8.	South West	9.0	158	57	68	132	.9	10	113	10	4%
9.	Wessex	13.7	175	78	97	141	1.3	9	122	1	3%
10.	Thames North	15.0	155	97	115	130	1.3	8	113	11	5%
11.	Southern	21.2	191	111	117	181	2.6	12	151	15	4%
12.	Wales	10.0	156	64	50	200	3.5	35	127	10	8%
TOTALS		156.2	*1,870	83.6	974	160.5	21.9	14	132	114	4%

*12 blanks eliminated

TABLE 9(a)

PROJECTIONS

January:	Members 3% reducing to 2% p. a.	Whole - time Pastors per M. of M. survey	All including retired and part - time (+addn 1.2 p.a.)	Members per Minister W.T.	ALL	Churches - proportionate closures
1977	166.2	875	1,014	190	164	1,993
1980	152.2	819	952	186	160	56 p.a.
1982	143.2	790	909	181	158	54 p.a.
1985	133.4	759	872	176	153	32 p.a.
1988	125.5	717	824	175	152	36 p.a.
1990	120.5	703	806	171	150	30 p.a.
				TOTAL		<u>1,436</u>

STATISTICS DERIVED FROM ANALYSIS OF 1978 YEAR BOOK

BY SIZES

	<u>0/50</u>	<u>51/125</u>	<u>126/200</u>	<u>201/300</u>	<u>Over 300</u>	
Members UR Churches excluding Team Ministries	21.6K	52.2K	34.3K	24.0K	24.2K	156.3K
Churches	(1) 850	637	219	100	64	1,870
Average per church	25	82	157	240	378	83.6
Ministers and Oversight (and O/D Ministers in UR Churches) excluding U Churches	174	442	200	92	66	974
Crude average Members under Oversight of one Minister	124	118	172	261	367	160.5
Theoretical number of Members without Oversight ("None" x average per church):						
Number	6.5K	10.0K	3.0K	1.9K	0.4K	21.8K
%	30%	19%	9%	8%	2%	14%
Adjusted average Members under Oversight (now incl. L.P. and D'ess):						
Members with Oversight	15.1K	42.2K	31.3K	22.1K	23.8K	134.5K
Ministers all kinds	209	452	200	92	66	1,019
Average per Minister	72	93	157	240	361	132
Ministers and Oversight:						
Part-time paid	38	21	2			61
Retired - unpaid (2)	38	22		2		62
Theoretical cover '000 (2)	1.9	3.5	0.3	0.5		6.2
% of Members with Oversight	13%	8%				4.6%

Notes:

1. Churches - deducted 12 to eliminate blanks.
2. Ministers (last section) adjusted to eliminate assistants not in charge.

TABLE 11

LINKING OF FINANCIAL RETURNS AND STATISTICAL REVIEW

1977

Sums paid to Ministers per P.52 Assembly Record 1978			£2,155K
Number of Ministers per Table 6	875 Whole-time		
	1,014 All		
Say equivalent to	900	= £2,394 per Minister	
Upkeep of Manse Cars etc.		£979K	
equivalent to £1,080 per Minister			
Pulpit supply		131	
Other expenses (telephone, etc.)		<u>271</u>	<u>1,381</u>
Cost of Ministry per Table 1	£3,532K		<u>£3,536</u>

Note:

Accuracy of this reconciliation is coincidental as it conceals the fact that the financial returns show membership of 145,133 against a year book figure of 161,700 the difference being mainly due to small churches having no minister but there are a few mission financial returns from large churches - on the other hand, the reconciliation ignores the £76,141 Surplus in the Maintenance of the Ministry Fund.

<u>Projection</u>	Per head <u>per annum</u>	<u>Ministry</u>			All <u>Other</u>	Total <u></u>
		Pay	Manse and <u>Other</u>	Church <u>Upkeep</u>		
1977		£m2.155	1.38	2.59	1.48	£m 7.60
÷ 160 members (000)	£13.47)	
÷ 145 members (000)			9.52	17.86	10.21)	51.06
1978 increase		£m .340				
1979 increase		£m .375				
Less: 10% p.a. (normal)		<u>(.430)</u>				
		2.440				
Less: 30 ministers		<u>75</u>				
1980		2.365				
÷ 150,000	£15.77)	
x 1.06			10.15	19.05	10.89)	55.86
Less 60 ministers		<u>.150</u>				
1985		2.215				
÷ 133,400	£16.60)	
x 1,124			11.41	21.41	12.24)	61.66
Less 56 ministers		<u>.140</u>				
1990		2.075				
÷ 120,500	£17.22)	
x 1.107			12.63	23.70	13.56)	67.11
Compensation rate "b"		2,2225				
3% decline i.e.						
÷ 112,200	£19.83					
x 1.074			13.56	25.45	14.56	73.40

ACCOUNTS FOR THE YEAR ENDED 31st DECEMBER 1978

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ECONOMIC SURVEY

In recent years an attempt has been made to estimate the overall income and expenditure of the UAC on the basis of a small statistical sample. From this a projection has been made into the probable figures for future years.

The new arrangements for producing maintenance of the ministry assessments gives as a by-product the actual expenditure of churches in 1977. The more detailed information suggests a higher level of income and expenditure than had previously been assumed. The figures have been arranged in various forms which are set out as appendices to this report. Comment is invited on alternative forms of presentation for future years.

On the income side, it will be seen that 68% is attributable to the response of church members and friends, i.e. offerings, covenants, donations and special efforts, representing a total of £5.35m or 71p per week per member.

The main items under expenditure are ministry which took 45% and buildings which absorbed 33%. The Unified Appeal and Benevolent Gifts took 10%.

On the basis of the 1977 figures it seems likely that the overall income and expenditure figures in subsequent years may prove to be of the following order:

1978	£ 9m
1979	£10½m
1980	£12m

The information produced in this survey is in respect of churches which have rendered forms MM1. It has not so far been possible to estimate figures in respect of other churches.

ECONOMIC SURVEY 1977

- based on local church accounts.

	Total for year £m	Per member per week p	%
Income			
Offerings and Covenants	3.65	49	46
Special efforts	1.00	13	13
Donations	.70	9	9
<hr/>			
Total giving by church members and friends	5.35	71	68
Legacies	.16	2	2
Income from investments and deposit accounts	.49	7	6
Trust income	.23	3	3
Letting of premises (net after expenses)	.45	6	6
Sundries	.85	11	10
Loans and grants	.20	3	3
Sales of property and other assets	.16	2	2
<hr/>			
	7.89	105	100
Expenditure			
Ministry	3.53	47	45
Church & Halls upkeep, heating etc.	2.59	34	33
Sundries	.42	6	5
Conduct of worship	.21	3	3
Unified Appeal, Benevolent gifts	.85	11	10
Transfer to Reserve	.29	4	4
<hr/>			
	7.89	105	100

ECONOMIC SURVEY

ECONOMIC SURVEY OF LOCAL CHURCH FINANCES FOR 1977

Amounts Raised and Spent expressed as £ per Member

Source of Income	National figure	Province Number											
		1	2	3	4	5	6	7	8	9	10	11	12
1. Offerings, Covenants & Tax reclaimed	25.18	20.10	24.08	22.60	24.52	23.53	25.75	26.48	25.95	26.43	28.96	28.97	20.53
2. Donations & Legacies	5.91	3.96	5.18	5.12	5.25	5.19	5.46	7.36	6.89	5.52	8.45	7.51	3.63
3. Special Efforts	6.91	6.01	9.09	7.60	10.00	8.84	6.94	10.88	8.13	7.84	7.59	7.90	4.89
4. Investments incl. Deposit accounts	3.38	1.68	3.39	1.67	4.56	3.19	3.28	3.47	4.57	2.93	5.12	3.71	2.81
5. Trust Income	1.61	0.79	1.74	0.87	1.58	1.75	2.48	1.86	1.77	1.16	3.89	0.68	1.36
6. Sale of Assets & Property	1.12	1.75	3.72	0.21	3.63	0.58	0.01	2.32	0.23	0.34	0.56	0.12	0.28
7. Letting of premises (net after expenses)	3.11	1.10	2.30	1.79	2.79	3.57	3.00	3.31	2.10	3.65	6.60	4.07	1.38
8. Transfer from Reserves	-	-	-	0.72	-	0.31	-	-	-	4.19	-	-	-
9. Loans & Grants	1.38	1.38	0.53	0.42	2.21	0.74	1.90	2.58	1.32	1.00	2.11	0.82	1.14
10. Sundries	5.76	2.01	3.55	3.22	4.49	4.96	6.18	4.89	3.57	3.41	7.06	6.94	3.42
	<u>£54.36</u>	<u>38.78</u>	<u>53.58</u>	<u>44.22</u>	<u>59.03</u>	<u>52.66</u>	<u>55.00</u>	<u>63.15</u>	<u>54.53</u>	<u>56.47</u>	<u>70.34</u>	<u>60.72</u>	<u>39.44</u>
<u>Distribution of Expenses</u>													
11. Ministry													
a) Assessment & Pulpit Supply exes.	17.47	14.58	16.11	16.96	18.15	17.48	16.95	18.02	18.12	19.29	21.04	17.12	15.39
b) Manse provision upkeep & heat	4.83	3.92	3.80	3.78	4.05	4.40	4.25	9.71	4.09	6.23	6.16	4.38	3.45
c) Car provision, upkeep etc.	2.04	1.33	1.74	1.44	2.28	2.51	1.96	2.34	1.89	2.55	2.28	2.31	1.30
Total Ministry	24.34	19.83	21.65	22.18	24.48	24.39	23.16	30.07	24.10	28.07	29.48	23.81	20.14
12. Church & halls upkeep, heating etc.	17.86	10.55	19.59	13.70	21.98	18.16	18.83	18.31	17.41	18.33	23.66	18.47	12.95
13. Sundries	2.86	1.71	2.16	2.45	3.01	2.72	2.32	3.42	3.48	2.69	3.66	4.45	1.82
14. Conduct of Worship, Junior Church, Sunday School	1.46	0.85	1.58	1.20	1.51	1.42	1.58	1.39	1.48	1.60	1.80	1.72	1.03
15. Unified Appeal & Benevolent Gifts	5.87	3.46	4.40	4.69	4.93	5.97	5.92	7.29	6.57	5.78	8.33	7.80	3.42
16. Transfer to Reserves	1.97	2.38	4.20	-	3.12	-	3.19	2.67	1.49	-	3.41	4.47	0.08
	<u>£54.36</u>	<u>38.78</u>	<u>53.58</u>	<u>44.22</u>	<u>59.03</u>	<u>52.66</u>	<u>55.00</u>	<u>63.15</u>	<u>54.53</u>	<u>56.47</u>	<u>70.34</u>	<u>60.72</u>	<u>39.44</u>

REPORT OF AUDITORS TO THE UNITED REFORMED CHURCH

The accounts of The United Reformed Church together with the notes thereon on pages 47 to 67 have been prepared under the historical cost convention. As explained in Note 4 the Church does not provide depreciation on freehold or leasehold buildings. This is not in accordance with Statement of Standard Accounting Practice 12, but we concur with this departure from the accounting standard in the circumstances of the Church.

In our opinion, these accounts give under the historical cost convention, a true and fair view of the state of the funds and the source and application of current assets at 31st December 1978 and of the income and expenditure for the year ended on that date.

The accounts of The United Reformed Church Retired Ministers' Housing Society Limited on page 61 are an extract from the full accounts of that Society. The report on those full accounts confirms that those accounts show a true and fair view and compliance with the requirements of the Friendly and Industrial and Provident Societies Act 1968 and the Industrial and Provident Societies Act 1965.

186 City Road,
London, E.C.1V 2NU

ROBSON RHODES
Chartered Accountants.

6th April 1979

CENTRAL ACTIVITIES

Balance Sheet at 31st December 1978

	Note	1978 £	1977 £
Capital Funds	2	1,414,381	1,358,038
Unexpended Income Funds	3	<u>1,794,623</u>	<u>1,686,198</u>
		<u>£3,209,004</u>	<u>£3,044,236</u>
REPRESENTED BY:			
Fixed Assets			
Property	4	659,139	573,733
Other Fixed Assets	5	<u>42,050</u>	<u>34,213</u>
		701,189	607,946
Investments	6	2,043,335	1,996,218
Loans and Advances	7	120,643	99,516
Net Assets of Tavistock Bookshop		45,749	31,198
Current Assets			
Cash at Bank	8	319,834	316,985
Sundry Debtors		<u>309,399</u>	<u>216,619</u>
		629,233	
Less Sundry Creditors		<u>331,145</u>	<u>(224,246)</u>
		298,088	
		<u>£3,209,004</u>	<u>£3,044,236</u>

L.Palmer
R.S.Martin

Treasurer
Chairman of Treasurership Committee

THE INVESTMENT OF FUNDS AS AT 31st DECEMBER 1978

	The Funds of the Church			Invested in				
	Capital Funds	Unexpended Income Fund	Total	Property	Investments	Loans	Other Fixed Assets	Current Assets
Central Administration/General Purposes	252,486	684,226	936,712	345,701	401,097		83,145	106,769
Maintenance of the Ministry Fund	288,318	110,263	398,581		362,108	9,146		27,327
Ministerial Training Fund	45,057	107,992	153,049		89,411			63,638
Church Extension Fund	172,908	425,294	598,202	15,439	453,581	106,492		22,690
Homes for Retired Ministers Fund	303,141	40,565	343,706	297,726	37,835		965	7,180
Welfare Fund	6,036	25,947	31,983		31,807			176
Fowler Relief in Need Fund	10,088	1,446	11,534		11,587			(53)
Ministers Schools Fund	39,033		39,033		39,033			
Fowler Scholarship Fund	11,418	10,679	22,097		20,465			1,632
Youth Fund		6,638	6,638		3,888		3,689	(939)
Christian Approach to the Jews Fund		32,235	32,235		30,811			1,424
Inter Church Relations Fund	1,366	985	2,351		1,366			985
World Church and Mission Fund	46,464	43,629	190,093	273	167,117			22,703
Westminster College Fund	168,921	53,944	222,865		208,896			13,969
Social Responsibility Fund	1,007	212	1,219		1,007			212
Special Funds	68,138	150,568	218,706		183,326	5,005		30,375
	<u>£1,414,381</u>	<u>1,794,623</u>	<u>3,209,004</u>	<u>659,139</u>	<u>2,043,335</u>	<u>120,643</u>	<u>87,799</u>	<u>298,088</u>

CENTRAL ACTIVITIES

Income and Expenditure Account for the year
ended 31st December 1978

	£	£	1978 £	1977 £
Proceeds of Unified Appeal			658,211	602,970
Other Income				
Tavistock Bookshop Profit		2,551		3,465
URC Insurance Co.Ltd.,		2,718		3,485
Gross Profit on Reform		4,190		5,115
Dividends on investments		31,845		23,108
Interest		35,450		97,036
Sundry Income		<u>1,383</u>		<u>2,141</u>
			<u>78,137</u>	
Total Income			736,258	<u>742,320</u>
General Allocations				
Overseas Missions	266,157			326,000
Less sums specifically received	<u>8,405</u>	257,752		(11,323)
Church Extension		4,000		5,500
Theological Training		60,000		82,753
Retired Ministers' Aid and Widows				
Supplementary Fund		5,000		6,000
Welfare and Emergencies		10,000		12,000
Staff Pension Fund		-		<u>4,000</u>
			<u>336,752</u>	<u>424,930</u>
Departmental Costs:				
	Costs	Income	Net	
	£	£	£	
Central Secretariat	15,723	-	15,723	13,753
General Church Costs	9,668	1,471	8,197	6,484
Assembly	13,934	-	13,934	11,293
Grants	12,996	-	12,996	11,591
Moderators	76,220	-	76,220	63,751
Church Life Dept.	63,797	1,950	61,847	54,155
World Church & Mission Dept.	113,810	12,000	101,810	23,790
Church & Society Dept.	10,662	-	10,662	9,053
Finance & Administration Dept.	66,201	8,183	58,018	45,944
Professional Fees	13,851	-	13,851	11,438
Publications & Printing	21,235	5,754	15,481	16,056
Information Service	1,861	171	1,690	2,004
Central Office Costs	<u>47,808</u>	<u>2,049</u>	<u>45,759</u>	<u>42,467</u>
	<u>467,266</u>	<u>31,578</u>	<u>436,188</u>	311,779
Maintenance of Ministry Fund contribution to Ministerial staff salaries			<u>56,738</u>	<u>46,747</u>
			<u>379,450</u>	<u>265,032</u>
Total Expenditure			<u>716,202</u>	<u>689,962</u>
Net surplus in year carried to General Purpose Unexpended Income Fund			<u>£20,056</u>	<u>£52,358</u>

MAINTENANCE OF THE MINISTRY FUND

Income and Expenditure Account for the year
ended 31st December 1978

	1978 £	1977 £
Total Assessments Collected	2,294,972	2,077,949
Dividends	39,659	33,234
Donations	<u>2,935</u>	<u>2,344</u>
	<u>2,337,566</u>	<u>2,113,527</u>
Total stipends paid to Ministers (including childrens allowances, supplements, employers contributions etc)	2,483,141	2,035,313
Grants paid from Fund	19,507	9,638
Allocation to Ministers' Widows' and Orphans' Pension Fund	<u>12,500</u>	<u>12,500</u>
	<u>2,515,148</u>	<u>2,057,451</u>
Deficit/(Surplus) in year carried to Maintenance of the Ministry Unexpended Income Fund	<u>£177,582</u>	<u>£(56,076)</u>

Note. The figures for 1977 have been re-drafted to make them comparable with those presented for 1978. This has involved taking an estimated figure for the amount of supplement paid to Ministers in 1977, which sums have been excluded from the accounts for each year.

NOTES TO ACCOUNTS

1. Accounting Policies

Contributions to Unified Appeal and Maintenance of the Ministry Fund

Contributions are brought into account on a receipts basis, with the inclusion of receipts in the early part of 1979 relating to 1978.

Legacies

Legacies are credited to the fund designated by the donor on a receipts basis.

Other Accounting Policies are included in the appropriate notes below.

Notes (contd)

CAPITAL FUNDS

2. Capital Funds - Year ended 31st December 1978

	Net increase /(Decrease)	Transfer	Balance 1.1.78	Balance 31.12.78
	£	£	£	£
Central Administration Fund				
Surplus on property sales	<u>51,422</u>		201,064	252,486
Maintenance of the Ministry Fund			288,318	288,318
Ministerial Training Fund			45,057	45,057
Church Extension Fund			172,908	172,908
Homes for Retired Ministers Fund			303,141	303,141
Welfare Fund				
Net Assets of Christian Witness Fd.	<u>3,210</u>		2,826	6,036
Fowler Relief in Need Fund			10,088	10,088
Ministers Schools Fund			39,033	39,033
Fowler Scholarship Fund			11,418	11,418
World Church & Mission Fund				
Capital Legacy	<u>5,089</u>	1,512	39,863	46,464
Westminster College Fund				
Sundry Donation	<u>94</u>	583	168,244	168,921
Social Responsibility Fund			1,007	1,007
Inter Church Relations Fund			1,366	1,366
Special Funds				
Sundry Donation	307			
Investment brought to account	140			
Ness Trust Fund allocation				
to W.S.F.	(2,398)			
Transfer to Fund held for Provinces	<u>(2,104)</u>			
	<u>(4,055)</u>	<u>(1,512)</u>	73,705	68,138
	<u>£55,760</u>	<u>£583</u>	<u>£1,358,038</u>	<u>£1,414,381</u>

Notes (contd)

UNEXPENDED INCOME FUNDS

3. Unexpended Income Funds - Year ended 31st December 1978											
	Donations	Dividends	To/From I & E Account	Other Income	Grants	Other Expenditure	Net Increase/ (Decrease)	Transfers	Legacies	Balance 1.1.78	Balance 31.12.78
	£	£	£	£	£	£	£	£	£	£	£
General Purpose Fund											
Loss on sale of investments						4,147					
Allocation of Legacy for Retired Ministers Housing						<u>4,000</u>					
			20,056			<u>8,147</u>	11,909	483	125,501	546,333	684,226
Maintenance of the Ministry Fd.											
Income relating to earlier years				12,793							
Profit on sale of investments				14,083							
Deficit on I. & E. Account				<u>26,876</u>		<u>177,582</u>	(150,706)				
Motor Car Grant fund					7,350		(7,350)	(3,165)	8,618	249,186	110,263
										10,515	
Ministerial Training Fund											
Grant from Memorial Hall Trust				<u>20,000</u>							
	12,445	7,627	60,000	<u>20,000</u>	33,149		66,923	(17,369)		58,438	107,992
Church Extension Fund											
Grant from Dunn Trust				1,000							
Profit on sale of investments				1,860							
Ground Rents				3,958							
Interest on Loans				<u>3,243</u>							
	16	39,743	4,000	10,061	4,990		48,830		183	376,281	425,294
Carried forward	12,461	47,370	84,056	56,937	45,489	185,729	(30,394)	(16,886)	134,302	1,240,753	1,327,775

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Notes (contd)

3. Unexpended Income Funds - Year ended 31st December 1978 (contd)

	Dona- tions	Divid- ends	To/From I & E Account	Other Income	Grants	Other Expend- iture	Net Increase/ (Decrease)	Transfers	Legacies	Balance 1.1.78	Balance 31.12.78
Brought forward	12,461	47,370	84,056	56,937	45,489	185,729	(30,394)	(16,886)	134,302	1,240,753	1,327,775
Homes for Retired Ministers Fd											
Net rents received				148							
Deficit on Fen Place I. & E. account				—		9,383					
	149	3,602		148	60	9,383	(5,544)		368	45,741	40,565
Welfare Fund	405	2,611	10,000		13,072		(56)		298	25,705	25,947
Fowler Relief in Need Fund		1,098			1,400		(302)			1,748	1,446
Ministers Schools Fund		4,041			4,120		(79)			79	—
Fowler Scholarship Fund		1,877			428		1,449			9,230	10,679
Youth Fund		250					250			6,388	6,638
Christian Approach to the Jews Fund		2,673			2,168		505			31,730	32,235
Inter Church Relations Fund	5	193					198			787	985
World Church and Mission Fund	1,154	14,587	(12,000)		1,096		2,645	1,528	12,327	127,129	143,629
Westminster College Fund		19,812			33,962		(14,150)	16,786		51,308	53,944
Social Responsibility Fund		112					112			100	212
Special Funds											
Funds introduced				3,784							
Ness Trust Fund allocated to Widows Supplementary Fund						1,446					
Sundry transfer to fund held for Provinces				—		81					
	1,600	18,268		3,784	15,046	1,527	7,079	(2,011)		145,500	150,568
	<u>£15,774</u>	<u>£116,494</u>	<u>£82,056</u>	<u>£60,869</u>	<u>£116,841</u>	<u>£196,639</u>	<u>£(38,287)</u>	<u>£(583)</u>	<u>£147,295</u>	<u>£1,686,198</u>	<u>£1,794,623</u>

Notes (contd)

4. Fixed Assets - Property

	Church House	Freehold Houses	Leasehold Houses	Freehold Ground Rent	Total
Balance at 1st January 1978	£ 68,529	£ 457,115	£ 32,650	£ 15,439	£ 573,733
Additions at cost		<u>102,868</u>			<u>102,868</u>
	68,529	559,983	32,650	15,439	676,601
Less Disposals at cost		<u>17,462</u>			<u>17,462</u>
Balance at 31st December 1978	<u>£68,529</u>	<u>542,521</u>	<u>32,650</u>	<u>15,439</u>	<u>£659,139</u>

Depreciation of Property

No provision for depreciation is made on freehold and leasehold buildings. The Treasurership Committee considered the recommendation of the Accounting Standards Sub-Committee of the Consultative Committee of Accountancy Bodies that freehold buildings should be depreciated and considered that this recommendation is not appropriate for the Church. Buildings shown in the Balance Sheet at £659,139 are insured for £1,955,755.

5. Other Fixed Assets

	Motor Cost	Cars Deprec- iation	Furniture & Equipment Cost	Equipment Deprec- iation	Total
Balance at 1st January 1978	£ 33,446	£ 12,767	£ 29,752	£ 16,218	£ 63,198
Net Book Value					<u>£34,213</u>
Additions	22,607		1,672		
Disposals	(8,469)				
Depreciation charged		9,572		2,306	
Adjustment on sale of cars		<u>(3,905)</u>			
Balance at 31st December 1978	<u>£47,584</u>	<u>£ 18,434</u>	<u>£31,424</u>	<u>£ 18,524</u>	<u>79,008</u>
Net Book Value					<u>£42,050</u>

Depreciation of Other Assets

Depreciation of other assets is provided so as to write off the cost of these assets over their expected useful life.

The following rates apply:

Motor Vehicles purchased prior to 1st January 1977 - 20% on cost
 Motor Vehicles purchased since 1st January 1977 - 33% of written down value.
 Fixtures, furniture and fittings - 15% of written down value.

Notes (contd)

6. Investments

	1978		1977	
	Cost	Market Value	Cost	Market Value
	£	£	£	£
Common Investment Fund	1,093,754	1,178,509	1,004,236	1,158,589
Investment Pool	936,190	1,029,036	979,992	1,128,326
Other quoted investments	<u>10,891</u>	<u>11,750</u>	<u>9,490</u>	<u>12,105</u>
	2,040,835	<u>£2,219,295</u>	1,993,718	<u>£2,299,020</u>
Unquoted investments at cost	<u>2,500</u>		<u>2,500</u>	
	<u>£2,043,335</u>		<u>£1,996,218</u>	

Investments are stated at cost. No account is taken of the excess of unrealised gains over unrealised losses on specific investments, having regard to the long term purpose of investment funds.

Units held by investing funds in the Common Investment Fund and the Investment Pool are stated at the cost of acquisition of the units, based on quarterly market valuations of the underlying quoted investments.

7. Loans and Advances

	1978	1977
	£	£
To Churches	114,169	95,398
To Ministers	<u>9,474</u>	<u>4,118</u>
	<u>£120,643</u>	<u>£99,516</u>

8. Cash at Bank

Cash at Bank, on call, and short term deposit	1,091,582	1,317,807
Less Sums held for Funds reported upon in these Accounts	<u>376,088</u>	<u>629,503</u>
	715,494	688,304
Less Sums held for Provinces and Congregations	<u>395,660</u>	<u>371,319</u>
	<u>£319,834</u>	<u>£316,985</u>

9. Actuarial Report

The Actuaries of the Church have reported on the funds of the Congregational Ministers' Pension Fund and the Ministers' Widows' and Orphans' Pension Fund, based on the situation as at 31st December 1977. At that time the funds showed an actuarial deficit of £1.44m. The contributing members of the fund are not contracted out of the State Pension Scheme.

The Actuaries recommend that capital sums be put aside to meet this deficit for 15 years from 1st January 1980, and the Maintenance of the Ministry Committee recommend that, at least, £250,000 per annum be set aside as an additional contribution from the Maintenance of the Ministry Fund for pensions in 1980 and subsequent years. The accounts of these funds are shown on page 63.

Notes (contd)

10. World Church and Mission Department

On the 1st January 1978 the World Church and Mission Department became responsible for many costs relating to missionaries formerly met by the Council for World Mission. The resulting increase in the costs of that Department have been met by an equivalent reduction of the grant to the Council for World Mission.

11. Westminster College

Westminster College and its contents are not included in the Balance Sheet on page 47 since the College was originally a gift to the Church and its value was not readily ascertainable. The college buildings are valued for insurance purposes for £1.5m.

CENTRAL ACTIVITIES

Source and Application of Current Assets - Year ended 31st December 1978

	£	1978 £	1977 £
Source of Current Assets:			
Total Funds at 31st December 1978		3,209,004	3,044,236
Total Funds at 31st December 1977		<u>3,044,236</u>	<u>(2,746,433)</u>
Increase in Funds detailed in notes 2 and 3		164,768	<u>297,803</u>
Adjustment for items not involving movement in current assets:			
Investment and Property received in kind	76,431		(15,329)
Net Surplus on sale of assets and other items	<u>58,247</u>		<u>(8,283)</u>
		<u>(134,678)</u>	<u>(23,612)</u>
		30,090	274,191
Increase of Current Assets arising from:			
Sale of Properties		67,610	63,524
Sale of Investments		200,876	90,326
Sale of Other Fixed Assets		4,564	3,783
Loans and Advances repaid		<u>29,332</u>	<u>37,719</u>
		332,472	<u>469,543</u>
Application of Current Assets:			
Purchase of Properties	102,867		31,344
Purchase of Investments	157,179		663,019
Purchase of Other Fixed Assets	24,278		14,358
Loans and Advances made	47,418		16,435
Advance to Tavistock Bookshop	<u>12,000</u>		
		<u>343,742</u>	<u>725,156</u>
Decrease in Current Assets		<u>£(11,270)</u>	<u>£(255,613)</u>
Movement in Current Assets:			
Increase in Cash		2,849	(376,007)
Increase in Debtors		92,780	(80,857)
Increase in Creditors		<u>(106,899)</u>	<u>201,251</u>
Decrease in Current Assets		<u>£(11,270)</u>	<u>£(255,613)</u>

WESTMINSTER COLLEGE

Income and Expenditure Account for the year
ended 31st December 1978

	£	1978 £	1977 £
Students Fees	24,547		17,654
Conference Fees	7,588		6,928
Federation Fees	<u>6,171</u>	38,306	5,991
Net flat rents	2,593		1,788
Donations	212		189
Legacies	<u>-</u>	2,805	350
Endowment Income	7,842		7,420
* Grant from Cheshunt Foundation	2,450		2,600
Allocation from Ministerial Training Fd.	<u>3,847</u>	<u>14,139</u>	<u>4,709</u>
		<u>£55,250</u>	<u>£47,629</u>
Professors Stipends	14,731		12,100
Professors Accommodation	3,183		3,378
Chair Endowments	(4,512)		(4,650)
Allocation from Maintenance of the Ministry Fund	<u>(11,001)</u>	2,401	(8,878)
Household Expenses	13,170		10,757
Wages & National Insurance	20,086		16,513
Rates, Water, Light, Heat & Insurance	<u>12,176</u>	45,432	11,353
Maintenance		5,335	4,781
University Fees	95		834
Student Assistantship	-		235
Board of Studies	150		167
Library	<u>200</u>	445	40
Office Costs	591		668
Sundry Expenses	<u>1,046</u>	<u>1,637</u>	<u>331</u>
		<u>£55,250</u>	<u>£47,629</u>

* In addition to this grant the Cheshunt Foundation also support the College by maintaining one Professor, contributing to office costs, and by giving Bursaries to students.

FEN PLACE

Income and Expenditure Account for the year
ended 31st December 1978

	£	1978 £	1977 £
Rents and Visitors Fees		30,787	26,331
Garden Party/Friends of Fen Place		-	1,500
Donations		1,366	1,099
Sundry Interest		<u>1</u>	<u>25</u>
		32,154	<u>28,955</u>
<u>Less</u> Staff Salaries	16,007		17,763
Provisions and Laundry	8,003		8,169
Maintenance	9,909		5,230
Rates, Lighting, Heating, Insurance	8,052		7,533
Sundry Expenses	<u>1,566</u>	<u>43,537</u>	<u>1,285</u>
			<u>39,980</u>
Deficit in year		11,383	11,025
<u>Less</u> Allocation from Harrison Longhurst Will Trust		<u>2,000</u>	<u>2,000</u>
Net deficit in year - carried to Homes for Retired Ministers Fund		<u>£9,383</u>	<u>£9,025</u>

Note. In accord with Church practice, legacies amounting to
£368 have been credited direct to the Homes for
Retired Ministers Fund.

TAVISTOCK BOOKSHOP

Balance Sheet at 31st December 1978

	1978 £	1977 £
ACCUMULATED FUND		
Balance at 1st January 1978	31,198	27,733
Cash Advanced	12,000	-
Net profit in year	<u>2,551</u>	<u>3,465</u>
	<u>£45,749</u>	<u>£31,198</u>
REPRESENTED BY:		
Furniture, fittings and equipment at cost	3,112	3,112
<u>Less</u> provision for depreciation	<u>1,852</u> 1,260	<u>1,714</u>
		<u>1,398</u>
Stock at lower of cost or market value	41,909	30,419
<u>Less</u> provision for unsold books	<u>1,125</u>	<u>1,125</u>
	40,784	29,294
Debtors	9,573	7,418
Cash funds held	<u>233</u>	<u>3,071</u>
	50,590	39,783
<u>Less</u> Creditors	<u>6,101</u>	<u>9,983</u>
	<u>44,489</u>	<u>29,800</u>
	<u>£45,749</u>	<u>£31,198</u>

Trading and Profit and Loss Account for the year ended 31st December 1978

Sales	91,261	86,311
Stock and Purchases	103,523	(88,437)
<u>Less</u> closing stock	<u>41,909</u>	<u>30,419</u>
	29,647	28,293
<u>Less</u> Salaries and wages	17,179	(15,127)
Carriage and Postage	4,338	(4,776)
Other expenses	<u>5,579</u>	<u>(4,925)</u>
	<u>27,096</u>	<u>(4,925)</u>
Net profit in year	<u>£2,551</u>	<u>£3,465</u>

THE UNITED REFORMED CHURCH RETIRED MINISTERS' HOUSING SOCIETY LIMITED

Balance Sheet at 31st December 1978

	£	1978 £	1977 £
Funds not financing property			
Share Capital	17		23
Reserves	<u>2,698</u>	2,715	1,477
Funds from Southern Province		<u>15,864</u>	<u>12,462</u>
		18,579	13,962
Property Finance			
Property Equity Account		<u>450,181</u>	<u>330,615</u>
		<u>£468,760</u>	<u>£344,577</u>
REPRESENTED BY:			
Fixed Assets			
Property at cost or valuation	452,181		333,765
Less Loans in respect of property	<u>2,000</u>		<u>3,150</u>
		450,181	330,615
Current Assets			
Cash funds held:			
On behalf of the Society	2,865		1,567
On behalf of Southern Province	<u>15,864</u>		<u>12,462</u>
	18,729		
Less Sundry Creditors	<u>150</u>	<u>18,579</u>	<u>(67)</u>
		<u>£468,760</u>	<u>£344,577</u>

Income and Expenditure Account for the year ended 31st December 1978

Property Revenue:			
Rents received		7,611	6,755
Less Insurance	438		(334)
Maintenance & repairs	4,403		(2,085)
Rates not recovered	<u>177</u>		<u>(346)</u>
Sundry Costs	<u>28</u>	<u>5,045</u>	<u>(160)</u>
Net Income from property		2,566	3,830
Less Administrative Costs:			
Secretary's Honorarium	100		(100)
Audit	200		(42)
Committee expenses	464		(324)
Sundry Expenses	<u>526</u>	<u>1,290</u>	<u>(38)</u>
		1,276	3,326
Other Income - Interest Received		<u>84</u>	<u>3,018</u>
Surplus of income over expenditure		<u>£1,360</u>	<u>£6,344</u>
Movement in Reserves	Property Equity	Reserves	
Balance at 1st January 1978	330,615	1,477	
Transfer in respect of cancelled shares		6	
Bequests & Gifts received in year		89,999	
Surplus on disposal of property		29,422	
Surplus of Income over expenditure		1,360	
Transfer to Property Equity A/c.	<u>119,566</u>	<u>(119,566)</u>	
Balance at 31st December 1978	<u>£450,181</u>	<u>£2,698</u>	

Note. The comparative figures for 1977 have been restated to take account of the revised presentation.

COMMON INVESTMENT FUND. INVESTMENT POOL.

	COMMON INVESTMENT FUND.				INVESTMENT POOL			
	1978		1977		1978		1977	
	Units	£	Units	£	Units	£	Units	£
Balance Sheet at 31st December 1978								
CAPITAL								
At 1st January 1978	1,912,353	1,975,513	1,515,120	1,521,724	946,238	1,139,162	573,067	701,384
Units issued in year	165,200	181,331	414,256	455,187	122,149	157,548	379,977	471,005
Units cancelled in year	(76,000)	(84,300)	(17,023)	(14,929)	(90,757)	(116,577)	(6,806)	(9,058)
		2,072,544		1,961,982		1,180,133		1,163,331
Profit (Loss) on sale of investments		<u>33,329</u>		<u>13,531</u>		<u>(16,167)</u>		<u>(24,169)</u>
At 31st December 1978	<u>2,001,553</u>	2,105,873	<u>1,912,353</u>	1,975,513	<u>977,630</u>	1,163,966	<u>946,238</u>	1,139,162
Special Reserve Fund	£		£		£		£	
At 1st January 1978	16,713		13,762					
Underwriting Commission received	<u>286</u>		<u>2,951</u>					
At 31st December 1978		<u>16,999</u>		<u>16,713</u>		<u>158</u>		<u>158</u>
		<u>£2,122,872</u>		<u>£1,992,226</u>		<u>£1,164,124</u>		<u>£1,139,320</u>
REPRESENTED BY:-								
Investments at cost		2,119,027		1,900,008		1,099,444		980,219
Cash Funds held		<u>3,845</u>		<u>92,218</u>		<u>64,680</u>		<u>159,101</u>
		<u>£2,122,872</u>		<u>£1,992,226</u>		<u>£1,164,124</u>		<u>£1,139,320</u>
Units in issue were valued as follows:-								
Investments at market value	2,180,436		2,112,886		1,181,587		1,100,262	
Uninvested cash	<u>3,845</u>		<u>92,218</u>		<u>64,680</u>		<u>159,101</u>	
	<u>£2,184,281</u>		<u>£2,205,104</u>		<u>£1,246,267</u>		<u>£1,259,363</u>	
Units in issue	2,001,553		1,912,353		977,630		946,238	
Unit value	£1.09129		£1.15308		£1.27478		£1.33092	
Distribution of income for the year ended 31st December 1978								
Distribution in respect of all dividends and interest received in the year were made as follows:-								
	Rate	Number of	Distribution	Rate	Number of	Distribution		
	£	Units	1978	1977	£	Units	1978	1977
January to March	0.015688	1,912,353	30,001		0.019135	952,167	18,220	
April to June	0.026927	1,995,053	53,721		0.024614	1,001,328	24,646	
July to September	0.016138	2,028,449	32,736		0.028264	962,123	27,194	
October to December	0.031675	2,001,553	63,399		0.027310	977,630	26,699	
Total income distributed	<u>£0.090428</u>		<u>£179,857</u>	<u>£144,850</u>	<u>£0.099323</u>		<u>£96,759</u>	<u>£68,954</u>

CONGREGATIONAL MINISTERS' PENSION FUND. MINISTERS' WIDOWS' & ORPHANS' PENSION FUND

	CONGREGATIONAL MINISTERS' PENSION FUND		MINISTERS' WIDOWS' & ORPHANS' PENSION FUND	
	1978 £	1977 £	1978 £	1977 £
Balance Sheet at 31st December 1978				
Accumulated Fund				
At 1st January 1978	852,095	693,786	1,021,219	945,985
Legacies received	-	-	163	3,809
Profit (Loss) on sale of investments	14,300	(1,723)	26,998	777
Excess of income over expenditure	<u>148,416</u>	<u>160,032</u>	<u>79,307</u>	<u>70,648</u>
At 31st December 1978	1,014,811	852,095	1,127,687	1,021,219
Endowment Fund	-	-	3,114	3,114
	<u>£1,014,811</u>	<u>£852,095</u>	<u>£1,130,801</u>	<u>£1,024,333</u>
REPRESENTED BY:-				
Quoted investments at cost	968,232	757,104	1,095,275	996,587
Market value	<u>£1,033,807</u>	<u>£875,618</u>	<u>£1,214,965</u>	<u>£1,172,499</u>
Cash funds held	46,956	95,246	35,888	28,108
Less Creditors	<u>377</u>	<u>255</u>	<u>362</u>	<u>362</u>
	<u>46,579</u>	<u>94,991</u>	<u>35,526</u>	<u>27,746</u>
	<u>£1,014,811</u>	<u>£852,095</u>	<u>£1,130,801</u>	<u>£1,024,333</u>
Income and Expenditure Account for the year ended 31st December 1978				
Income				
Dividends and interest	77,451	67,416	92,558	89,098
Contributions from Ministers and Central Funds	155,605	151,435	85,396	85,808
Contributions from the Maintenance of the Ministry Fund	-	-	12,500	12,500
Allocation from Retired Ministers Aid Fund	-	-	14,000	14,674
Residue from Staff Superannuation Fund	<u>14,395</u>	<u>-</u>	<u>-</u>	<u>-</u>
	247,451	218,851	204,454	202,080
Less Expenditure:				
Pensions paid	77,184	52,763	122,647	111,232
Death in service benefits	19,942	63	-	-
Contributions refunded to members on withdrawal	1,309	2,551	-	13,076
Transfer values paid on withdrawal	-	1,742	-	4,624
Management and office expenses	<u>600</u>	<u>1,700</u>	<u>2,500</u>	<u>2,500</u>
	<u>99,035</u>	<u>58,819</u>	<u>125,147</u>	<u>131,432</u>
Excess of income over expenditure	<u>£148,416</u>	<u>£160,032</u>	<u>£79,307</u>	<u>£70,648</u>

PASTORS' SUPERANNUATION FUND. PASTORS' WIDOWS' FUND

	PASTORS' SUPERANNUATION FUND.		PASTORS' WIDOWS' FUND.	
	1978	1977	1978	1977
	£	£	£	£
Balance Sheet at 31st December 1978				
Capital Account	<u>291,478</u>	<u>291,478</u>	<u>158,302</u>	<u>158,302</u>
Accumulated Fund				
At 1st January 1978	53,902	41,788	52,450	48,747
Legacies received	-	-	-	1,718
Excess of income over expenditure	<u>11,066</u>	<u>12,114</u>	<u>5,145</u>	<u>1,985</u>
	<u>64,968</u>	<u>53,902</u>	<u>57,595</u>	<u>52,450</u>
	<u>£356,446</u>	<u>£345,380</u>	<u>£215,897</u>	<u>£210,752</u>
REPRESENTED BY:-				
Investments at cost	343,051	339,474	207,018	205,934
Market Value	<u>£392,928</u>	<u>£411,371</u>	<u>£238,415</u>	<u>£250,761</u>
Cash funds held	<u>13,395</u>	<u>5,906</u>	<u>8,879</u>	<u>4,818</u>
	<u>£356,446</u>	<u>£345,380</u>	<u>£215,897</u>	<u>£210,752</u>
Income and Expenditure Account for the year ended 31st December 1978				
Income				
Dividends from Common Investment Fund	32,419	29,950	19,713	18,623
Allocation from Harrison Longhurst Will Trust	3,161	3,154	3,161	3,154
Other income	<u>369</u>	<u>1,286</u>	<u>224</u>	<u>641</u>
	35,949	34,390	23,098	22,418
Less Expenditure				
Grants paid	<u>24,883</u>	<u>22,276</u>	<u>17,953</u>	<u>20,433</u>
Excess of income over expenditure	<u>£11,066</u>	<u>£12,114</u>	<u>£5,145</u>	<u>£1,985</u>

RETIREE MINISTERS' AID FUND. WIDOWS' SUPPLEMENTARY FUND.

		RETIREE MINISTERS' AID FUND.		WIDOWS' SUPPLEMENTARY FUND	
		1978	1977	1978	1977
		£	£	£	£
Balance Sheet at 31st December 1978					
Accumulated Fund					
At 1st January 1978					
		90,364	71,071	10,517	8,691
	Legacies received	439	1,823	186	-
	Capital and income transferred from other Trusts	-	16,866	3,844	1,549
	Excess of income over expenditure	<u>228</u>	<u>584</u>	<u>168</u>	<u>277</u>
At 31st December 1978					
		<u>91,031</u>	<u>90,364</u>	<u>14,715</u>	<u>10,517</u>
Endowment Fund					
At 1st January 1978					
		33,787	33,250		
	Income from investments	<u>1,578</u>	<u>537</u>		
At 31st December 1978					
		<u>35,365</u>	<u>33,787</u>		
		<u>£126,396</u>	<u>£124,151</u>	<u>£14,715</u>	<u>£10,517</u>
REPRESENTED BY:-					
Quoted investments at cost					
		88,579	88,579	9,143	5,607
	Market value	<u>£101,615</u>	<u>£106,976</u>	<u>£10,291</u>	<u>£6,565</u>
Cash Funds held					
		<u>37,817</u>	<u>35,572</u>	<u>5,572</u>	<u>4,910</u>
		<u>£126,396</u>	<u>£124,151</u>	<u>£14,715</u>	<u>£10,517</u>
Income and Expenditure Account for the year ended 31st December 1978					
Income					
Dividends and interest received					
		7,721	7,679	490	755
Interest received on cash funds					
		3,119	2,788	418	377
Allocation from Sir William Dunn Trust					
		1,000	1,004	-	-
Allocation from Unified Appeal					
		4,000	5,000	1,000	1,000
Donations received					
		<u>23</u>	<u>158</u>	<u>15</u>	<u>-</u>
		15,863	16,629	1,923	2,132
Less expenditure					
Grants paid					
		1,635	1,371	1,755	1,855
Allocation to Ministers' Widows' Orphans' Pension Fund					
		<u>14,000</u>	<u>14,674</u>	<u>-</u>	<u>-</u>
		<u>15,635</u>	<u>16,045</u>	<u>1,755</u>	<u>1,855</u>
Excess of income over expenditure					
		<u>£228</u>	<u>£584</u>	<u>£168</u>	<u>£277</u>

CONGREGATIONAL MINISTERS' FRIENDLY SOCIETY

Balance Sheet at 31st December 1978

	1978 £	1977 £
ACCUMULATED FUND		
Balance at 1st January 1978	145,240	
<u>Less Excess of expenditure over income</u>	<u>7,687</u>	<u> </u>
	137,553	145,240
REVENUE RESERVE		
Management Fund	<u>2,500</u>	<u>2,500</u>
	<u>£140,053</u>	<u>£147,740</u>
REPRESENTED BY:		
Cash Funds held	140,328	147,965
<u>Less Sundry Creditor</u>	<u>275</u>	<u>225</u>
	<u>£140,053</u>	<u>£147,740</u>

Income and Expenditure Account for the year
ended 31st December 1978

Allocation from Home Churches Fund		1,500
Investment Income	<u>11,468</u>	<u>8,881</u>
	11,468	10,381
<u>Less Annuities paid and Premiums refunded</u>	<u>19,155</u>	<u>18,313</u>
Excess of expenditure over income	<u>£7,687</u>	<u>£7,932</u>

STAFF SUPERANNUATION FUND

Balance Sheet at 31st December 1978

	1978 £	1977 £
CAPITAL ACCOUNT		
Balance at 1st January 1978	55,659	42,300
Profit on investments realised	-	10,966
Excess of expenditure over income in year	<u>55,659</u>	<u>(2,393)</u>
	-	<u>£55,659</u>
REPRESENTED BY:		
Cash Funds held	-	<u>55,659</u>
	-	<u>£55,659</u>

Income and Expenditure Account for the year
ended 31st December 1978

Investment Income		2,012	4,360
Contributions		<u>509</u>	<u>1,064</u>
		2,521	5,424
Pension Payments	1,538		(2,971)
Reassured Life Assurance	-		(60)
Cost of Annuities purchased	42,247		-
Value of Pension Rights transferred to Congregational Ministers' Pension Fund	<u>14,395</u>	<u>58,180</u>	-
Deficit in year (1977 Surplus)		<u>£55,659</u>	<u>£(2,393)</u>

LEGACIES RECEIVED IN YEAR ENDED 31ST DECEMBER 1978

1. URC GENERAL PURPOSES

The late L.W.Berrill	54,762	
less paid to non-uniting Churches	<u>9,959</u>	44,803
" " R.Berryman-Smith		12,000
" " F.L.Burns		25,979
" " J.M.Duncan		5,188
" " M.G.Harrison		5,115
" " J.E.Hooper		4,000
" " W.R.Hostler		5,067
" " J.A.Lamb		8,178
" " D.A.B.Marples		7,901
" " J.H.Marshall		7
" " J.J.Ritchie		2,083
" " E.C.Roberts		5,087
" " J.Sharman		<u>93</u>
		<u>£125,501</u>

2. MAINTENANCE OF THE MINISTRY FUND

The late T.Hughes	10,173	
less paid to non-uniting Churches	<u>1,850</u>	8,323
" " G.Young		<u>295</u>
		<u>£8,618</u>

3. CHURCH EXTENSION FUND

The late E.M.Fox	<u>£183</u>
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4. HOMES FOR RETIRED MINISTERS FEN PLACE

The late Miss Underhay	50
" " E.M.Saunders	<u>318</u>
	<u>£368</u>

5. WELFARE FUND

The late J.B.Gotts	<u>£398</u>
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6. WORLD CHURCH & MISSION - bequest

The late M.Oldcorn	<u>£5,089</u>
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7. WORLD CHURCH & MISSION

The late E.B.Collier	1,000
" " W.H.Duguid	181
" " M.C.Moody	5,500
" " D.H.West	<u>5,646</u>
	<u>£12,327</u>

8. MINISTERS' WIDOWS' & ORPHANS' PENSION FUND

The late E.M.Fox	<u>£153</u>
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9. RETIRED MINISTERS AID

Donaldson bequest	43
The late T.J.Drysdale	100
" " G.Young	<u>296</u>
	<u>£439</u>

10. WIDOWS' SUPPLEMENTARY FUND

Donaldson bequest	86
The late T.J.Drysdale	<u>100</u>
	<u>£186</u>

11. UNITED REFORMED CHURCH HOUSING SOCIETY LIMITED

The late M.Oldcorn	
House	14,000
Cash	5,009
" " B.D.Kidd	3,471
" " A.M.Berrill	
House	30,521
Cash	142
" " J.Lamb	<u>5,000</u>
	<u>£58,143</u>

12. UNIFIED APPEAL

The late E.M.Fox	<u>£153</u>
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TOTAL LEGACIES £211,578

BUDGETS 1979 AND 1980

	Actual 1978 £	Budget 1978 £	Budget 1979 £	Budget 1980 £
DEPARTMENTS				
Assembly and Central Services				
Central Secretariat	15,723	14,560	17,070	21,300
General Church costs	8,197	5,540	8,250	9,300
Assembly costs	13,934	15,000	15,500	16,000
Grants	12,996	13,000	14,000	15,500
Moderators	76,220	64,700	80,350	97,500
Church Life Department				
General	35,765	37,600	40,320	45,900
Youth	13,818	13,500	15,050	17,100
Deaconess	12,264	10,000	13,800	15,800
World Church & Mission Department				
General (including C.W.M.)	359,562	359,350	389,050	422,150
Church and Society Department.	10,662	10,200	12,550	16,700
Finance and Administration Dept.				
General	58,018	56,400	68,100	77,200
Professional Fees	13,851	18,100	15,800	17,750
Publications and Publicity				
General	15,481	17,000	21,100	23,800
Reform	(4,190)	(1,000)	(3,000)	(1,750)
Information Service	1,690	2,600	3,050	2,700
Central Office costs	45,759	49,550	52,510	56,850
	689,750	686,100	763,500	853,800
<u>Less</u> Maintenance of the Ministry				
Fund Contributions to				
Ministerial Staff Salaries	56,738	58,000	69,500	71,800
	633,012	628,100	694,000	782,000
GENERAL ALLOCATIONS				
Church Extension	4,000	4,000	4,000	4,000
Theological Training	60,000	35,000	35,000	40,000
Retired Ministers' Aid and				
Widows' Supplementary Fund	5,000	5,000	5,000	5,000
Welfare and Emergencies	10,000	10,000	10,000	10,000
Contingencies	-	10,000	10,000	-
TOTAL EXPENDITURE	£712,012	£692,100	£758,000	£841,000
UNIFIED APPEAL	658,121	648,000	700,000	770,000
Other Income	73,947	44,100	58,000	66,000
	£732,068	692,100	758,000	£836,000
SURPLUS/ (DEFICIT)	£20,056			£(5,000)

	REPORTS	RECORD
Overseas, Missionaries from	66	--
Oversight Ministries	10	--
Palatinate Church	4	9
Part-time Ministers	6	--
Pension Funds	72	23
Personnel / Committee	65	--
Personal Episcopacy	5, 63	--
Pilots' Panel	39	--
Presbyterian Church of Ghana	64	--
Presbyterian Housing Society, Ltd.	8	21
Presbyterian Church in Taiwan	--	9
Presidency at Sacramental Services	--	19
Priorities and Resources	15	13, I
Programme to Combat Racism	6, 59	21
Provincial Quotas	9	--
Provincial Moderators / Report	4, 23	9, 10, 14
Publications and Publicity Committee	7, 21	14
Publicity Group	22	--
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