

Paper H1

The United Reformed Church Ministerial Capability Process

Ministries Committee

Basic information

Contact name and email address	The Revd Paul Whittle moderator@urcscotland.org.uk
Action required	Information.
Draft resolution(s)	None.

Summary of content

Subject and aim(s)	To tidy the outstanding issues with the process agreed at Mission Council.
Main points	<ol style="list-style-type: none">1. To report that the consultation with the Methodist Church has taken place.2. To report that that the consultation with the Moderator of the South West Synod has taken place.3. To report the change to the wording in 9.1.
Previous relevant documents	The United Reformed Church Ministerial Capability Process (November 2020).
Consultation has taken place with...	The Methodist Church The Moderator of the South Western Synod.

Summary of impact

Financial	None.
External (e.g. ecumenical)	

1. The United Reformed Church Ministerial Capability Process was agreed by Mission Council in November 2020 subject to consultation with the Methodist Church, the Moderator of the South Western Synod, and others and to submit any resulting adjustments to the Process to a future meeting of Mission Council.
2. Consultation with the Methodist Church was held on 29 January 2021 at a Zoom meeting with the Revd Dr. John Bradbury, General Secretary, the Revd Paul Whittle, Convener of Ministries Committee, Mr Andrew Middleton, URC legal Adviser, the Revd Kenneth Howcroft, Methodist Church and the Revd Nicola Furley-Smith, Secretary for Ministries. The outcome of the meeting was that no further revisions of the process were required.
3. Consultation in the form of a telephone conversation took place between the Revd Ruth Whitehead, Moderator of the South West Synod and the Revd Nicola Furley-Smith, Secretary for Ministries on 8 February 2021, where it was agreed to change the word 'likely' in 9.1 to the word 'possible'. The clause now reads:

If the Elders or congregation of a local church, or those responsible for the work of a synod post, have more serious concerns with a minister's level of performance over a period of time, or do not believe that an earlier informal discussion has resulted in satisfactory improvement, they may request the Synod Pastoral Committee to appoint a panel to hold a formal capability hearing. This [the Synod Pastoral Committee Capability Panel or SPCCP) will inform the minister that it has been appointed, providing a written statement of the concerns reported to it regarding the minister's performance, the reasons for those concerns, and the **possible** outcome if the Committee decides after the hearing that the minister's performance has been unsatisfactory. The notification will also include the following where appropriate:

- a) A summary of relevant information gathered as part of any investigation
- b) A copy of any relevant documents which will be used at the capability hearing
- c) A copy of any relevant witness statements, except where a witness's identity is to be kept confidential, in which case the SPCCP will give the minister as much information as possible while maintaining confidentiality.