

Paper I2

Mission Committee

Changes to the mission
team structure

United Church 2015
Church 2015
Reformed Church 2015
Church 2015



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Changes to the Mission Team structure

Basic Information

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Action required	Decision
Draft resolution(s)	<ol style="list-style-type: none"> 1. Mission Council accepts the proposed changes to the structure of the Mission Team; 2. Mission Council appoints the Revd Dr Michael Jagessar as Secretary for Global and Intercultural Ministries with immediate effect until 31 August 2020.

Summary of Content

Subject and aim(s)	This paper proposes changes to the Mission Team structure and is for decision.
Main points	Following the reviews of various posts in the Mission Team and the current vacancy for Secretary for World Church Relations, it is proposed to reconfigure the post of Secretary for Racial Justice and Intercultural Ministry to include a strategic focus on World Church Relations and to rename it Secretary for Global and Intercultural Ministries. It is further proposed to create a new post of Programme Officer for Global and Intercultural Ministries, focusing on programme implementation and local impact.
Previous relevant documents	None
Consultation has taken place with...	General Secretariat, Human Resources Advisory Group, Secretary for Racial Justice and Intercultural Ministry, Secretary for Ecumenical and Interfaith Relations

Summary of Impact

Financial	There will be a cost saving in the longer term.
External (e.g. ecumenical)	None

Changes to the Mission Team structure

1. The Mission Department was established in 2007, as part of the restructuring under Catch the Vision. The restructuring involved the winding up of a number of Assembly committees and establishing a new Mission committee and department. The Mission department would include:
 - a) Secretary for Mission,
 - b) Secretary for Ecumenical Relations and Faith & Order,
 - c) Secretary for Church and Society,
 - d) Secretary for Racial Justice and Multicultural Ministry,
 - e) International Relations Programme Officer (later renamed: Secretary for World Church Relations)
 - f) Commitment for Life co-ordinator
 - g) Four administrators.

2. With just one committee to work to, it was envisaged that the principal working method would be through synods and locally based networks to ensure continual local/central feedback and to allow the experience of the local church to inform the priorities of the Mission committee.

3. The Mission department had its first major review in 2014, when the first term of several postholders came to an end. This included the posts of Secretary for Racial Justice and Intercultural Ministry and the Secretary for World Church Relations.

4. The review of the Secretary for World Church Relations post established a number of new objectives for the post:
 - **Strengthening our practice of Synod World Church Partnerships**, recognising the need for more local engagement with the world church.
 - **Developing leadership**, reviewing the current practice of enabling opportunities to meet and experience the world church for people in leadership.
 - **Reviewing our representation** and exploring how we learn and share learning from participation in the world church.
 - **Exploring the ‘world church’ among our neighbours in the UK** and with Racial Justice and Intercultural Ministry explore how to grow relationships within the UK.
 - **Reflection and theology**, exploring the theological challenges that come from our being part of the world church.

5. The review of the Secretary for Racial Justice and Intercultural Ministry also established new priorities for the next term. These included:
 - **Transforming the declaration of our intention to live as a multicultural church with an intercultural habit into the good practice of every day** and ways of thinking within the URC.
 - **Monitoring and equipping the church to speak prophetically on issues of racial justice** which is taking on very complex forms in the UK and across Europe.
 - **Supporting the development of partnerships with new migrant churches**, working both with leadership of their congregations in the UK and supporting cooperative relationships with sending churches.
 - With the Secretary for World Church Relations **building upon the recognition of and relationship with the ‘World Church’ living in the UK**, contributing both to rethinking our understanding of “World Church” and recognizing the mission potential of World Church presence in the UK.

6. Given the objectives set out for both posts, both reviews envisaged a much closer alignment between the work of the Secretary for Racial Justice and Intercultural Ministry and the Secretary for World Church Relations.
7. In August 2015 the Secretary for World Church Relations completed her term of service and moved on to a synod post. The prospect of a vacancy offered an opportunity to rethink the post. The Mission committee appointed a small task group to consider the way forward for the post, bearing in mind (i) the outcomes of the review of the posts, (ii) vision2020 statement 8 on global partnerships, and (iii) longer-term budget projections which envisage a gradual reduction in central costs.
8. On the recommendation of the task group, Mission committee agreed in June to seek to create a post that reflects closer integration of the World Church Relations and Racial Justice and Intercultural Ministry work, as envisaged by the review of both posts. This would be in response to the changing global scene, which enables more encounter and mutual sharing with the world church *both in and beyond* the UK. It also agreed that the World Church Relations work should be structured in such a way that it could have greater local impact as envisaged by the original aims of the new Mission department structure.
9. The Mission committee therefore proposes to discontinue the post of Secretary for World Church Relations and to reconfigure the post of the Secretary for Racial Justice and Intercultural Ministry bringing together the International relations aspect of the World Church Relations post and the intercultural/migrant churches aspects of the Racial Justice and Intercultural Ministry post. The reconfigured post would have a strategic focus on international relations and global partnerships, representation in international/global bodies, exploring the world church in our midst (including sharing mission partners through CWM) alongside the strategic aspects of the current racial justice and intercultural ministry work.
10. In addition, it is proposed to create a Programme Officer post to work alongside the Secretary and focusing on the facilitation and implementation of the Belonging to the World Church programme, including the synod global partners programme, education for ministry, youth opportunities and ministerial exchanges. The Programme Officer would also take on practical aspects of the Racial Justice and Intercultural Ministry work. The primary focus of the Officer's work is to be on local impact.
11. The Secretary would operate primarily at policy and strategy levels, while the Officer's focus would be on programmes, networking and implementation. The two posts would be renamed Secretary for Global and Intercultural Ministries and Programme Officer for Global and Intercultural Ministries. The Programme Officer would be accountable to and line managed by the Secretary and would be a full member of the Mission Team.
12. The current Administrator post would continue, but more flexibility would be written into the job description for the Administrator, to allow for changing duties in the future and for greater involvement in other aspects of the Mission Team's work.
13. The new structure offers several advantages:
 - The two posts focus on the new objectives set out in the review.
 - A re-shaped Secretary post reflects in particular the priority to link world church and local churches, enhancing our intention to be 'a multicultural church with an intercultural habit' and to strengthen the relationship with the world church in the UK.
 - The Officer post focuses on synods and local churches, thus increasing local impact.

- There is more scope for working through networks and linking them more strongly.
 - There is a potential cost saving, in that an Assembly level post is replaced by a post at officer level.
14. The proposal has been discussed with and endorsed by the Human Resources Advisory Group. Job descriptions have been drafted in consultation with HRAG. As the new Secretary post is a further development of the Secretary for Racial Justice and Intercultural Ministry post it is recommended that the Revd Dr Michael Jagessar is appointed as the new Secretary for Global and Intercultural Ministries. Consultation with Dr Jagessar to this effect has taken place. It is proposed that the recruitment process for the Programme Officer for Global and Intercultural Ministries starts as soon as Mission Council approval has been given.

Resolution

1. **Mission Council accepts the proposed changes to the structure of the Mission Team;**
2. **Mission Council appoints the Revd Dr Michael Jagessar as Secretary for Global and Intercultural Ministries with immediate effect until 31 August 2020.**

