





# Paper M3

## Moderators of Assembly

Recruitment of General Secretary  
and DGS (discipleship)

United Church 2018  
Church 2018  
Reformed Church 2018  
Church 2018

# Recruitment of General Secretary and of Deputy GS (discipleship)

The authors have redrafted detail in several parts of their paper. All the text on pages 101 to 102 should be replaced by the following:

## 1. Preamble

- 1.1 Following provisional intimation at the time of their appointments, we have received formal notice that the Revd John Proctor intends to retire on 31 August 2020 and the Revd Richard Church in the middle of July 2020. Their long ministries have both been fruitful, effective and appreciated; the Church is significantly in their debt.
- 1.2 Their retirements create forthcoming vacancies for a General Secretary (GS) and a Deputy General Secretary (discipleship) (DGSD). It is the responsibility of the Moderators of General Assembly to convene the nominating group that enables the filling of the GS post (*The Manual*, section C.5) and the following brief paper suggests the skeleton of a process and its timeline for the filling of both.
- 1.3 There are five basic assumptions:
- that people may be nominated, and then invited to apply, or may apply of their own volition
  - that the GS be selected four to six weeks ahead of the DGSD in order that the former can participate in interviews for the latter
  - that appointees may be serving in posts with long notice periods
  - that separate nominating groups will deal with the appointments: one for the GS, chaired by Nigel Uden, will be in keeping with *The Manual* paragraph C5, and one for the DGSD, chaired by Derek Estill, will comprise four people – an Assembly Moderator, the convenor of a relevant committee and two others;
  - in the event that the first GS process does not appoint, the DGSD process will continue in order to ensure as far as possible that the General Secretariat is not left at 50% strength.

## 2. Process and timeline

- 2.1 Notice by current DGSD and GS of their intentions to retire in July and August 2020 respectively 17 August 2018
- 2.2 Submission of process and timetable paper for November 2018 Mission Council 30 September 2018
- 2.3 Creation of process and consultation with, amongst others Autumn 2018
- DGS (administration and resources)
  - Assembly Clerk
  - Human resources advisory group (HRAG)
  - Convenor of most recent GS nominating group (2014)
  - Convenor of Assembly nominations committee

- |      |   |                    |
|------|---|--------------------|
| 2.4  | Mission Council <ul style="list-style-type: none"> <li>• invited to approve process and its timeline</li> <li>• and to elect three committee conveners to join panel</li> </ul>   | 16 November 2018   |
| 2.5  | Identification of remaining members of the nominating groups:<br>GS: six people from the panel for Assembly appointments, appointed by the nominations committee;<br>DGSD: two more to accompany the Moderator and a convenor elected by Mission Council, together with the duly nominated GS;<br>review of General Secretariat and of current job descriptions and person specifications | Winter 2018/19     |
| 2.6  | Submission of papers re review,<br>Job description and person specification<br>for Mission Council's consideration  | 30 March 2019      |
| 2.7  | Advertising in June <i>Reform</i> – deadline  | 10 May 2019        |
| 2.8  | Mission Council invited to approve <ul style="list-style-type: none"> <li>• outcomes of General Secretariat review</li> <li>• Job description/person specification</li> </ul>   | 13 May 2019        |
| 2.9  | Finalising of paperwork, advertisement, etc;<br>preparation of nominating group   | Early summer 2019  |
| 2.10 | Closing date for nominations to be with the Clerk: 15 June;<br>closing date for applications to be with the Clerk: 12 July.   |                    |
| 2.11 | Long listing, shortlisting from 15 to 25 July 2019  |                    |
| 2.12 | Interviews for GS in first week of September 2019<br>Interviews for DGSD in second half of October  |                    |
| 2.13 | Appointment by Mission Council  | 15 November 2019   |
| 2.14 | News made public following Mission Council at a time mutually agreed with appointees and communications staff   |                    |
| 2.15 | Appointees' notice period of up to six months, commencing   | 1 December 2019    |
| 2.16 | Start date that ensures overlap, shadowing and hand over  | 1 June 2020        |
| 2.17 | Induction at General Assembly 2020  | 10 to 13 July 2020 |
| 2.18 | We invite Mission Council's reflections upon this proposed way ahead, recognising that if either group is unable to appoint, we re-advertise, making preparations as necessary for vacancies.   |                    |

## Draft resolution

**Mission Council approves the timeline and process as outlined for the appointment of a General Secretary and Deputy General Secretary ready for Induction at the General Assembly of 2020.**

# M3

United Reformed Church · Mission Council, November 2018

# Paper J2

## Nominations

Supplementary nominations

United Church 2018  
Church 2018  
Reformed Church 2018  
Church 2018

# Supplementary nominations

## Draft resolutions

- 1) **Acting on behalf of General Assembly, Mission Council notes and approves the changes set out in section A of the report.**
- 2) **Acting on behalf of General Assembly, Mission Council appoints according to the list of nominations in section B of the report.**

## A. Amendments to published list of nominations: see resolution (one) above

**Mission Council is asked to note and approve the following additional amendments to the nominations list that was agreed at General Assembly 2018.**

- 2.2 Nominations committee  
The Revd Nicola Furley-Smith is now the Southern Synod member.
- 3.1 Mission committee  
Ms Lindsey Brown is now the Eastern Synod member, serving until the end of General Assembly 2022.
- 5.2 Communications committee  
Mrs Heather Carr has resigned from the committee.
- 5.5 The United Reformed Church Trust  
Mr Clifford Patten has been co-opted to serve until the end of General Assembly 2020.
- 11.3 Congregational Fund Board
  - i. This is a long-established charity providing financial support to ministers and ordinands of the independent tradition. The URC appoints five trustees.
  - ii. The Revd Eric Allen has been a trustee since 1996. He has resigned giving his 90<sup>th</sup> birthday in 2019 as a reason. The nominations committee will seek a replacement.
  - iii. The other four URC trustees are:  
Mr Anthony Bayley serving to 30 June 2019  
The Revd Geoffrey Roper serving to 30 June 2019  
The Revd Kate Hackett serving to the end of General Assembly 2020  
Mrs Jackie Haws serving to the end of General Assembly 2021.



## **B. New appointments: see resolution (two) above**

### 2.3.1 Ministerial incapacity and discipline advisory group

The Revd Alison Davis wishes to relinquish her role as Consultant for mandated groups. The nominations committee proposes that the Revd Ian Kirby be Consultant for mandated groups from 1 January 2019 until the end of General Assembly 2023.

### 2.4 Disciplinary process commission panel

The officers of the panel have asked that the Revd Bill Bowman be re-appointed to the panel because of his recent experience. His previous term finished at General Assembly 2018. The nominations committee proposes that he be appointed with immediate effect until the end of General Assembly 2023.

### 2.6 Pastoral reference and welfare committee

Mrs Wilma Frew has resigned from being convenor. General Assembly 2018 appointed the Revd David Grosch-Miller to be convenor-elect until 30 June 2019. The nominations committee proposes that David become convenor with immediate effect, until the end of General Assembly 2023.

## **C. Appointment and review groups: for information**

- i. The Revd Andrew Mills has resigned as Moderator of North Western Synod, to take up a local pastoral charge in Southern Synod from February 2019. An appointment group has been formed for the vacant post in the North West, to be convened by Mrs Val Morrison (Yorkshire).
- ii. The Revd Ruth Whitehead will complete seven years as Moderator of South Western Synod in June 2020. A review process is under way. The review group is to be convened by the Revd Paul Bedford (Wessex).



# Paper M2

**Alan Yates**

Back office/front office: what next?

United Church 2018  
Church 2018  
Reformed Church 2018  
Church 2018



# Acting with strategic intent; or Better supporting our local churches; or Back office/front office: what next?

Alan Yates writes as follows, about the slides and ideas he will present:

## Introduction

The front office/back office presentation given to Mission Council in March 2018 suggested that such an approach could be used to:

- Improve *and* cost-reduce the administrative work we do in synods and churches by centralising the work (note: **not** Londonising!)
- Enhance the focus and extent of our outward-facing activities.

Alan was asked to develop this concept further and to give Mission Council an opportunity to comment.

## How the session will work

Alan will give a short recap of the March presentation and add a little more detail to the concept. This will take 25 minutes or so. Only questions for clarity will be taken at the end of the presentation to enable sufficient time for group discussions. After a maximum of five minutes of Q&A, MC members will spend 30 minutes in groups discussing the following questions:

- 1. Would such an approach be beneficial to the URC at the present moment?**
- 2. What elements of the approach do you feel are workable and which elements are not?**
- 3. What changes would you suggest to enhance the approach (either its functionality – making it work better – or its implementability – making it easier to achieve)?**
- 4. How should we start the process? Note this is not a decision to start, simply early planning on what we would do if and when approval is given.**

All groups are asked to respond quickly to questions one and two. Even groups should then do question three and then question four. Odd numbered groups should start with question four and then do question three. This will ensure we get good responses to both three and four.

There will not be plenary feedback. Group reporters are asked to write directly within a week to [alan.yates@urc.org.uk](mailto:alan.yates@urc.org.uk)



# Paper M1

## Moderators of Assembly

### Listening in the URC

Church 2018  
United  
Church 2018  
Reformed  
Church 2018  
Church





# Listening in the URC

## Questions for discussion in groups

1. What might be the benefits of a listening project for the URC?
2. And what might be the difficulties?
3. What other ideas do you have about how we might best listen to each other?
4. Do you have other suggestions about how the URC discerns its future trajectory?

## If we proceed with a listening project

5. Would it be better to bring together elders with ministers/CRCWs, or for them to meet separately?
6. Would you favour a single residential moment or a sequence of events for various groupings of synods? Or, would you prefer a process in local churches and synods that culminated in a significant session at General Assembly 2020?
7. Would you support the URC providing (from central resources) personnel and money to facilitate a listening project?
8. What would you want to say to those organising such a project?

Group reporters are asked to give **written feedback to Derek Estill or Nigel Uden** in the Saturday lunch break.

