



THE NORTHERN SYNOD OF THE UNITED REFORMED CHURCH met at St James's United Reformed Church, Alnwick, on Saturday 11 October 2014, with the Moderator, the Revd Lis Mullen, in the chair.

Present: Revds M K Alberg, J A Breslin, E K Brown, G R Brown, E J S Butlin, S Collinson, H M Drummond, A S Dunstone, J C Durell, W Ellerby, R J Forster, J E Grindrod-Helmn, K Harris, D A Herbert, G Hume, M Johnson, N Johnson, M Lloyd, J Magee, A E Mills, C H Offor, S J Orange, J C Paul, R M Poolman, P S Rand, M M Robb, J Ross, G Thompson (**Ministers**)

Ms A C Honey, Mrs H Stephenson (**CRCWs**)

Mrs J Armstrong, Mrs M A Campbell, Dr P H Clarke, Mrs E M Conran, Mrs L Conway, Mrs G Cox, Mrs M Davidson, Mrs R Dawson, Miss J M Degenhardt, Dr P G Dempster, Mrs C Eddowes, Mr D L Fox, Mr H J Gowland, Mrs S E Hamilton, Dr A Hamnett, Mrs J Hanning, Mrs M Humberston, Mr R M Jones, Mr A S J Lie, Mr D Mackay, Mr P B Matthew, Miss E Meikle, Miss F E Middlemist, Mr W Offler, Mr A T Ogilvie, Mrs C M Oswell, Mrs V J Pears, Mr D Pigeon, Mrs N Pigeon, Mrs E Robertson, Miss L Robson, Mrs C L Roddam, Miss M Russell, Mrs C Smith, Mrs A Stears, Mr J C Storer, Mrs L Telfer, Mrs A R Thomson, Mrs J R Tomlin, Mr A Woodhall (**Representatives**)

Others: Revd J C Adamson, Mr A Atkinson, Ms F Brienen, Mrs A Drew, Mr J H Drew, Revd Dr J W Dyce, Mrs S Flett, Mr R Golightly, Mrs L Gowland, Revd J A Kissack, Mr J Morrison, Miss H Peacock, Mrs B Storer, Mrs W Watson, Miss L Wilson

Apologies for absence: Dr G Aitken, Revd R Anglesea, Revd J E Appleby, Mrs M Barlow, Mrs S N Bell, Mrs J Boyd, Mrs J O Calcraft, Revd H J Collinson, Revd G L Connacher, Revd A L Coulthard, Revd Prof C E B Cranfield, Revd R A Crofton, Revd A J Dawson, Prof J W Derry, Mrs M Dobie, Mrs R Dunn, Revd T Ellison, Mr G J Fellows, Mr J C G Forrest, Revd N M Goodfellow, Revd S M Hamnett, Mrs J L Harper, Revd Dr A P Haws, Miss S M Hill, Mrs C A Holmes, Ms S E Lowther, Mrs P Maccoy, Revd E H Marley, Revd J S Martin, Revd J M McCallum, Mrs S McNabola, Dr D Moore, Revd C E Morrison, Revd P C Moth, Mrs D Muckles, Revd Dr F J Nelson, Mr W Ogilvie, Revd Dr D R Peel, Revd D A Pratt, Revd A Shepherdson, Revd J M Smith, Revd A J Spivey, Mr D Stembridge, Revd K W Stocks, Mrs H Sutton, Mrs S J Swanston, Mr D A Todd, Mrs M Wake, Revd Dr D E G Whiting, Mrs L Whiting, Mrs J Williams, Revd Dr G F Wilson

14/52 **OPENING AND WELCOME**

The Moderator opened the meeting, and Revd Joan Grindrod-Helmn welcomed Synod to St James's. Opening worship was led by St James's, based on a theme of ever new things, and a reading from Acts 11: 19-24.

14/53 **MINUTES** of the meeting of 15 March 2014 and further minutes were approved and signed.

14/54 **MATTERS ARISING**

No items were raised.

14/55 **NEWS OF PEOPLE AND PLACES**

The Clerk noted the retirement of Revd Val Towler, the moves out of Synod of Revd Barry Welch and Revd Polly Shamy, and moves into Synod of Greg Thompson to Seaton Delaval and Blyth, Revd Jim Magee to Ashington and Newbiggin, Revd Maureen Lloyd to Stamfordham, and Revd Gavin Hume to Benton. Revd Ian Farnsworth was the new President of South East Northumberland Ecumenical Area. Revd Stephen Collinson was acting as Interim Moderator for Hartlepool and Teesdale, and Revd John Durell for Monkseaton. The Methodist Church would appoint the next minister at Gosforth. Bethel, Chester-le-Street, had celebrated its bicentenary. Revd Ken Harris and Revd Margaret Johnson, and Danny Pigeon and Norma Brunton had celebrated weddings. We remembered friends and colleagues who were unwell, including Helen Hogg. Condolences were expressed to Revd David Herbert following the death of his wife, Diana, in August. Andy Lie, our Ecumenical Officer, had been accepted on to the Ecumenical Accompaniment Programme in Palestine and Israel. He will commence a three-month stint with the Programme late in 2015. Congratulations were given to those celebrating anniversaries of their ordination. The Moderator led the Synod in prayer for those mentioned.

14/56 **NEW WAYS OF BEING CHURCH**

The Moderator welcomed Francis Brien, Deputy General Secretary for Mission, who led the Synod in a participatory Bible study of Acts 1: 1-11. She reflected that the 21st century church had much in common with the second generation Christians for whom Luke and Acts were written, in terms of stagnation and testing from within and without, and a search for identity and purpose in a changing world. She drew three lessons: that the church is a community that belongs, serving God's universal mission; that we are a Spirit-blown community, mission being the promise that follows inevitably from the outpouring of God's Holy Spirit; and that we are called to be witnesses to Jesus' resurrection and kingdom for the whole world.

The Moderator thanked Francis, and pointed out that our energies should go into prayer rather than worrying about what we can't do.

14/57 **SYNOD MODERATOR APPOINTMENT**

The Moderator, Revd Lis Mullen, left the meeting, and Revd Dr Jack Dyce took the chair for this item, bringing greetings from the Synod of Scotland and Scottish College. He led the Synod in prayer.

The Clerk explained that the interim appointment of Revd Lis Mullen as Moderator had given a breathing space, and it was now clear that there was unlikely to be a merger of synods in the near future. This would mean that Northern Synod would be seeking a permanent Moderator. Accordingly, it was proposed to seek to extend the Moderator's term by a further year to consolidate her ministry and give time for the Synod to think about its direction and needs from a future Moderator. Several members were unhappy that our Moderator should continue to be described as 'interim', given that her role was no different from the other Synod Moderators', other than that it was for a shorter term. Dr Andrew Hamnett moved and Jean Degenhardt seconded that the word 'interim' be removed from resolution 1, which was then agreed with none against:

14/58 Synod resolves to request that Mission Council extend the term of Revd Lis Mullen as Synod Moderator until July 2016.

Synod greeted this with applause.

Synod reconvened after a lunch break, with Revd Lis Mullen in the chair.

14/59 BEING CHURCH IN TODAY'S COMMUNITY

The Moderator led Synod in prayer, and then welcomed Revd Jamie Kissack, Minister of Hornsea United Reformed Church, who brought greetings from Yorkshire Synod. He told the story of the Living Well project (www.livingwellhornsea.org.uk). An ordinary church with low energy and few resources sought to improve the social fabric of the community, and began by faithful listening, engaging with the local council, health services and charities. Having identified social isolation as the biggest problem in the area, the church responded with a monthly lunch club for vulnerable people, with invitation and transport, and a telephone support network. The project had generated a buzz about the place and encouraged church and non-church people to volunteer. Tablet computers had been used to teach people to use social media. The project was reaching up to 70 people a week, making a positive difference in their lives and improving health. Although this was community work rather than church work, Jamie was convinced that it was the work of the kingdom of God. The Moderator thanked Jamie for his presentation.

14/60 COMMITTEE REPORTS

A panel of convenors assembled to speak to their printed reports.

14/61 SYNOD EXECUTIVE

Melanie Campbell explained that information on General Assembly could be found at <http://urc.org.uk/general-assembly.html>. She moved and Synod agreed resolutions 2-4:

14/62 Synod resolves to next meet at St Columba's, North Shields, on Saturday 21 March 2015, or at such other place and time as may be convenient.

14/63 **Synod affirms its commitment to depositing its records of historical interest or significance with the relevant county record offices.**

14/64 **Synod revokes resolution 14/25, and resolves that the Synod Executive Committee be empowered to decide on a case-by-case basis the releasing of part of the accumulated rental income in a manse maintenance fund for church property maintenance and improvement projects. This should be done after consultation with the Manse Subgroup, the Property Subgroup, and the Pastoral Committee, subject to the following safeguards:**

- **Application may be made by any church to spend part of any manse maintenance funds held for the time being in the same pastorate, and should include copies of Church Meeting resolutions of all churches in the pastorate agreeing to the application;**
- **A requirement for a specific request detailing the sums requested, the purpose for which they were needed, and 5 years' analysis of previous income and expenditure;**
- **The manse must continue to be maintained to a satisfactory standard;**
- **There should be no arrears in Ministry & Mission or Synod levy contributions;**
- **Enough money should be retained in order that, in the Manse Subgroup's judgement, it will be possible to cover anticipated medium term manse repairs and maintenance;**
- **The Manse Subgroup may inspect the manse and the Property Subgroup may inspect the church.**

14/65 **SYNOD STRUCTURES**

Melanie Campbell thanked those who had responded to the consultation, committee convenors for their input, and Maranny Jones for following up a long list of nominations. She then moved and Synod agreed resolutions 5-10:

14/66 **Synod confirms the creation of a new Synod Executive Committee with effect from 1 September 2014 (or such later date as may be convenient) with the terms of reference set out in Appendix 1; and thanks and discharges all members of its Mission Executive Committee with effect from the same date.**

14/67 **Synod confirms the creation of a new Mission Committee with effect from 1 September 2014 (or such later date as may be convenient) with the terms of reference set out in Appendix 2; and thanks and discharges all members of its Church & Society, Ecumenical, Mission & Evangelism and World Church Groups with effect from the same date.**

14/68 **Synod confirms the creation of a new Pastoral Committee with effect from 1 September 2014 (or such later date as may be convenient) with the terms of reference set out in Appendix 3; and thanks and discharges all members of its Pastoral Representatives' Committee and Pastoral Group with effect from the same date.**

14/69 **Synod confirms the creation of a new Ministries & Development Committee with effect from 1 September 2014 (or such later date as may be convenient) with the terms of reference set out in Appendix 4; and thanks and discharges all members of its Ministries & Training Committee and Doctrine Spirituality Prayer & Worship and Silence & Retreats Subgroups with effect from the same date.**

14/70 **Synod renames the Children's & Youth Work Group as a Children's & Youth Work Committee with effect from 1 September 2014.**

14/71 **Synod requests Synod Executive Committee to develop role descriptions for members of the new Synod committees in conjunction with the convenors, committee members and Human Resources Subgroup, and to report back at the next meeting of Synod.**

14/72 **PASTORAL REPRESENTATIVES**

There was nothing to add to the printed report.

14/73 **TRUST**

Revd James Breslin reminded churches of the importance of giving early warning if they planned to ask for grants for major projects, to enable the Trust to plan its cashflow. It was noted that the breakdown of the Synod levy had not printed correctly, and a revised sheet had been circulated. He then moved and Synod agreed resolution 11:

14/74 **Synod affirms the budget for the year ending 31 December 2015, and agrees to the levy, which is the equivalent of £29.50 per member.**

14/75 An additional resolution 22, was put. The Treasurer explained that the Ministry & Mission Subcommittee worked out the assessments for each church so as to cover the 19.5 ministers scoped for deployment. There was some uncertainty about the contributions from local ecumenical partnerships, which were produced by different methods. All synods would submit their offers, and very occasionally they might be asked if they could find more money if the total was too far short of the budgeted expenditure. James Breslin added that churches should let the Trust know at the earliest opportunity if, having accepted their assessment, they subsequently encountered difficulties in meeting it. The resolution was then agreed:

14/76 **Synod affirms a bid of approximately £935,191 towards the Ministry & Mission Fund in 2015.**

14/77 **MINISTRIES & TRAINING**

Jane Tomlin pointed out that the Newcastle Airport Novotel for the Elders' conference was actually in Kingston Park.

14/78 **WORLD CHURCH**

There was nothing to add to the printed report.

14/79 HELP & ADVICE

There was nothing to add to the printed report.

14/80 NOMINATIONS

Melanie Campbell indicated that Margery Tate had withdrawn from the Ministries & Development Committee. The Moderator proposed, and Synod agreed to accept resolutions 12-21 *en bloc*:

14/81 Synod receives the current list of committee and group membership.

14/82 Synod appoints the Moderator as Convenor of the Synod Executive Committee, to serve *ex officio*.

14/83 Synod appoints Revd Meg Robb as Convenor of the Mission Committee, to serve until October 2017.

14/84 Synod appoints Revd Gordon Brown as Convenor of the Pastoral Committee, to serve until October 2017.

14/85 Synod appoints Revd Dr David Whiting as Convenor of the Ministries & Development Committee, to serve until October 2017.

14/86 Synod reappoints Sandy Ogilvie as Convenor of the Children's & Youth Work Committee, to serve until the next meeting of Synod.

14/87 Synod appoints Revd Ruth Crofton as Convenor of the Listed Buildings Advisory Committee, to serve until October 2017.

14/88 Synod appoints Barbara Allen as Lay Preaching Commissioner, to serve until October 2017.

14/89 Synod reappoints Rhona Dunn, John Forrest and Mike Louis as Directors of the United Reformed Church (Northern Province) Trust Limited, to serve from 1 January 2015 to 31 December 2017.

14/90 Synod appoints Revd Dr Tony Haws as a Director of the United Reformed Church (Northern Province) Trust Limited, to serve from 1 January 2015 to 31 December 2017.

14/91 ECUMENICAL

There was nothing to add to the printed report.

14/92 CHURCH & SOCIETY

There was nothing to add to the printed report.

14/93 LISTED BUILDINGS ADVISORY

There was nothing to add to the printed report.

14/94 MISSION PROJECTS

There was nothing to add to the printed reports from the Keld Resource Centre, Holy Island Mission Project nor the Grindon Mission Project.

14/95 DENOMINATIONAL MISSION COMMITTEE

Ron Forster highlighted resources on World War One and HOPE14 for Armistice Day. Further details were given on a printed sheet.

The Moderator expressed thanks to the convenors and all who had served on the Synod committees.

14/96 MODERATOR

The Moderator thanked Synod for its confidence in her, and then spoke to her own report. Whilst accepting that mission partnerships may not be entirely satisfactory, she did not feel that now was the time to engage in further restructuring. Rather, she advocated using them to the extent that they did work. She also asked for notice of meetings, so that she might attend if possible.

Elizabeth Conran expressed her belief, born of experience that mission partnerships would only succeed if people put something into them. The Moderator agreed, and added that lay input was important.

The Moderator reported that discussions were continuing between the five northerly synods, exploring scope for collaboration. Melanie Campbell had been asked to work 1 day a week for 6 months on a feasibility study, with her time paid for by the 5 synods. This would not detract from her existing work for Northern Synod.

14/97 TRAINING OFFICER POSTS

The Moderator explained that Northern Synod was at a disadvantage in being the only synod without any training or development officers. She proposed to work with North Western Synod in appointing two officers to cover both synods, working on training for ministers and mission enabling with local churches. Revd James Breslin pointed out the need to be clear on line management and dispute procedures where more than one synod was involved. Revd Helen Drummond asked whether we were being asked for money and whether this would reduce ministerial deployment. The Moderator confirmed that if a minister were appointed, it would come of deployment. Further details and a revised budget could be brought to Synod in March. Revd James Breslin recommended that Synod request the Trust to make a decision on this post based on the resources available to it. Dr Peter Clarke suggested Synod welcome the exciting possibilities, and refer the matter to

Synod Executive to work out the details. Revd Alison Mills highlighted the urgent need for someone to help the ministers and train lay people. Training needed to be better organised, by someone with the verve and vigour to do it. Revd Meg Robb, who had attended the recent 5 synods meeting, felt the Holy Spirit was at work, and that Northern Synod was driving things forward. Synod warmed to the idea and supported this proposal.

14/98 MARRIAGE OF SAME-SEX COUPLES

The Moderator explained that *One Plus One* booklets and leaflets were available and that following General Assembly in July, churches were invited to discuss marriage of same-sex couples and share their views with the General Secretary, by 31 March 2015. Prior to the discussions in churches, the time today would be a chance to hold conversations together and share thoughts, no decisions would be made. It would be the March 2015 Synod when we would confirm our Synod response. Four questions were posed, and discussed in small groups, after prayer. Feedback would be collated and circulated afterwards. Further resources and answers to frequently asked questions were available at <http://urc.org.uk/marriage-of-same-sex-couples.html>.

14/99 PROPERTY QUIZ

Andrew Atkinson presented a quiz on “the top ten things you should know about property.”

14/100 CLOSE

The Moderator led Synod in closing worship.

..... Moderator

..... Synod Clerk

..... Date

APPENDIX 1

Terms of Reference Template – Synod Executive

Name of group	Synod Executive
Membership and appointment	<p>Committee Convenors, Group Chairs, Trust Secretary, Moderator, Synod Clerk, Synod Treasurer.</p> <p>Ideally core membership will not exceed 12 people, and members may be co-opted for their particular knowledge, skill or role if it will support the work of the Synod.</p> <p>Where possible geographic spread and representation across the Synod will be ensured, however this may not be guaranteed.</p> <p>A minimum of one representative will require a knowledge of technical ecumenical issues.</p>
Chairing	The chair will be the Moderator (or nominated representative in their absence).
Frequency of meetings and quorum	<p>No less than every 12 weeks.</p> <p>The meeting will be quorate for decision-making with 7 members present.</p> <p>The meeting will be quorate for discussion with 5 members present.</p> <p>Committee Convenors unable to attend Synod Executive are asked to ensure a deputy can take their place to avoid the meeting be inquorate.</p>
Record of meetings	Minutes will be taken and circulated within 10 days and be available for the next meeting.
Reporting mechanisms	<ul style="list-style-type: none"> ▪ Synod Executive reports to and is accountable to Synod. ▪ A formal report will be presented to each Synod on the previous six months activity by the Moderator or nominated representative. ▪ Synod Executive will ensure that Synod is apprised of and kept up to date on all significant issues that are likely to arise in the six months following a Synod meeting. ▪ Synod Executive reports and papers will be made available 5 working days before the meetings are held. ▪ Synod Executive will receive updates from other groups and committees as standing items including the Trust.
Functions and delegated authority	<p>Synod Executive will be responsible for:</p> <ul style="list-style-type: none"> ▪ The smooth running and oversight of Synod and its associated groups and committees. ▪ Providing guidance on strategic issues to Synod, making

	<p>recommendations upon business, new interests, deployment, ecumenical work, and urgent Synod decisions arising between Synod meetings.</p> <ul style="list-style-type: none"> ▪ Action on behalf of Synod on matters relating to the construction, major reconstruction or disposal of buildings, ensuring that all statutory approvals and consents are met under the United Reformed Church Acts and the Ecclesiastical Exemption (Listed Buildings and Conservation Areas) Order 1994. ▪ Functions including and not be limited to decisions about appointments, key issues for Synod, forward planning, responsibility for safeguarding, allocation of mission grants, technical elements of ecumenical working (eg LEP constitutions), risk management and health and safety issues arising from church work and activity. ▪ Acting on behalf of any other committee in Synod where need arises due to lack of capacity, concern, conflict of interest or any other circumstance which deems it necessary for the continued functioning of Synod activity. <p>To progress changes in the life and governance of the Synod arising from changes to Synod structures and to undertake the responsibilities of the previous Mission Executive Committee, or those which do not fall to any other committee. <i>Updated 11-08-14</i></p>
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APPENDIX 2

URC-NORTHERN SYNOD

MISSION COMMITTEE

TERMS OF REFERENCE

Mission Committee

Membership of the committee: Convenor, Moderator, Ecumenical Officer and other persons appointed by Synod because of their particular gifts or experience. Members will not normally be asked to serve more than two terms of three years*. The Committee may co-opt individuals with specific experience or knowledge from time to time. Where possible, there should be a geographical balance of north, south, east & west of Synod.

Convenors of committees, except where serving *ex officio*, shall normally serve for terms of three years, renewable only once. On standing down, former convenors are eligible to continue serving on the committee. Convenors shall be appointed by Synod.

At formation to include the Moderator, Ecumenical Officer and members of the former Mission and Evangelism, World Church, Church and Society and Ecumenical Groups (note this group will not be

responsible for the 'technical' elements of ecumenical activity, however the Mission Committee will oversee the work of the Ecumenical Officer).

Members called to serve at formation (October 2014) having served on the previous constituent committees, may serve beyond the renewable period initially to ensure continuity.

It is likely that this Committee will be grappling with issues such as

1. How do we address the issues of society?
2. How do we address the world church?
3. How do we do evangelism?
4. What kind of relationships do we have with other traditions and other faiths?
5. How do we work with children and young people?

This Committee will provide oversight and direction to the work of the Ecumenical Officer. (Note Synod Executive has oversight of the technical aspects of the Ecumenical Officer's work).

Remit

1. Support for churches, Mission Partnerships and Synod Committees in sharing the Gospel.
2. Representing Synod on appropriate regional bodies, including the *Fresh Expressions Network*.
3. Communicating to Synod mission and evangelism activity and opportunity within the region.
4. Publicising particular training opportunities.
5. Responsible for promotion of ecumenical co-operation through local congregational life, the councils of the Church and specialist bodies.
6. Overseeing the work of the Ecumenical Officer to encourage, inform and oversee ecumenical working within the Synod, in so doing, supporting, assisting and informing the Ecumenical Officer.
7. To encourage training and good practice in ecumenical matters. Where possible, to act as a resource for churches and Synod.
8. To serve local churches, and the Synod in raising awareness, sharing information and encouraging reflection and action in matters of justice and peace, healing and reconciliation.
9. To represent the Synod in consultation and action with ecumenical partners, other faith groups and secular agencies in concerns for community life and development in the Synod area.
10. To be responsible for Commitment for Life (including the 1% appeal) and promote such other programmes as will further the committee's aims.
11. To listen to the experience of those with experience of current affairs and other faiths.
12. To promote and advocate the various aspects of the programme 'Belonging to the World Church' throughout the province.

13. To maintain and develop links with [any European link church and the current global partner, the Igreja Presbiteriana de Moçambique] and such other Churches or groups as are considered appropriate.
14. To make local churches, Mission Partnerships and Synod aware of the resources for study and celebration of the Church worldwide.

APPENDIX 3

Northern Synod Pastoral Committee

Terms of Reference (8 September 2014)

Convenors of Committees and Groups, except where serving *ex officio*, shall normally serve for terms of three years, renewable only once. On standing down, former convenors are eligible to continue serving on the committee. Convenors shall be appointed by Synod.

Membership: Pastoral Committee shall comprise the Convenor, the Moderator, Ecumenical Officer and usually 14 members drawn from groups of mission partnerships to ensure geographic representation and a balance of gender, ethnicity lay and ordained interests.

Appointments to the committee shall be for a period of five years. In recognition of the sensitive, pastoral nature of its business, the committee shall aim for a gradual turnover of its membership, so that normally no member shall serve for a period of more than five years*.

*(Initial appointments to the committee following revised Synod structures in October 2014 have been reviewed by the Synod Nominations Group. Members called to serve with experience of previous Pastoral Representatives' Committee and Pastoral Group, may serve for a reduced term).

Frequency of Meetings: Meetings will be held on weekdays approximately every six weeks.

Remit: The committee will report to Synod Executive. It is appointed to act on behalf of Northern Synod between Synod Meetings to exercise pastoral care and oversight of congregations, Ministers and people engaged in ministry and leadership by:-

- Supporting the Moderator in the provision of pastoral care to ministers and CRCWs.
- Ensuring fair and adequate provision of ministry across the Synod churches including deployment of ministers of word and sacrament and CRCWs.
- Providing pastoral care to congregations going through vacancies/changes in pastorates, i.e. appointment of interim moderator or pastoral friend.
- Receiving news and keeping in communication with mission partnerships to learn of their spiritual and practical issues (possible named contact person to attend MP meetings).
- Ensuring policy and procedures are in place and implemented for appointing and reviewing ministers of word and sacrament/CRCW appointments including declaration of vacancy, concurrence and terms of settlement.
- Being conscious of ecumenical issues when dealing with LEPs and the appointments of ministry/community workers.

- Giving authorisation to, arranging training for, and reviewing individuals called to preside at the sacraments.
- Ensuring implementation of LMMR and regular review as necessary.
- Giving opinion on redundant manses and other issues requested by Trust.
- Maintaining details of retired ministers and missionaries and reviewing their care annually.
- Issuing 'pastoral updates' to inform congregations of current issues.
- Appointing members of Section O panels, to act on behalf of Synod relating to the appointment of Synod Panel and Standing Mandated Groups in line with Section B of Part II of the process for dealing with cases of Ministerial discipline
- *Note: Synod reaffirmed the authority of Pastoral Committee to act on its behalf between meetings on matters relating to the call and settlement of ministers and specifically notes that the appointment of non-stipendiary/self-supporting ministers shall be made normally by the Pastoral Committee (08/16)*

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APPENDIX 4

URC-NORTHERN SYNOD

MINISTRIES AND DEVELOPMENT COMMITTEE

TERMS OF REFERENCE

Convenors of Committees and Groups, except where serving *ex officio*, shall normally serve for terms of three years, renewable only once. On standing down, former convenors are eligible to continue serving on the committee. Convenors shall be appointed by Synod.

Ministries and Development Committee, because of the sensitive pastoral nature of its business, shall aim for a gradual turnover of its membership, so that normally no member shall serve for a period of more than six years. It shall consist of no more than eight elected members, excluding those who serve *ex officio*.

Membership of the committee: Convenor, and other persons appointed by Synod because of their particular responsibility, gifts or experience.

Remit:

- Responsible for oversight of recruitment, assessment, training and support of the ministry of the whole people of God.
 - Recruitment, care, and choice of training for ministerial candidates (including Church-Related Community Workers).
 - The ongoing education and training of ministers after ordination or commissioning.
 - The scheme for the accompanied self-appraisal of ministers (MASA).

- Support and training of lay preachers and all aspects of the *Training for Learning and Serving* course.
- All aspects of education and training, including for other forms of ministry e.g. eldership.
- To encourage the development of programmes and materials that will encourage the growth in faith and spiritual experience of those involved in the life of the Church.
 - To listen to the concerns of local churches, Mission Partnerships and Synod about public worship and personal devotion.
 - To encourage the development of programmes and material which will encourage the growth in faith and spiritual experience of those involved in the life of the Church.
 - To consider matters brought from Assembly, Synod or ecumenical partners relating to doctrine, spirituality, prayer and worship, and how these can be shared or acted upon by Synod and/or Mission Partnerships.
 - To bring to Synod recommendations, resolutions or presentations relating to doctrine, spirituality, prayer and worship.
- To encourage study days, training and sharing of good practice in doctrine, spirituality prayer & worship.
 - To organize retreats and quiet days, liaising with the Holy Island St. Cuthbert Centre in so doing.
 - To act as an enabling resource for Mission Partnerships.
 - To liaise with the URC Retreat Group