

2022 of





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Produced by the Communications Team, on behalf of the Business Committee
The United Reformed Church, Church House, 86 Tavistock Place, London WC1H 9RT.

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Please answer the following questions by email to andy.jackson@urc.org.uk or by using the space below and posting the card back to the address overleaf. These responses will be used on social media and at the events marking the 50th anniversary on 1 October, 2022. Please respond by 26 August, 2022. With warmest wishes and thanks, Andy Jackson, Head of Communications, The United Reformed Church.

Why am I a member of the URC?

What is great about being part of the URC?

I became a member of the URC because of the welcome I received by the congregation when I visited.

The URC enables people to be fully involved in church life.

Please include your name, area and church if you're happy to share them.

I love the fact that we are so open to diversity in a way I have not seen in other denominations. I am glad that I am part of it.

Please include your name, area and church if you're happy to share them.

THIS IS THE HOME I KNOW - THE HOME I LOVE AND TREASURE.

HOSPITALITY - AN EVENT OF WELCOME TO ALL.

Please include your name, area and church if you're happy to share them.

① because it enables us people to have an active 'priesthood of all believers', led by because of its commitment to ecumenism.

② In addition to above - great sense of being part of the whole URC, across the nation. So much fellowship with others in our area.

Please include your name, area and church if you're happy to share them.

Why am I a member of the URC?

What is great about being part of the URC?

1. Being part of a denomination is secondary.
2. We are seeking to be ecumenical and anti-racist in our work. Also, the flexibility we have is helpful.

Please include your name, area and church if you're happy to share them.

I was taken to Dillingham Congregation Church at the age of 2 weeks and was part of that family until we moved and started to attend Dillingham URC - a Baptist ministry.

The Unity we hold despite our differences, a reason to share Jesus in our lives.

Please include your name, area and church if you're happy to share them.

I chose the URC because of the open table and non-hierarchical churches.

Please include your name, area and church if you're happy to share them.

Sense of being among friends.

Please include your name, area and church if you're happy to share them.

- 3. Assembly Executive resolves to add the Rules of Procedure 1.3: unless they resolve to use the Standing Orders of the 2018 General Assembly.**

agreed.

- 1. Acting on behalf of General Assembly, Assembly Executive agrees the revised Standing Orders as set out in the amended paper A1 of Assembly Executive November 2021 with immediate effect.**

agreed.

- 2. Assembly Executive reminds committees, synods, and District Councils of rule 1.3 of the Rules of Procedure: The Standing Orders...shall apply to all meetings of the Assembly and the Assembly Executive and, in so far as they are applicable, to meetings of synods, District Councils and their committees, unless they resolve to use the Standing Orders of the 2018 General Assembly.**

agreed.

21/29

Paper R1

MIND

1. Acting on behalf of the General Assembly, Assembly Executive rescinds resolution 40 2021.
2. Acting on behalf of the General Assembly, Assembly Executive adopts the 'Process for dealing with cases of discipline involving ministers and Church Related Community Workers' ('Disciplinary Process') detailed in Paper R1 of the General Assembly Book of Reports 2021 as amended in the document accompanying this resolution.
3. Acting on behalf of the General Assembly, Assembly Executive rescinds resolution 42 (a) and (b) 2021.
4. Instructs the General Secretary to make any necessary consequent changes to lettering/number necessary in the light of these changes.
 - a) The provisions of the new Disciplinary Process concerning appointments to the Assembly Standing Panels for Discipline, the Disciplinary Investigation and Commission Panels, the Appeal Commissions List and the posts of Assembly Representative for Discipline, Secretary to Assembly Commissions for Discipline and to Disciplinary Appeal Commissions are to come into force at the close of this session of the Assembly Executive meeting at High Leigh on 22-24 November 2021.
 - b) The Assembly Executive thanks those who had indicated a willingness to serve on Synod Standing Panels for Discipline and asks synods to release them from this commitment.

agreed.

Session six

21/30

Paper N2

Church Life Review

1. Assembly Executive welcomes the initial report of the Church Life Review Group, and affirms its direction of travel.
2. Assembly Executive affirms the proposal to engage in partnership with Theos to undertake research into the identity, hopes, dreams and expectations of local congregations within the United Reformed Church.

3. **Assembly Executive affirms the proposal to work with Moore Kingston Smith to analyse income, expenditure and capital across the family of the General Assembly and the synods. It encourages all parts of the United Reformed Church to engage positively in this process.**
4. **Assembly Executive requests the General Secretariat to engage in a quick and thoughtful review of present structures and bring proposals to General Assembly 2022 for any immediate rationalisation that might be possible.**

carried.

agreed

Wednesday 25 November 2021

Session seven

21/31

21/32

Paper N1

Jubilee Planning Group

21/33

Paper H1 (from 21/26)

Confidentiality Policy

2.1: Add to the end of para “(hereafter termed as workers)”

5.3: Add at the beginning, under the heading:

“Elders, church members and volunteers will operate this policy in line with the Data Privacy Notices of their church.”

- 5.5: First sentence, amend end of sentence after ‘open prayers’ to read “unless express consent and permission has been given by the individual or is a legitimate interest as outlined in the Data Privacy Notices of the local church.”**

agreed.

agreed.

5. Attendance

6. Interpretation of Sta

nThe host m

two-thirds

two-thirds

13. Timing of speeches and of other business

14. Questions

15. Points of order, personal explanation

17. Communications during the course of debate

18. Record of the Assembly

19. Suspension and amendment of Standing Orders

Synod Moderators' report

Basic information

Contact name and email address	
---------------------------------------	--

Introduction

On the move

Taking risks

Personalia

Business	32
Children's and Youth Work.....	34
Ministries, Children's and Youth Work,	

Paper A1

Basic information

Contact name and email address	
Action required	

1. Arrangements for the General Assembly

2. Standing Orders

Paper B1

Basic information

<p>Contact name and email address</p>	
<p>Action required</p>	
<p>Draft resolution(s)</p>	<p>From Youth Assembly:</p> <ol style="list-style-type: none"> 1. a) General Assembly resolves that nominations for Moderator of the General Assembly may be received from Youth Assembly in addition to Synods. b) General Assembly instructs the Business Committee to work with representatives of URC Youth to establish a proper process for these nominations. <p>2. URC Youth Assembly reaffirms its commitment to tackle the stigma surrounding mental ill health. Youth Assembly strongly encourages individuals to take part in Mental Health First Aid training and for local churches, Synods and General Assembly to look into ways to help individuals access this training. Youth Assembly asks General Assembly to join it in recommending that local churches strive to ensure that at least one member of the leadership team has undertaken this training.</p> <p>From CYWC:</p> <ol style="list-style-type: none"> 3. Children's and Youth Work Committee asks General Assembly to dissolve the Pilots Subcommittee as a formal structure in recognition of the changes within Pilots following General Assembly 2021. Children's and Youth Work Committee will continue to engage with and support Pilots through their network of companies and informal gathering, alongside other such networks for Children's and Youth Work. <p>To mark the launch of URC Children at General Assembly this year, the United Reformed Church resolves afresh to ensure that all structures and</p>

Pilots

Theology of children



Summary of impact

Financial	
External (e.g. ecumenical)	

2. The background

The affirmation the Faith and Order Committee feels led to make is that the future of the United Reformed Church is not about dying, but about living more fruitfully, prophetically and adventurously, being re-energised by the power of the Holy Spirit in faithfulness to Jesus Christ... An invitation went out on the United Reformed Church website and through the synods to contribute papers... 30 papers were received covering a range of fruitful areas... including an interesting proposal that the United Reformed Church should become a pioneer missional movement or a Reformed order within another church.⁵

Paper E1

Affirmative action towards an anti-racist Church

Basic information

Contact name and
email address



6.2 Anti-racism training

6.3 Mentoring and support

6.4 Accountability

7. Endorsements

8. Conclusion

Paper E2

General report

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	None.

Summary of content

Subject and aim(s)	
Main points	
Previous relevant documents	

Introduction

Staff changes

John McNeill-Scott (Principal)

Westminster College

Robert Pope. (Principal)

Jenny Mills (Secretary for E and L)

3.3 Education for Ministry 1 (EM1)

3.4 Education for Ministry 2 (EM2)

3.5 Education for Ministry 3 (EM3)

3.6 TD+ Network

4. Accessible, inclusive and integrated

*'With many such parables he spoke the word to them, as they were able to hear it;'
Luke 19: 33-35a 'As they were untying the colt, its owners asked them, 'Why are you*

'For just as the body is one and has many members, and all of the members of the body, though many, are one body, so it is with Christ'.

4.1 Assembly Accredited Lay Preachers, Locally Recognised Worship Leaders

Appendix 1 Stepwise number chart

Number of people engaged with Stepwise – April 2022			
<i>Faith-filled Life</i>			
Active Groups – 10	Participants - 77		

Paper F1

Report from the Faith and Order Committee

Basic information

Contact name and email address	
Action required	

Paper G1

General Report 2021 to 2022

Financial results

UNITED REFORMED CHURCH
URC M&M FUND
For the year ended 31 December 2021

APPENDIX

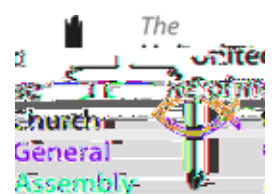
TOTAL	Actual 2021 £	Budget 2021 £	Budget 2022 £
Income			
Income from Churches & Synods	17,203,003	17,742,285	16,148,127
Donations, Legacies & Grants	210,077	390,000	109,950
Income from training & academic activities	1,426	1,000	1,000
Other income	2,489	0	12,000
Income from Investments	1,040,294	934,000	1,199,000
Income from Trading Activities	225,940	210,400	219,500
Property income	173,979	167,300	163,770
Total Income	18,857,208	19,444,985	17,853,347
Expenditure			
Discipleship			
- Ministries	13,447,585	14,101,500	14,421,107
- E&L	1,587,670	1,631,785	1,585,794
- Children & Youth Work	251,778	323,800	339,775
- Safeguarding	130,851	197,800	228,262
- Secretariat	49,163	12,125	84,120
- Digital	507	0	0
	15,467,554	16,267,010	16,659,058
Mission			
- Church & Society	1,315	9,000	10,500
- Ecumenical & Interfaith	93,043	96,200	156,600
- Global & Intercultural	117,365	131,000	81,800
- Mission & Evangelism	16,941	64,200	40,500
- Staff, Committees & Secretariat	454,758	526,900	597,241
- Walking The Way	55,598	73,350	76,086
	739,020	900,650	962,726
Admin & Resources			
- Secretariat	345,002	291,700	349,211
- Communications	689,652	687,600	721,020
- Facilities	309,408	357,700	381,538
- Finance	348,435	377,900	383,612
- Human Resources	93,228	86,800	104,023
- Information technology	223,282	232,000	272,733
	2,009,007	2,033,700	2,345,600
Governance			
- General Assembly (incl Task Groups)	57,357	135,500	121,824
- Assembly Executive (incl Task Groups)	19,528	65,500	17,500
- Professional Fees	317,103	120,000	160,000
- Section O	48,577	30,000	55,000
- Trust & other Committees	50,995	51,600	34,694
	493,560	402,600	389,018
Overheads	228,008	199,000	178,000
Total expenditure	18,937,149	19,802,960	20,534,402
Net expenditure	79,941	357,975	2,681,056

Paper G2

Possible one-off payments to ministers and lay staff

Basic information

Contact name and email address	
Action required	



Paper G4

URC Trust Accounts 2021

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	10. General Assembly notes the Trustees' Report and Financial Statements for the year ending 31 December 2021.

Summary of content

Subject and aim(s)	
Main points	www.urchurch.org.uk/trustees-report-and-financial-statements/ beatrice.minta@urchurch.org.uk
Previous relevant documents	
Consultation has taken place with...	

Summary of impact

Financial	
External (eg ecumenical)	

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Main points

**A briefing document on the proposals to be made to General
Assembly 2022 regarding new pension arrangements for the Church's
office holders and staff**

Office holders and staff

Pensions Review Group (PRG)

3. Decisions taken at Assembly 2021

3.1 Resolution 19 agreed at General Assembly 2021:

The General Assembly, being representative of Local Churches, Synods and the whole Church, confirms the Church's commitment to the pensions promises already made, and wishes any consideration of future pension arrangements for the Church's Ministers of Word and Sacraments, Church Related Community Workers, missionaries and staff to keep clearly in mind:

- a) The Church's warm gratitude for the commitment, gifts and service of those who work among us and serve in our name;*
- b) The Church's desire to deal with these people honourably in their retirement;*
- c) The Church's desire to act as a responsible employer, for the people we employ and for our stipendiary office-holders.*

Resolution 20 agreed at General Assembly 2021:

General Assembly, recognising that the significant changes to the legal and regulatory framework for defined benefit pension schemes are making the two current URC pension schemes disproportionately expensive for the benefits they deliver, agrees in principle to the closure to future accruals of both the Ministers' Pension Fund and the Final Salary Pension Scheme.

5. Future process and possible timetable following Assembly 2022

Choosing the default investment fund

Proposed Church contribution for staff: 16% of salary

11. Projected income in retirement

State pension

URC DB pension schemes

URC DC pension scheme

Other income

Projections

- 13. Dealing with Ill Health Early Retirement (IHER)**
- 13.1 Current benefits from the URC DB pension schemes**

Continuing benefits from the URC DB pension schemes

Proposed new arrangements for office holders

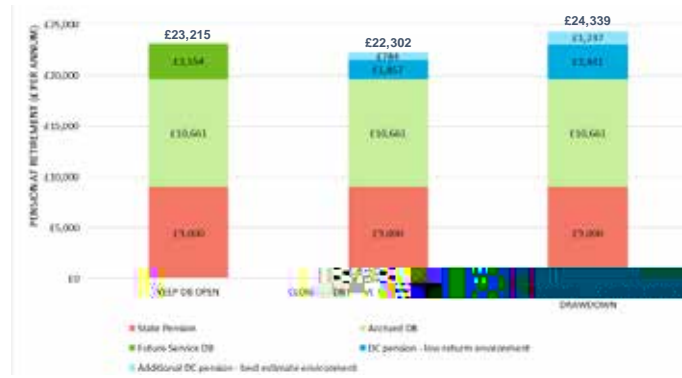
Availability of the DC pension pot

- 14. Existing Additional Voluntary Contributions**

16.2 Member aged 28 when the new pension scheme is introduced

Proposed DC scheme with drawdown used after retirement

Projection of all pension for sample member aged 58



FYMAN'S ROBERTSON

Existing DB scheme

Proposed DC scheme with an annuity purchased at retirement

Proposed DC scheme with drawdown used after retirement

Observations

17. Financial modelling based on a standard contribution rate

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Paper H1

General report

Basic information

Contact name and email address

Action required

5. Ministry in post-pandemic times

1. Introduction

2. Certificates of Eligibility

3. Certificates for Limited Service

9. **Church-Related Community workers**
Roll of Church-Related Community Workers Admissions to the roll of Church-Related Community Workers (from 1 April 2021 to 31 March 2022).

10. **Roll of Assembly-Accredited Lay Preachers**

Assessment board

Date of Conference		No. of Candidates	Number accepted

Maintenance of the Ministry sub-committee report

Plan for Partnership

Stipend Increase

2. Membership
The current membership

ex officio

The new membership

officio

ex

NB. The

Paper H3

Pastoral supervision update

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	None.

Summary of

3. Outcomes of the review
Affiliation

Training URC pastoral supervisors

Paper H4

URC Confidentiality Policy

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	15. General Assembly accepts the additional wording on references and use of multimedia platforms such as Zoom as requested at Assembly Executive, November 2022

Summary of content

Subject and aim(s)	
Main points	
Previous relevant documents	
Consultation has taken place with...	

Virtual conferencing platforms

Visibility of remote work locations

Screen Sharing Privacy

Protecting confidential data on your device from being viewed

Managing whose screen is visible

Managing participants

Zoom recordings

Previous relevant documents	
Consultation has taken place with...	

Summary of impact

Financial	
External (eg ecumenical)	

1. Introduction

In the light of the URC's 50th anniversary, it is time to revisit the principles which were so important to us 50 years ago, namely ecumenism and unity. The Faith and Order Committee endorses the encouragement to return to these core values. While the past 50 years have not moved us nearer to structural unity, we can see this ethos being expressed in our LEPs. We encourage all the councils of the church, including General Assembly, to ensure the URC becomes a positive and significant part of LEPs again. Such an affirmation of LEPs would be a restatement of our ecumenical vision.

4. New forms of ecumenical co-operation

A New Framework for Local Unity in Mission

A Flexible Framework for Local Unity in Mission.

one of the most significant practical ecumenical documents of our time

A Flexible Framework for Local Unity in Mission

Flexible Framework

Flexible Framework

References

<https://api.parliament.uk/historic-hansard/commons/1972/jun/21/united-reformed-church-bill-lords-by>

www.freetobelieve.org.uk/uploads/3/4/5/7/34574639/briefing_2017-10_final_for_website%5b6420%5d.pdf

https://urc.org.uk/images/MissionCouncil/Nov%202011/paper_b_ecumenical_relations_review.pdf

[https://t.or.:loruk18 \(i\)6 \(n\)g\(ill\)\]TJ0 Tc 0 Tw \(-\)Tj2.004 Tc -0.002 T.58.96 0 Td\[FrcdcAcr](https://t.or.:loruk18 (i)6 (n)g(ill)]TJ0 Tc 0 Tw (-)Tj2.004 Tc -0.002 T.58.96 0 Td[FrcdcAcr)

Paper I2

Environmental Policy

Basic information

Contact name and email address	
Action required	

Draft resolution(s)

General Assembly:

- a) Resolves that urgent action should be taken to reduce carbon emissions across the whole of church life, with the aim of reaching net zero emissions of greenhouse gases by 2030.
 - b) Adopts the Environmental Policy in Part 2 of this paper, and *instructs* the committees and bodies under its control, and *encourages* associated
- terce cssemb 3 (h)-5 (e)20 (co)-5 (m)13 (m)13 (i)2 2 9 T20 (n)(i)

1. oversee progress in implementing this policy and

4. Setting the necessary ambition: net zero emissions by 2030

8. Use and disposal of resources

9. Worship, teaching and education

10. Advocacy

Paper I3

Korea Peace Appeal

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	<p>18. a) General Assembly affirms its support for a lasting peace settlement to end the Korean War and instructs the General Secretary and Moderator to sign the Korea Peace Appeal on its behalf.</p> <p>b) General Assembly commends the Korea Peace Appeal and urges Synods, local churches, and individuals to sign the Korea Peace Appeal in solidarity with ecumenical partners in Korea.</p>

Summary of content

Subject and aim(s)	
Main points	
Previous relevant documents	
Consultation has taken place with...	

Summary of impact

Financial	
External (eg ecumenical)	

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1. The background

2. The proposal

It Just Works

Walking

the Way.

3.

Paper 15

Walking the Way: final report to General Assembly

Basic information

Contact name and email address	
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Action required

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Summary of impact

Financial	
External (e.g. ecumenical)	

- 1. This is not the end**
Walking the Way: Living the life of Jesus

Walking the Way: living the life of Jesus today

Walking the Way: Living the life of Jesus today

the life of Jesus today

Walking the Way: Living

Simple resources which can be used in the context of everyday life are useful and popular.

Walking the Way: Living the life of Jesus today has provided an identity, catalyst and/or focus for bespoke resources/approaches

Walking the Way: Living the life of Jesus today

There is sustained support for network gatherings

3. Lessons to be learned

Still not everyone understands the discipleship message

There is much resource/programme/project fatigue.

*Walking the Way
Walking the Way*

There is much scepticism/apathy.

Way: Living the life of Jesus today

Walking the

There is a need for stronger relationships/collaboration/transferability of approaches to discipleship.

Walking the Way

Walking the Way

4. There is more work to be done

5. Thank you

**Walking the Way Steering Group
Targets for 2022**

Background

Primary objective

Resolution 36 of 2021

Synods			

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www.urc.org.uk/legacies-of-slavery

2. Proposed Con

Paper J1

Report to General Assembly 2022

Basic information

Contact names and email addresses	
Action required	
Draft resolution(s)	<p>22. General Assembly extends the Revd Sarah Moore’s term of service as Assistant Clerk of General Assembly from 1 January 2023 to the end of General Assembly 2023.</p> <p>23. General Assembly appoints committees and representatives of the Church as set out in paragraph 10.3 of this report, subject to the additions and corrections</p>

Monitoring

Thanks to the Committee Secretary

Resignations

<i>Ref</i>	<i>Committee/Group</i>	<i>Name</i>

<i>Ref</i>	<i>Committee/Group</i>	<i>Name</i>	<i>Role</i>	<i>Years</i>

<i>Ref</i>	<i>Committee/Group</i>	<i>Name</i>	<i>Role</i>	<i>Years</i>
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This list the 27(w) Td7a

1.4 Resource Sharing Task Group

1.5 Environmental Task Group

2.2.1 Panel for General Assembly appointments

Retiring 2023

Retiring 2024

2.5 Disciplinary Investigation Panel

2.6 Assembly Standing Panel for Discipline

2.7 Standing panel for the incapacity procedure

2.8 Pastoral Reference and Welfare Committee

2.9 Safeguarding Committee

3. Mission department

3.1 Mission Committee

3.1.1 International exchange reference group

3.1.2 Commitment for Life (CfL) reference group

3.1.3 Interfaith enabling group

4. Discipleship department

4.1 Ministries Committee

4.1.1 Accreditations (CRCW and SCM) sub-committee

4.1.2 Ministries – maintenance of ministry sub-committee

4.1.3 Ministries – Retired Ministers' Housing Society sub-committee

4.1.4 Assessment board

Retiring 2023

Retiring 2024

Retiring 2025

4.3 Children's and Youth Work Committee

4.3.1 Pilots sub-committee

4.4 *Walking the Way* steering group

Stepwise

Walking the Way

4.5 Worship Reference Group

5.5 United Reformed Church Trust

5.5.1 Church House management group

5.5.2 Remuneration Committee

5.6 The United Reformed Church Ministers' Pension Trust Ltd

7.11 Commission of Covenanted Churches in Wales

7.12 Free Church education committee

7.13 European Churches' environmental network

7.14 Churches' committee on funerals and crematoria

7.15 Churches' forum for safeguarding

7.16 Churches' network for nonviolence

7.17 Churches Visitor and Tourism Association

7.18 Joint liturgical group

8. Representatives on formal bilateral and multilateral committees

8.1 Methodist/United Reformed Church liaison group

8.1.1 Methodist/ United Reformed Church strategic oversight group

8.2 Church of England - United Reformed Church Contact Group

8.3 EMU Partnership (Scottish Episcopal Church, the Methodist Church in Scotland and the United Reformed Church National Synod of Scotland)

8.4 Conversations between the Community of Protestant Churches in Europe and the Anglican Communion

8.5 Roman Catholic/United Reformed Church Dialogue Group

9. Representatives on governing bodies of theological colleges, etc

9.1 Northern College

9.2 Westminster College: board of governors

9.2.1 The Cheshunt Foundation

9.2.2 Cambridge Theological Federation

10. Governors of colleges and schools with which the United Reformed Church is associated

10.1 Caterham School

10.2 Eltham College

10.3 Walthamstow Hall

10.4 Milton Mount Foundation

10.5 Silcoates School

10.6 Taunton School

10.7 Bishops Stortford College

11. Miscellaneous

11.1 Arthur Rank Centre

11.2 Churches Legislation Advisory Service

11.3 Congregational Fund Board

11.4 Congregational Memorial Hall Trust

11.5 Historic England Places of Worship Forum

11.6 Lord Wddn

11.11 United Reformed Church History Society

Paper M1

Ratification of constitutional changes concerning the Ministerial Discipline and Incapacity Processes

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	<p>Resolution 24.</p> <p>Basis of Union of the United Reformed Church Schedule E, Paragraph 4</p> <p>The Structure of the United Reformed Church Paragraph 1(4) Definitions'</p>

	<p>Paragraph 2(1)</p> <p>In the Functions of Synods,</p> <p>Function (xvii)</p> <p>Function (xviii)</p> <p>Function (xxi)</p> <p>Paragraph 2.(5)</p> <p>In the Functions of Ecumenical Area Meetings, Function (viii),</p> <p>Function (xviii)</p>
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Paragraph 2.(6) –

In the Functions of the General Assembly, Function (xviii),

Functions (xxi) to (xxvii)

Paragraph 5 -

Paragraph 5.4 –

Paper M2

Additions to URC Structure and Rules of Procedure regarding Safeguarding

Basic information

Contact name and email address	
Action required	

Draft resolution(s)

Resolution

25. General Assembly

Functions of Church Meeting:

- a)
- b)

d)

Functions of General Assembly:

a)

b)

c)

d)

e)

Resolution

- 1. General Assembly resolves to make the following additions to the Rules of Procedure:**

Safeguarding Implementation:

a)

b)

a)

a)

b)

c)

Paper M3

Church changes not previously reported to Assembly

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	26. General Assembly notes the Churches which have closed since last they were reported to General Assembly. We give thanks to God for the worship and witness offered by these fellowships across the years.

Synod 1 – Northern Synod

Synod 2 – North Western Synod

Synod 3 – Mersey Synod

Synod 4 – Yorkshire Synod

Synod 5 – East Midlands Synod

Paper N1

Church Life Review update

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	None.

Summary of content

Subject and aim(s)	
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Main points

Initiating new work

Ongoing work

Theos research project

Forensic accountancy project

The theology of money

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Paper N2

Assembly Committee structures and Church House structures

Basic information

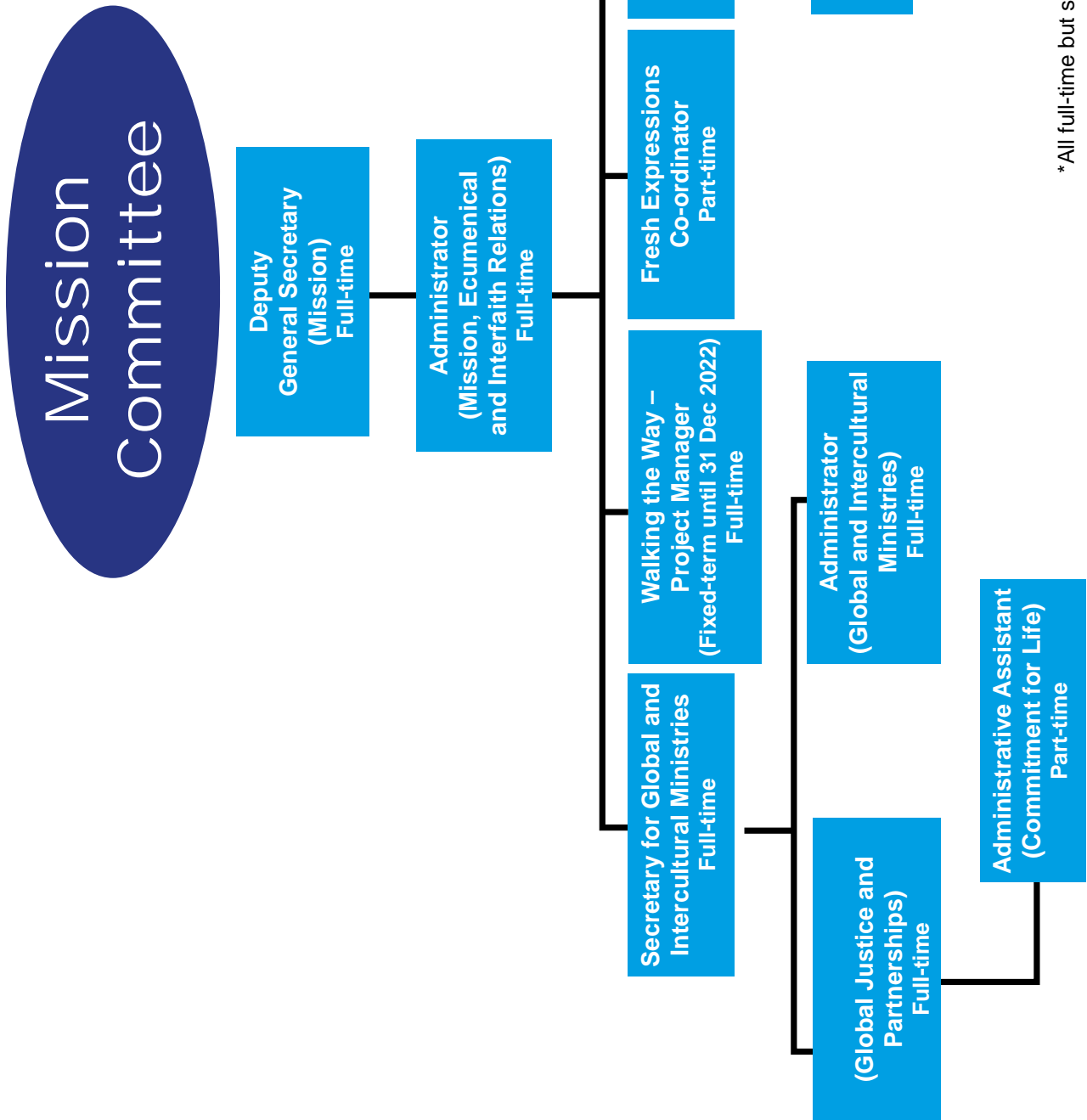
Contact name and email address	
Action required	
Draft resolution(s)	<p>27. General Assembly welcomes the initial thinking about a General Assembly Committee structure and an associated Church House staffing structure. In the light of comments at Assembly, and the results of further consultation with committees, Synod Moderators and Clerks, it invites the Church Life Review Group to bring finalised proposals to Assembly Executive in November 2022 authorising Assembly Executive to adopt these if it sees fit so to do.</p> <p>28. Assembly resolves to create a Chief Operating Officer post to replace the current Deputy General Secretary Administration and Resources role upon the retirement of the current post-holder. It authorises the Officers of the General Assembly to agree a finalised Job Description and Person Specification, having taken advice from the Human Resources Advisory Group.</p>

Summary of content

Subject and aim(s)	
Main points	<p style="text-align: right;"><i>Church</i></p> <p><i>Life and Mission Administration and Resources</i></p>

7.2.3.

Chief Operating Officer

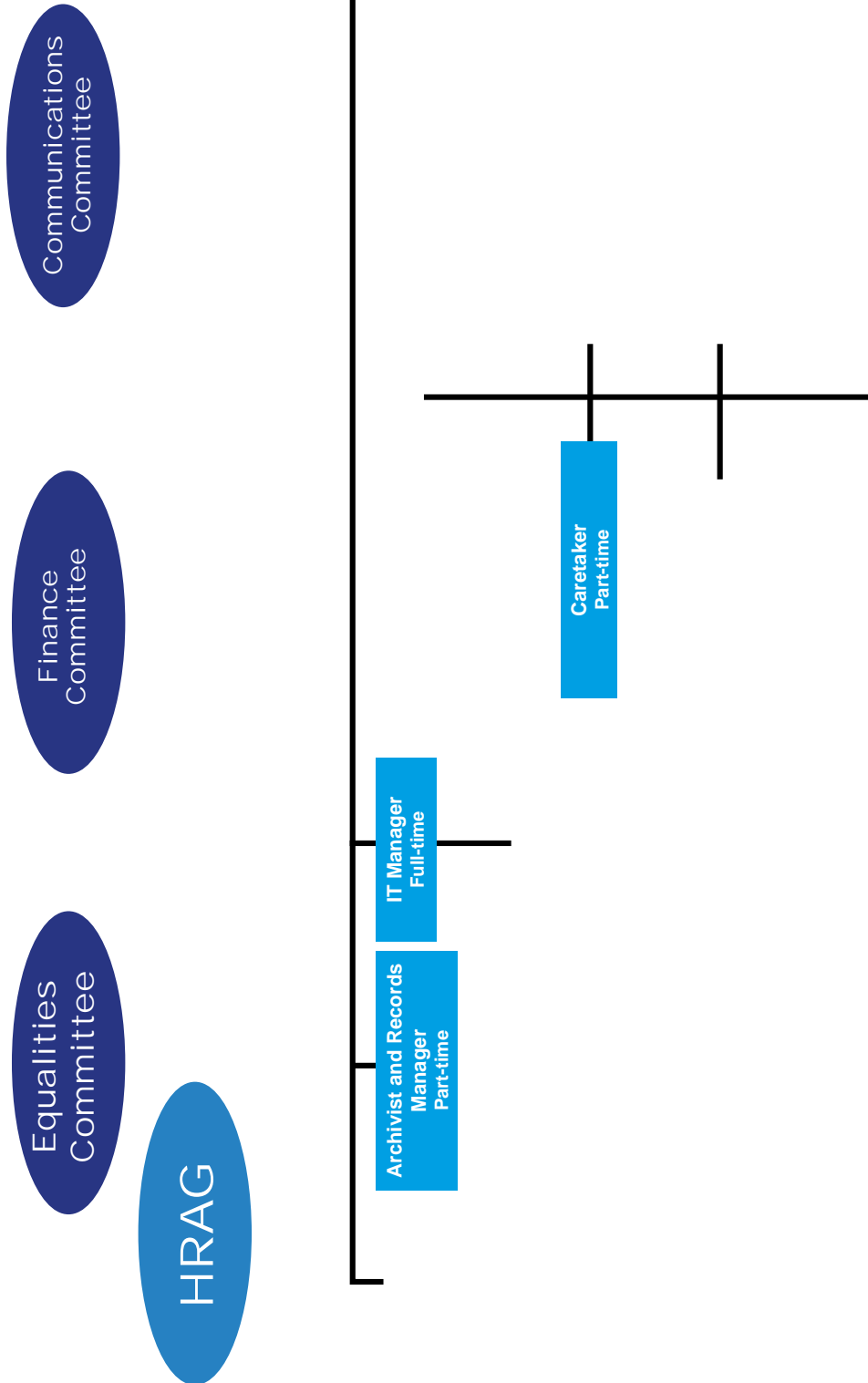


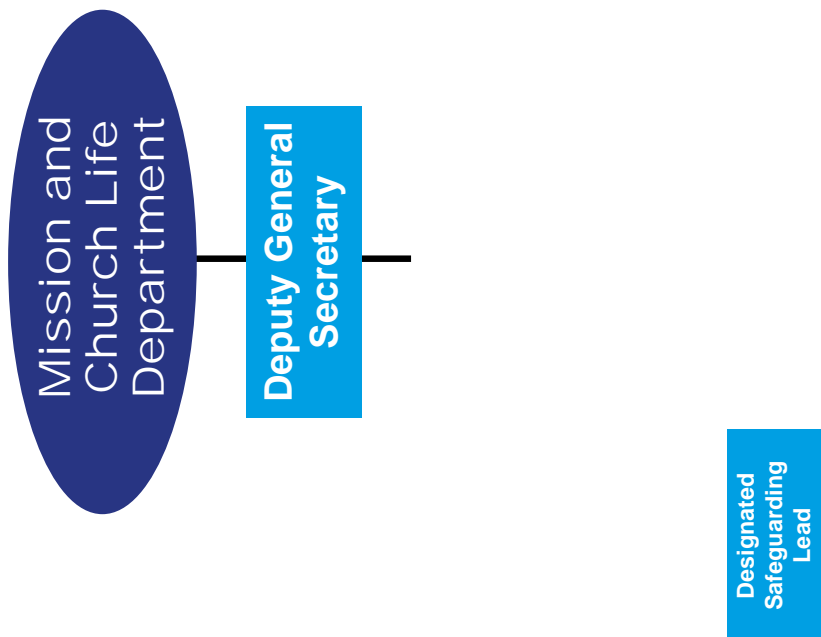
*All full-time but spend a significant proportion of time out of office

Ministries
Committee

Administrative Assistant
(Safeguarding)
Part-time
293 0 2
Part-time

Training and
Development Co-ordinator
(Safeguarding)
Part-time (H/W)





Indicative job description and person specification

Job Title	
Area/Department	
Reporting to	
Direct Reports	
Location	
Travel	
Working Hours	
Job Summary:	

Background

Principal responsibilities and duties

Management

Strategic

Operational

Working with committees and volunteers

This section lists the type and level of interaction that this role has with committees and other groups. It will vary from time to time and as directed by the [insert role].

Expected standards

Paper P1

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Summary of impact

Paper R1

Paper R2

Indemnity

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	31. The General Assembly indemnifies any role-holder within the Ministerial Disciplinary and Incapacity procedures, who has been duly appointed by the General Assembly or on its behalf, trained, and has acted within the authority vested in them by those processes.

Summary of content

Subject and aim(s)	
Main points	
Previous relevant documents	
Consultation has taken place with...	

Summary of impact

Financial	
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External
(eg ecumenical)

Paper R3

Authority within the Discipline Process

Basic information

Contact name and email address	
Action required	

Draft resolution(s)

32. Assembly inserts a new paragraph 8:10 be inserted into the Framework

If, in the Investigation Stage, there is any need for an interpretation of the process, the procedure to be followed in a particular case, or if a complaint is raised by any party to the process, such matters shall be referred to the Executive Group of the Disciplinary Process. The Executive Group of the Disciplinary comprising the Convenor of the Ministerial Incapacity and Discipline Advisory Group, the Assembly Commission for Discipline Panel, and the Senior Member of the Disciplinary Investigation Panel or (if the Convenor or Senior Member are involved in the case concerned their Deputies) who, having taken such legal advice as considered necessary, may issue a definitive ruling on the matter. The Executive Group of the Disciplinary Process may also be a source of advice to the Assembly Commission for Discipline who assume all authority for the case in the Hearing Stage or

Summary of impact

Financial	
External (eg ecumenical)	

Paper R4

36. Further to paragraphs 1-3 ,General Assembly amends the Ministerial Disciplinary process (Section O) as follows:

a) Change section 6:5 to read

At the conclusion of the hearing the Assembly Commission for Discipline is to determine, on the balance of probabilities, whether any or all of the allegations made against the minister have been proved.

In respect of any proven allegation, it must decide either to impose no sanction, or that the accused minister should receive a written warning, **or that any pastoral tie or appointment should be curtailed, or that his or her name should be deleted from the Roll of Ministers.**

If the accused minister is the subject of an earlier written warning which remains current, the Assembly Commission for Discipline must take that into account.

A written warning, **or curtailment of any pastoral tie or appointment, may be accompanied by directions regarding the minister's future ministry, conduct or remedial steps to be taken.**

The Assembly Commission for Discipline may direct that, in the event it curtails a pastoral tie or appointment, the minister does not return to their existing post save for the purposes of farewell and handover.

[Note for Margin: Any extension of housing and stipend, normally for a period of between three and six months, is the concern of the Pastoral Reference and Welfare Committee.]

b) Change Appendix Q:7 to read

If the Commission does not accede to the minister's desire expressed in the admission notification, the Investigation Stage is to continue to the conclusion of the Hearing. If the Commission accedes to the minister's desire, it may attach Directions to a written warning, **curtail any pastoral tie or appointment, or **make** recommendations in the event of deletion, and the same consequences are to follow as if those sanctions were imposed at the close of a Hearing.**

c) add to Appendix S after Part I:

Part two Curtailment

- 37. A finding of Curtailment has the effect of concluding any office or appointment which a minister may hold**

Summary of content

Subject and aim(s)

Paper R5

Assisting an accused minister

Basic information

Contact name and email address	
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Action required	
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	<p>have a friend (or, in the case of the accused minister, a colleague, their assisting Investigation Panel member, or Trade Union representative) present. A note of any interview is to be taken at the time or made immediately afterward, and a copy supplied to the person interviewed for comment.</p>
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Summary of content

<p>Subject and aim(s)</p>	
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Main points

use of 2.2s;

Paper R6

Appendix Y – confidentiality, dissemination of information, and retention of records

Basic information

Contact name and email address	
Action required	
Draft resolution(s)	

Appendix Y

Confidentiality, dissemination of information, and retention of records

Part one – principles

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Paper R7

The Assembly Representative for Discipline

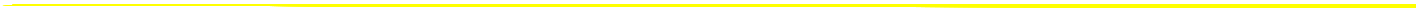
Basic information

Contact name and email address	
Action required	
Draft resolution(s)	<p>43. Assembly deletes section 2 of Appendix H and replaces it with:</p> <p>The Assembly Representative for Discipline will normally be the General Secretary or their duly appointed deputy. Where a disciplinary case is brought against the General Secretary the line manager of the General Secretary (or if for any reason that is inappropriate, such person as the Officers of the General Assembly shall appoint without reference to the General Secretary) shall act as Assembly</p>

Paper R8

Transitional a

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Resolutions

Children's and Youth Work Committee

Resolution 1

page 34

- a) General Assembly resolves that nominations for Moderator of the General Assembly may be received from Youth Assembly in addition to Synods.
- b) General Assembly instructs the Business Committee to work with

Resolution 7

page 49

General Assembly endorses the report of the Affirmative Action Task Group. It instructs the task group to continue consulting with other URC committees and groups, bringing firm proposals to General Assembly 2023 to ensure the URC takes positive action towards becoming an anti-racist church in terms of its recruitment and representation.

Finance Committee

Resolution 8

page 79

General Assembly resolves that, as a gesture of good will towards those who work for the Church centrally and bearing in mind the recent energy cost increases for many, with the likelihood of further energy price rises to come later in the year, a gross payment should be made together with October 2022 stipend and salary payments amounting to:

£800 in the case of each office holder in receipt of a stipend under the URC Plan for Partnership; and

£500 in the case of each 'Church House' employee.

Resolution 9

page 82

General Assembly instructs the Finance Committee to bring together a group, including representatives from the URC Trust, Ministries and Pastoral Reference and Welfare Committees and the General Secretariat, to consult with Synods and/or Synod Trusts, to consider further:

whether a benevolent fund might be the right way to provide support to retired ministers in particular financial difficulties; and if so

in what circumstances might ministers be eligible for support from such a fund; and what should be its nature and size and how might it be resourced;

with a report of the group's work and/or conclusions to be presented to the 2023 General Assembly.

Resolution 12

page 86

General Assembly approves signing of the contract with Aon referred to in that paper.

Resolution 13

page 86

General Assembly authorises Assembly officers to consider the outcome of the

Resolution 17

page 131

General Assembly:

- a) **Resolves that urgent action should be taken to reduce carbon emissions across the whole of church life, with the aim of reaching net zero emissions of greenhouse gases by 2030.**
- b) **Adopts the Environmental Policy in Part 2 of this paper, and *instructs* the committees and bodies under its control, and *encourages* associated bodies (including Trusts, the Retired Ministers Housing Society, and Resource Centres for Learning), Synods and local churches to adopt as a minimum the practices it sets out.**
- c) **Instructs each Assembly committee to develop a Net Zero Action Plan for its area of responsibility, and set and monitor targets for implementing this policy, reporting by March 2023, and annually thereafter.**
- d) **Establishes a Net Zero Task Group with membership of one Synod Moderator, one member of the Finance Committee, one representative of the URC Trust, the Secretary**

Resolution 20

page 169

General Assembly adopts the statement of ‘Confession and Apology by the United Reformed Church’ prepared by the Legacies of Slavery Task Group, and commits the Church to sharing the confession and apology widely, both within and beyond the URC, including with our global partners in Africa and the Caribbean.

Resolution 21

page 169

General Assembly affirms its commitment to practical actions to address the continuing negative impacts of the legacies of transatlantic slavery on black communities in the UK, and

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If, in the Investigation Stage, there is any need for an interpretation of the process, the procedure to be followed in a particular case, or if a complaint is raised by any party to the process, such matters shall be referred to the Executive Group of the Disciplinary Process. The Executive Group of the Disciplinary comprising the Convenor of the Ministerial Incapacity and Discipline Advisory Group, the Assembly Commission for Discipline Panel, and the Senior Member of the Disciplinary Investigation Panel or (if the Convenor or Senior Member are involved in the case concerned their Deputies) who, having taken such legal advice as considered necessary, may issue a definitive ruling on the matter. The Executive Group of the Disciplinary Process may also be a source of advice to the Assembly Commission for Discipline who assume all authority for the case in the Hearing Stage or the Disciplinary Appeal Commission during any appeal.

Resolution 33

page 237

General Assembly, noting that the Structure [paragraph 2 (6)] recognises that:

The General Assembly which shall embody the unity of the United Reformed Church and act as the central organ of its life and the final authority, under the Word of God and the promised guidance of the Holy Spirit, in all matters of doctrine and order and in all other concerns of its common life...

And acting under function (xxix)

to do such other things as may be necessary in pursuance of its responsibility for the common life of the church,

resolves that an Assembly Commission for Discipline, acting on behalf of General Assembly, may, as part of its decision-making within the Ministerial Disciplinary Process, and with the minister's name remaining on the Roll of ministers of the United Reformed Church, curtail their pastoral tie or appointment.

Resolution 34

page 237

Where such a decision is made, the General Assembly, through its Pastoral and Welfare Committee shall grant a period of, normally, between three and six months, from the conclusion of the disciplinary case, for a new Call to be found by the minister.

Resolution 35

page 237

General Assembly notes that an Assembly Commission for Discipline may further direct that the minister whose pastoral tie or appointment has been curtailed shall not engage with the pastorate/project, save for the purposes of handover and farewell, despite any suspension being lifted at the conclusion of the case.

Resolution 36

page 238

To save paper, this resolution has been printed only on page 238.

Resolution 37

page 239

A finding of Curtailment has the effect of concluding any office or appointment which a minister may hold in a local church or any Council of the Church.

Resolution 38

page 239

Any extension of housing and stipend, normally for a period of between three and six months from the date when curtailment takes effect, shall be a question for decision by the Pastoral Reference and Welfare Committee.

Resolution 39

page 239

Directions may be given by the Assembly Commission for Discipline to accompany curtailment in the same way as provided by Part I of this Appendix in respect of written warnings. But the minister remains on the Roll and eligible to be called or appointed to a new sphere of ministry. Pending such call or appointment, the minister will be an associate member of the Synod of the province or nation of residence on the same basis as a retired minister.

Resolution 40

page 241

Assembly resolves to change Appendix K of Section O to read:

6. On receiving the material transmitted by the Assembly Standing Panel for Discipline, the Senior Member is to appoint three willing members of the Investigation Panel to form an Investigation Team for that case, **and one panel member to assist the accused minister to address the issues and, if required, before the ACD or the DAppC**, having regard to geographical proximity to the accused, complainant and likely witnesses as well as to

The Assembly Representative for Discipline will normally be the General Secretary or their duly appointed deputy. Where a disciplinary case is brought against the General Secretary the line manager of the General Secretary (or if for any reason that is inappropriate, such person as the Officers of the General Assembly shall appoint without reference to the General Secretary) shall act as Assembly Representative for Discipline.

Resolution 44

page 254

Assembly resolves to appoint the General Secretary as the Assembly Representative for Discipline – or the Line Manager of the General Secretary if the case in question concerns the General Secretary.

Resolution 45

page 256

Assembly resolves the following transitional arrangements from the ‘old’ to the ‘new’ Ministerial Disciplinary Process.

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