



1. Introduction

- 1.1** The Basis of Union states that: The Lord Jesus Christ continues his ministry in and through the Church, the whole people of God called and committed to his service and equipped by him for it. To equip his people for this total ministry the Lord Jesus Christ gives particular gifts for particular ministries and calls people to exercise them in offices duly recognised within his Church namely, Ministers of Word and Sacraments, Church Related Community Workers and Elders. Those who enter on such ministries commit themselves to them for so long as God wills.

- 1.2** The scope of this policy refers to Ministers of Word and Sacraments and Church Related Community Workers of the United Reformed Church (hereafter known as ministers).

be those ministers who are unable to perform the whole scope of ministerial duties. For example, a minister who

- is unable to serve as a Trustee of a local church. In this case the minister is required to refer the matter to the Synod Moderator who will inform the Secretary for Ministries;
- has a DBS with content. This will be dealt with by the Secretary for Ministries in consultation with the URC Designated Safeguarding Lead using the normal process;
- exhibits exceptional signs of ill-health outside the scope of the URC's Sickness Policy for ministers. In such cases, a minister may not be able to perform the full functions of ministerial duties but can nevertheless have a fruitful ministry. An independent occupational health assessment will be required and will normally be managed by the Synod Moderator in consultation with the MOM Office and the Secretary for Ministries;
- is going through a Capability, Incapacity or Disciplinary process where the Synod Moderator, in consultation with the Synod Safeguarding Officer where appropriate, determines ministry can continue on a limited basis whilst the process is

