

through its Councils, offers concurrence to local calls in both the receiving and sending Synods.

- 1.6 Ministers of Word and Sacraments and Church Related Community Workers enjoy, by way of ordination or commissioning recognition as ministers of the Church as outlined in the *Basis of Union*. Any withdrawal of a Call from a particular post or appointment will not normally affect that recognition as ministers may still be able to receive a Call and serve in some capacity elsewhere.
- 1.7 For the sake of clarity in this document the term minister shall apply to both Ministers of Word and Sacraments and Church Related Community Workers.

2. Ministers Move On

2.1

3.5 The review of pastorates and scoping is not new. Model Terms of Settlement produced by the Ministries Office state: *The Pastorate and minister are willing to re-negotiate these terms of settlement during the course of a ministry at the request of the Synod through the Synod Pastoral Committee.*

4.4

- b) Feedback from the consultation will be considered by the Synod Ministries Committee in formulating the proposal for reconfiguration.
 - c) The Synod Moderator or their deputy, on behalf of the Synod Ministries Committee, contacts all churches and minister(s) affected by the rescoping stating
 - i) the proposal;
 - ii) the new configuration of churches and ministers;
 - iii) the new scopings.
 - d) The Synod Moderator or their deputy visits the minister(s) individually out of pastoral concern to hear their views. This should be in person;
 - e) The Synod Moderator or their deputy along with representatives of the Synod Ministries Committee meet in a joint meeting with the elders/members of the churches affected. This should be in person;
 - f) It may be desirable to introduce the minister to the church(es) for three months prior to any final decision about scoping so that minister and church(es) beginning to build trust in one another's ministries;
 - g) The Synod Ministries Committee will consider the feedback from those meetings which may include other configurations not considered previously. If the Ministries Committee decides to change the proposal, it must repeat stages a-c;
 - h) In their negotiations to form a new pastorate the Synod Ministries Committee in consultation with the churches will decide whether this is a dissolution of the old pastorate or an expansion to form a new pastorate. The decision will affect whether the minister(s) will be required to receive a Call from all churches or only the additional church(es).
 - i) The Synod Moderator meets again with the ministers individually to ascertain whether to accept the reconfiguration and or/ rescoping or not. If the ministers decide to proceed, the ministers go through the Call process with all the churches in the new pastorate
OR
The ministers go through the Call process with the additional church(es) only.
 - j) If the minister decides not to proceed with the rescoping, they will submit their profile to the Synod Moderator for the Moderators' List to receive a new Call. Once a new Call has been received, they will have in effect resigned from their present pastorate.
6. It is hoped that the preparation work of matching churches/pastorates and minister will result in a Call. Where this is not possible and a Call has not been issued by the new pastorate as a whole or by the additional church(es) as in (h) above, the Synod

- 8.1 Manses are provided rent free for the better performance of the minister's duties. It is usually a place where some functions linked with the role of ministry are fulfilled.
- 8.2 The policy recognises that Synods operate different manse policies.
- 8.3 Once ministerial service to the local pastorate, post, project, or church-in-community ceases, so does the provision of a manse.
- 8.4 If the whole Call is withdrawn the vacation of a manse would be a matter of negotiation between the Minister (and/or family) and the Synod or Pastorate, depending on local ownership and management arrangements; normally three months' notice is given. During this time all other expenses would be reimbursed as normal eg. car and other allowances.
- 8.5 A Call to a new pastorate may take some time. However, it is envisaged that the

10. Appeal

- 10.1 Ministers wishing to appeal against the decision taken must write to the Moderator of their Synod submitting their reasons for the appeal within 7 working days of receiving the decision.
- 10.2 The appeal will be conducted in line with the United Reformed Church's appeals procedure.