

Ministries Committee

Contact Name and Details	The Revd Leo Osborn, Chair, Ministries Committee leo.osborn@talk21.com
Status of Paper	Final
Action Required	Decision
Draft Resolutions	<p>41/1. The Council receives the report.</p> <p>41/2. The Council recommends to the Conference a change to SO 362(4)(iii) as set out in paragraph 2.4 of the report.</p> <p>41/3. The Council conveys its appreciation to Bishop Graham Cray for his contribution to the development of the Fresh Expressions initiative and warm greetings to Revd Canon Phil Potter as he begins work as Fresh Expressions Team Leader.</p> <p>41/4. The Council delegates its responsibilities set out in SO 565(2)) for the oversight and approval of pathways for Local Preachers and Worship Leaders to the Ministries Committee which must act in consultation with the Faith and Order Committee.</p> <p>41/5. The Council recommends to the Conference that files relating to the period of candidating, initial ministerial training and probation be retained and stored within personal connexional portfolios for ministers.</p>

Summary of Content

Subject and Aims	To provide an update to the Methodist Council of work undertaken by the Ministries Committee since Conference 2013.
Main Points	<p>Introduction</p> <p>The Discipleship and Ministries Learning Network</p> <p>Fresh Ways Practitioner Forum and Venture FX</p> <p>Fresh Expressions</p> <p>Pioneer Pathway</p> <p>Practice Based Formation</p> <p>Pathways for Local Preachers and Worship Leaders</p> <p>Oversight of Candidates, Student Ministers and Probationers</p> <p>Transferring Ministers</p> <p>Membership of the Committee</p>
Background Context and Relevant Documents (with function)	<p><i>The Fruitful Field Project</i> report to the 2012 Conference</p> <p>The Ministries Committee report to the 2013 Conference</p>
Consultations	Faith and Order Committee, The Network Committee, The Diaconal/Presbyteral Candidates and Probationers Oversight Committees, The Diaconal/Presbyteral Candidates Selection Committees

Summary of Impact

Standing Orders	The Ministries Committee is undertaking work to draft amendments to standing orders related to the Fund for Training and D/PCSC for the 2014 Conference.
Financial	Forms part of the consolidated budget presented by SRC to the Council.

Ministries Committee

1. Introduction

- 1.1 This paper brings the Methodist Council up to date with the work of the Ministries Committee. The Ministries Committee has met on three occasions since the 2013 Conference and is due to meet again on 12 March 2014. It has been a busy year which has seen the inauguration of the Discipleship and Ministries Learning Network, the completion of the work of the Implementation Executive (IE) and Implementation Management Team (IMT), and the formation of the new Network Committee. The Ministries Committee would like to express its gratitude to members of the IE and IMT who have helped the Methodist Church negotiate its way through a significant period of change following *The Fruitful Field Project* report to the 2012 Conference.
- 1.2 An increasing focus in the life of the Committee is upon the clarification of the strategic vision for learning and development in the life of the Methodist Church and its underpinning with good process in line with our polity and ecclesiology. The Ministries Committee has a clear work plan and recognises the need for partnered working with other committees in the life of the Church. To this end a joint meeting took place in September 2013 between members of the Ministries Committee, the Stationing Committee, Faith and Order, and the Network Committee to clarify lines of communication and areas of responsibility and to identify significant areas of joint work to be undertaken in the future.
- 1.3 It has become particularly clear over the past year that some urgent work needs to take place on the future shape of ministry which will underpin the ministry and mission of the Methodist Church in the long term. The Faith and Order Committee will take the lead in some joint work on ministry, building on materials emerging from a number of working groups in recent years (eg on Local Pastoral Ministry and Pioneer Pathways).

2. The Discipleship and Ministries Learning Network (DMLN)

- 2.1 The DMLN began its work on 1 September 2013. The initial phase of the network's life has focused upon the development of organisational structures, staffing and pathway development. An internal appointment round, completed shortly after the 2013 Conference, was followed by an external round of appointments. It is notable that, whilst in a large team there will always be changes in staffing, at the beginning of March 2014 only two Co-ordinator posts and three regional learning and development posts remained unfilled. At the same time, significant numbers of officers are joining the network team at different points in the connexional year and a number of presbyters will not join the team until 1 September 2014. As a consequence of this inevitable feature of transition, the DMLN is not yet at full staffing capacity and it will take time for the structures and culture of work to evolve and for the full potential of the network to be realised. Yet it should be noted how significant the progress has been in a relatively short period of time. The key focus of the network's work in 2013-14 is upon maintaining stability and confidence. In addition, an initial pathways strategy paper was presented to the Ministries Committee which provides the basis for some of the work and developments outlined below.
- 2.2 Centres – Cliff College and the Queen's Foundation have played an important role in developments in the network over the past year. Initial conversations have taken place with Cliff College about the best ways of ensuring that its work can be developed and made more

widely available to the Connexion. The Queen's Foundation, in partnership with the DMLN, has developed a new pathway for part-time pre-ordination training called the Queen's Connexional Course (QCC) which combines opportunities for learning both at Queens and within regional cohorts. A paper detailing pathways for initial ministerial training is available at <http://www.methodist.org.uk/media/1012950/pathways-for-preparing-for-ordained-ministry-0114.pdf>. Significant work on curriculum development for initial ministerial training has taken place in 2013-14 and the Queen's Foundation was one of the first institutions to be validated by the University of Durham as part of the Common Awards process. The Ministries Committee wishes to record its thanks to the staff of Cliff and Queen's for their hard work and contribution to ensuring the integration of the centres into the life of the learning network.

- 2.3 Fund for Training – as a result of the decisions of the 2012 and 2013 Conferences the purposes of the Fund for Training must be adjusted to include the DMLN in its entirety including the two centres (Cliff College and the Queen's Foundation) designated under Resolution 57/4 of the 2012 Conference. The Ministries Committee agreed to policy changes relating to the expansion of SO 362 (4) (iii) to include the whole of the Discipleship and Ministries Learning Network as well as the development (including capital expenditure) of the centres and has undertaken work to give effect to this policy and will present amendments to standing orders to the Conference of 2014.
- 2.4 The Committee recommends that the Council in turn recommend to the Conference a change to SO 362(4)(iii) as follows;
- (iii) the **improvement and** maintenance of **trust property**, management and staffing of the Methodist **training institutions** ~~theological colleges, and the Methodist contribution to the cost of joint theological colleges;~~
 - (iiiA) Contributing to the improvement and maintenance of property, management and staffing of joint theological colleges.

3. Fresh Ways Practitioners' Forum and Venture FX

- 3.1 'Fresh Ways' began life as a working group and the Fresh Ways Practitioner Forum emerged as a natural evolution of its work. Its initial purpose was to share and capture practices which might contribute to the shaping of the wider mission and evangelistic work of the Methodist Church and to link together a variety of groups across the Connexion (eg the District Evangelism Enablers network, Venture FX, FEAST). Two initial gatherings (December 2012 and June 2013) focused upon shared practitioner learning.
- 3.2 A small working group set up to review the work of the Forum has concluded that the future needs of the Church will be best served by a balance of regional and connexional opportunities for networking, sharing of practice, resources and learning providing a better means of connecting with a variety of people, constituencies, contexts, approaches and theologies. At its March meeting, the Ministries Committee will receive recommendations from the working group to develop regional 'Fresh Ways' learning opportunities and communities of practice supported by DMLN staff and an annual forum to enable shared theological reflection on aspects of ministry and mission and to support practitioners in their work.

Venture FX

- 3.3 VentureFX, the connexional pioneering ministries scheme, is entering an interesting and crucial phase of its development. By the end of the current connexional year the oldest of the thirteen projects which have been established will be four-and-a-half years old, and the youngest will be two-and-a-half years old. Each project has its own local management group

and the VentureFX scheme itself is overseen by a connexional oversight group. Both locally and nationally appropriate methods of review and evaluation are being used to ensure that pioneer projects are developing in a healthy manner. Some of the projects are showing quite developed signs of an emerging ecclesial community, some are demonstrating that they have the potential to do so in due course, and others are still in the early stages of engagement with the local community and building relationships. All the projects currently show the indicators of health which we would hope to see at the current stage of their development. There are encouraging stories of baptisms, people finding faith and profound encounters with God but, for most of the pioneers, it is essentially a slow, risky and painstaking journey.

- 3.4 A key challenge facing all of the projects is how to become sustainable as central funding gradually reduces. The Conference last year made a welcome commitment to support each project for a second 5-year phase but, as was always intended, reduced from 70% to 50% of the total cost. The consequent increase will be challenging for the circuits and districts involved.
- 3.5 The VentureFX projects have, as they were intended to do, built up a significant body of learning and experience, which the scheme is now able to bring to the development of a pathway for pioneers within the DMLN. The work which has been done already in developing this pathway has received significant input from the VentureFX coordinator and pioneers, and some of the building blocks developed by the scheme are likely to be utilised or adapted for a wider application within the Network.

4. Fresh Expressions

- 4.1 A gathering of the Fresh Expressions Partner Forum in 2013 affirmed the commitment of partners to develop and sustain the work into a third phase from April 2014 to 2019.
- 4.2 In January 2014 the Revd Dr Martyn Atkins became the new Chair of the Fresh Expressions Board. The Ministries Committee wishes to express its gratitude to the Revd Andrew Roberts for his work as Director of Training for Fresh Expressions as he takes up a new role in the Bristol and West Midlands Region of the DMLN.
- 4.3 In April 2014 Bishop Graham Cray will retire as Archbishops' Missioner and Team Leader for Fresh Expressions, to be replaced by the Revd Canon Phil Potter. Bishop Graham has made an immense contribution to Fresh Expressions during his time in office and the Methodist Council is asked to convey its thanks to him and its greetings to Canon Potter.
- 4.4 24/7 Prayer has become an Associate Partner of Fresh Expressions, whilst WYWAM (World Youth with a Mission) has become a full partner, seconding Kevin Colyer as a half time member of the team. Mr Colyer has written the Share booklet on self-support for pioneers. The Church of Scotland has appointed the Revd David McCarthy as their Fresh Expressions Development Worker.
- 4.5 The current data indicates that 104 vision days have now been held across England, Wales and Scotland with over 7,200 people being introduced to the vision of fresh expressions. Internationally, vision days have also been presented in Australia, Canada, the United States and New Zealand with over 1,500 attendees.
- 4.6 There has been a significant renewal of interest in 'entry level' learning. The *Mission Shaped Intro* course (*msi*) has been published as a book and DVD, with additional participants' workbooks, a resource which is likely to extend its usage and generate revenue.

- 4.7 The *Mission Shaped Ministry* course (*msm*) continues to grow and remains one of the most significant mission training programmes in the UK. The one-year learning experience has been presented 103 times in the UK with over 3,150 participants. It has also been presented in Australia, Barbados, Canada, Germany, New Zealand, South Africa and the United States. Bespoke training packages continue to be provided for a variety of partners and events including a range of theological colleges.
- 4.8 A significant piece of research, funded by the Church Commissioners, has been published by the Church of England. Entitled, *From Anecdote to Evidence: Findings from the Church Growth Research Programme 2011-13*, an executive summary is available to download at <http://www.churchgrowthresearch.org.uk/UserFiles/File/Reports/FromAnecdoteToEvidence1.0.pdf>.
- 4.9 One stream of the research (available for download at <http://www.freshexpressions.org.uk/sites/default/files/churchgrowthresearch-freshexpressions.pdf>, conducted by the Church Army's Research Unit is reported on in more detail here. The research provides an in depth study of fresh expressions in ten dioceses between 1992 and 2012, covering a range of socio-economic settings and a spectrum of church traditions. 20 different models of fresh expression were noted. The study indicates that fresh expressions account for 10% of total church attendance in these dioceses, and 15% of church communities. Total attendance at fresh expressions across these dioceses is equivalent to an additional medium sized diocese of 20,000 people. The numbers added over 2006-2011 reversed the decline in 7 out of 10 of the dioceses. In a further 2 of the 10 dioceses, decline was almost reversed. Appropriateness to local context is the key and different models connect better with different social groups. The great majority start from and stay within a parish (91%). Two fifths are network rather than neighbourhood based, addressing cultural groups unreached by existing work, but the attendance at network fresh expressions is mainly typical of the surrounding area. The vast majority are all age, with 41% of attendance being under 16. As reported in interviews, 25% of those who attend are Christians, 35% are de-churched and 40% non-churched. The non-churched are the largest and fastest growing group within the population and the most significant mission field, so this is particularly encouraging. Planting teams are mainly small, most being between 3 and 12 people, showing that this is well within the reach of many churches. On average, for every person sent as part of a team, another 2.5 have been added. There is a low level of transfer growth and 78% of these fresh expressions are taking intentional steps to encourage discipleship, not just attendance. The other striking feature was the large number of lay leaders who had not had a previous formal role, or who had not previously been involved in leadership.
- 4.10 Many of these trends are reflected in the Methodist 'Statistics for Mission' figures. In 2012, there were 46,000 people in 1,552 Methodist fresh expressions of church meeting monthly or more often - with nearly 8,000 lay volunteers supporting the work. In both the Methodist Church and the Church of England, the greatest momentum in planting has been in the last three years. Some 44% of the fresh expressions studied in the Church Army research were launched between 2010 and 2012. Fresh expressions are proving to be an effective means of church growth in the member churches. This level of research has at present not been replicated for Methodist Districts and progress urgently needs to be made to do so. The following is present in the report to encourage and inform our learning.

5. Pioneer Pathway

- 5.1 Although the concept of pioneer mission and ministry is not new, it has become particularly prominent since the publication of the *Mission Shaped Church (MSC)* report in 2004, the establishment of the *Fresh Expressions* initiative and the development of Venture FX. The importance of pioneering was highlighted by *MSC* and one of its key recommendations was the need to be intentional about identifying and releasing those individuals who have the calling and gifts of a pioneer. The 2012 Conference received a report from a joint Anglican and Methodist working party, *Fresh Expressions in the Mission of the Church (FEMC)*, which reiterated the need for pioneer ministry to be better enabled as fresh expressions of church continue to develop and *The Fruitful Field Project* report also affirmed the need to include appropriate pathways for those who are pioneering fresh expressions of church (para 113.2).
- 5.2 The Ministries Committee set, as an early priority for the DMLN, the development of pathways for pioneer ministries. A working group identified some key principles for a pioneer pathway:
- Pioneer ministry should be considered as a focus of ministry (both lay and ordained) not an order of ministry.
 - The need to affirm pioneer ministry in all its forms but with a particular focus on those working to form new ecclesial communities.
 - A recognition of the diversity of contexts, people, and approaches within which pioneering takes place.
 - An awareness that pioneering is evolving and organic, bearing in mind that an imposed, centralised structure is inimical to its nature.
 - The context of pioneering is of fundamental importance – pioneers should be found where they are working.
- 5.3 The over-arching aim in designing a pathway for pioneers, whilst encouraging pioneering in the broader context, is to identify and release into missional activity significant numbers of lay and ordained people, for whom pioneering is the primary focus of their ministry, who are:
- Well equipped
 - Well supported
 - Affirmed and embraced within a Methodist context
 - Effective in disciple-making mission
- 5.4 The Ministries Committee has approved the development of a pathway for pioneers, commencing in September 2015, but running in a pilot phase in 2014-15, focusing initially on lay pioneers and existing ordained presbyters and deacons who have pioneering as a primary focus of their ministry. The experience of this initial phase will form the basis for organic development of this pathway as further work is completed in partnership with the Faith and Order Committee on the relationship between pioneering ministry and various issues connected with authorised ministry (eg selection, initial ministerial training, oversight, deployment etc).
- 5.5 The pathway will have the following key features:
- The pathway will emerge organically as a piece of collaborative development across the Connexion under the oversight of a project development team chaired by the Director of Learning and Development (Pathways).
 - The establishment of a 'Fresh Ways' hub within each region, facilitated by members of the regional staff team but drawing in others with suitable expertise as appropriate. The hub

will cover the breadth of the fresh expressions and pioneering landscape, but will engage with specialists and generalists differently.

- A regional officer, working closely with districts and circuits and drawing upon other appropriate expertise, will have responsibility for facilitating the hub in their region, encouraging and identifying those for whom pioneering is a primary focus of ministry, then supporting them and helping them to engage with an appropriate process of formation.
- Each region will be supported to develop a network of such pioneers as a community of practice and the local basis of their ongoing formation. In each region a regular gathering of this learning community will take place, modelled on the existing regional gatherings organised by VentureFX, with a focus on a common rhythm of life, holding them together as a community of mutual learning, prayer and support. Pioneers are likely to learn and develop most effectively through a process of formation which relies heavily on engagement with a supportive network of peers.
- The development of a network of mentors or coaches with the capacity to engage others in a process of reflective practice.
- Access to formal learning opportunities - connexionally, a coordinator will draw on a suite of learning opportunities, including courses offered by The Queen's Foundation and Cliff College, together with other agencies such as Fresh Expressions, and will work with the regional coordinators and hubs to determine the most appropriate approach for each individual. The *Mission Shaped Ministry* course will be available in each region as an essential part of that suite of learning opportunities.

6. Practice Based Formation (PBF)

- 6.1 *The Fruitful Field Project* report (paragraphs 102 and 128.3) states that there is, '...much to be gained from the development of practice-based formational pathways for a number of those preparing for ordained ministry.' A working group has begun work on a PBF pathway and has started to tease out some of the many issues PBF raises: for example, the status of people on the PBF pathway; the development of approved practice bases; a suitable pathway allocations process; and the potential implications of PBF both financial and for law and polity. This work too will need to be developed within the context of discussions with Faith and Order about the nature of authorised ministry. The working group hopes to bring its report to the Ministries Committee in 2014-15 and, through the Methodist Council, to the 2015 Conference.

7. Pathways for Local Preachers and Worship Leaders (LPWL)

- 7.1 The October 2013 meeting of the Methodist Council delegated its responsibility set out in SO565(2) for the oversight and approval of pathways for Local Preachers and Worship Leaders to the Ministries Committee, and directed the Ministries Committee to undertake these responsibilities in consultation with the Faith and Order Committee.
- 7.2 At its meeting on 21 January 2014 the Ministries Committee received a report which detailed the way the pathway is now evolving. The main points are as follows:
- The first four modules of the pathway will be available in pilot form in 2014-15 with the first two modules available for use by September 2014. The second set of four modules will be made available in September 2015.

- Programme aims and benchmarks for Local Preachers and Worship Leaders are currently being developed based on the ecumenical aims for Local Preacher and Reader Ministry agreed by the Methodist Church, the Church of England and the URC as part of the *Shaping the Future* process. Module descriptors are also in development.
- A shared approach to programme development in partnership with the Faith and Order Committee which it is hoped will form a template for future patterns of pathway development. This partnered form of working has two particular focuses: a) A Reference Group – consisting of 5 representatives (two representatives of the Ministries Committee – Ruby Beech and Mike King - two representatives of Faith and Order Neil Richardson and Jane Leach - and one other with relevant experience – Jonathan Hustler) with a responsibility for scrutinising the programme as it develops; b) Writing Groups – writing groups are currently being constituted to work on individual modules. Each module group will include a member of DMLN staff and a member recommended by the Secretary of the Faith and Order Committee as well as others with relevant experience. It is anticipated that these writing groups will begin their work in March 2014.
- Ministry Development Team – the newly formed Ministry Development Team, supported by Jo Rand, are engaged in work on this pathway on a day to day basis. The Revd Dr Philip Richter, formerly Vice Principal of STETS, who joined the Connexional Team on 1 December 2013 and has considerable experience in programme development, is taking a lead on this piece of work.
- A limited number of pilot projects are being planned under the oversight of Alison Parker (Co-ordinator North West and Mann) and Richard Armiger (Co-ordinator, East of England). The focus of their work is upon:
 1. ensuring clear aims, consistent standards and support for pilot projects.
 2. developing resources for local tutor training and support.
 3. developing mechanisms to enable evaluation from Circuits and regions to feed into a final phase of module development.

7.3 One of the key project aims is to develop the LPWL pathway in a way that reflects good educational practice, allows the resource to evolve over the years, and offered in a mode of delivery that is sustainable, responsive to current patterns of accessing learning in the Connexion but flexible enough to adapt over time to the emergence of a platform for e-learning within the Methodist Church.

7.4 The development of the new programme for LPWL is the first stage within the development of a series of local ministry pathways. It is hoped that over the next few years the network will be able to develop additional modules which will support various ministries (eg chaplaincy; pastoral workers, etc) and offer opportunities for CLPD. This means in practice that the modules in the LPWL pathway need at least in principle to be detachable so that they can be used for the learning of different groups (including perhaps house groups). In practice the new LPWL pathway represents the first stage in a developing programme which will enable learning opportunities for a variety of learners and local ministries.

7.5 The programme is likely to involve some core materials which can be printed off, downloaded or accessed online supported by a series of other resources (eg supporting chapters from introductory texts). Key to this approach, over time, will be the development of a Virtual Learning Environment (VLE) and integrated e-learning resources. At the same time, more traditional modes of delivery will be required for some years to come and this is being factored

into the design, eg the development of the materials in PDF downloadable form with materials printed off for learners with limited access to the internet.

- 7.6 Quality Assurance Mechanism – work has begun on developing appropriate quality assurance mechanisms and structures to support the LPWL pathway and other local ministry pathways to ensure consistency across the Connexion.
- 7.7 As noted in para 7.1, the Methodist Council delegated its responsibility set out in SO565(2) for the oversight and approval of pathways for Local Preachers and Worship Leaders to the Ministries Committee for 2013-14. It would make sense for the Ministries Committee to maintain this delegated responsibility from the Council in the future and the Committee therefore requests that the Council delegate its responsibilities under SO565(2) to the Ministries Committee until further notice on the understanding that the Ministries Committee will continue to report to the Methodist Council on any issues related to the development of training programmes for Local Preachers.

8. Local Pastoral Ministry

- 8.1 Discussions on the development of pathways for local pastoral ministry have continued in the Ministries Committee but are partly dependent upon the work of the Faith and Order Committee on patterns and forms of ministry. In particular, the question of the recognition and authorisation of people exercising local ministries requires clarification and a firm theological underpinning. At the same time, the Committee recognises the need for continued work in this area to support the breadth and diversity of current practice in the local context. The Committee is committed in the next few years to developing opportunities which will support, train and resource a variety of forms of local lay leadership building on the local ministry framework and the emerging pathway for Local Preachers and Worship Leaders. An online forum (<http://methodist-research.ning.com/group/local-pastoral-ministry>) has been set up to enable people with an interest in local pastoral ministry to find out more and to share reflections and examples of good practice.
- 8.2 M9 (2011) Ministry in Local Appointment
The Faith and Order Committee in consultation with The Ministries Committee and others has commissioned a piece of work on Ministry in the Methodist Church drawing on previous reports relating to such matters. The Ministries Committee believes that this will help to address the wider issues raised in Memorial M9 concerning Ministry in Local Appointment.

9. Oversight of Candidates, Student Ministers and Probationers

- 9.1 As noted in the Ministries Committee's report to the 2013 Conference, a small group has been established to take forward a wider review of oversight processes for candidates, students and probationers. This small group brought a report to the January meeting of the Ministries Committee. The results of this review and ensuing recommendations will be presented to the 2015 Conference.
- 9.2 The 2013 Conference (following on from the report of the Ministries Committee) agreed to the creation of a single candidates committee from September 2014 and directed the Law and Polity Committee to prepare the required changes to Standing Orders and, in consultation with the Ministries Committee, to bring a report to the 2014 Conference. The proposed changes to Standing Orders will be brought to the 2015 Conference.

9.3 The Conference directed the Methodist Council to consider the recommendation in paragraph 6.5 of the Ministries Committee report to the 2013 Conference which reads, 'The Committee has noted the need for connexional committees to have access to accurate paperwork regarding ministers, however that the Conference has previously agreed to destroy files relating to candidates/student ministers at the point of Reception into Full Connexion. The Conference is asked to revisit this decision to ensure that full information is available if required, to be stored within personal connexional portfolios for ministers'. The Ministries Committee recommends to the Council that all files relating to the period of candidating, initial ministerial training and probation be retained and stored within personal connexional portfolios for ministers.

9.4 The Ministries Committee notes that the competencies used by the Presbyteral and Diaconal Candidates Selection Committees to discern whether or not a candidate should be recommended to the Conference were approved by the 2003 Conference, and as such are now over a decade old (see Section B of the Church Life (2) report to the 2003 Conference: *Selection criteria for ordained ministry in the Methodist Church*, beginning on p545 of the 2003 Agenda Volume 2). The Ministries Committee is undertaking a review of these competencies and intends to bring a report, via the Council, to the 2016 Conference.

10. Transferring Ministers

10.1 A significant piece of work on Transferring Ministers is currently in development. Further work on protocols will be developed with the Stationing Committee which will feed into a final version of a report for the Ministries Committee.

11. Membership of the Committee

The Committee wishes to express its gratitude to the retiring members of the Committee, Eunice Attwood, Ruby Beech, Jenny Jackson, Marcus Torchon and Andrew Wood.

*****RESOLUTIONS**

41/1. The Council receives the report.

41/2. The Council recommends to the Conference a change to SO 362(4)(iii) as set out in paragraph 2.4 of the report.

41/3. The Council conveys its appreciation to Bishop Graham Cray for his contribution to the development of the Fresh Expressions initiative and warm greetings to Revd. Canon Phil Potter as he begins work as Fresh Expressions Team Leader.

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