

## World Church Background Paper: Personnel

- 1.1 Two of the personnel programmes of the World Church office, Mission Partners and Scholarship and Leadership Training (SALT), were not evaluated as part of the Team Focus process which was presented to Conference in 2007.
- 1.2 A third programme, The National in Mission Appointments (NMA), was evaluated under Team Focus. This programme is an important element of engaging in mission with partners overseas to undertake new work. The Partner Church initiates the programme or project, prepares the job description and selects a local person as the National in Mission Appointee. It also covers incidental costs where appropriate, such as housing and programme costs, while MCB supports salary and on costs for a period of up to five years. Each appointment is reviewed annually (there are around 75 NMA's in any one year) when continuation of funding is agreed by the Connexional Grants Committee NMA grants stream, which includes three overseas partners as voting members.
- 1.3 A fourth programme, World Church in Britain Partnership (WCiBP), was also reviewed during Team Focus. This programme was in two parts:

The first was to bring ministers to Britain and Ireland to serve the local church for a period of five years working in circuits (there was a further group who worked as staff of MCOB, three as secretary for the Americas and Caribbean, one as Asia Pacific secretary and two as staff of Kingsmead College and the United College of the Ascension, and one as principal of UCA).

The second part of this programme was known as 'Mission Live'. This was a short term engagement with people from overseas coming to Britain and Ireland for a period of 6-12 weeks to live alongside us in a circuit, sharing their experiences and mission understanding for mutual learning and deepening of our faith. With Mission Live it was possible to include lay people, which the long term programme wasn't able to do mostly for immigration reasons.

For a number of years the staff in Formation in Ministry and World Church offices worked together to consider how best to capitalise on the work of WCiBP, as there was a large group of ministers from other parts of the world working in our church not part of WCiBP who had received little orientation to ministry in Britain, and the only follow up was provided locally, if at all. Since the reconfigured connexional team came into being, this work has moved forward again and a group of staff, some chairs of districts and wider connexional representatives have begun to consider how we might progress this area of work.

It is too early in the process to make any firm commitments, but it is very likely that SOCMS will provide orientation and backup for whatever we consider it is wise to do. What is clear is that there will be ministers from our partner churches wanting to serve our connection as 'recognised and regarded' and we need to look at this very seriously in connection with sending mission partners overseas.

The review only looks at mission personnel from Britain and Ireland going overseas as the WCiBP was reviewed prior to the Team Focus being completed. It does highlight the nature of people to people movement 'from everywhere to everywhere', and this needs to be noted as we consider the current mission personnel review.

- 1.4 In the year following Conference 2007 the evaluation of SALT was begun and provisional recommendations were made by the Joint Secretaries Group (JSG), whereby the post of SALT Coordinator was maintained until August 2010 pending a full review. This has been completed and its recommendations will be reported later.
- 1.5 The other major programme is Mission Partners, of which the Council employs 45. As this was not undertaken prior to 2007 JSG took the decision to manage this review differently. All Mission Personnel training is delivered in partnership with USPG Anglicans in World Mission by the Selly Oak Centre for Mission Studies (SOCMS), part of Queen's College in Birmingham. SOCMS is jointly funded by MCB using the World Mission Fund (WMF), and the staff are appointed and managed through the SOCMS Board of Governors. SOCMS was reviewed by JSG and recommendations presented to Council.
- 1.6 In 2008 the Secretary for External Relationships and the Team Leader of the World Church Relationships sub cluster of Christian Communication Education and Advocacy Cluster in the Connexional Team met with the General Secretary and the Secretary for Internal Relations of USPG Anglicans in World Mission, to work out the process for a joint review of mission personnel programmes in our two institutions. A proposal was presented to SOCMS and funding was secured from SOCET for a full review supervised by SOCMS, on behalf of USPG and MCB and Methodist Church in Ireland (MMSI) for whom MCB WCR acts on behalf of MMSI in respect of world mission programmes including grants, mission personnel and JMA.
- 1.7 Interviews were held in December 2008 and the Revd Diane Clutterbuck was appointed. She began her research in January 2009 (Diane is a minister of MCB currently living in Ireland and formerly served for 6 years as a Governor of USPG).
- 1.8 Methodist Council appoints mission personnel who are then seconded to work with Partner Churches and some ecumenical institutions in the regions.

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