

SUPPLEMENTARY REPORT OF THE FAITH ACTION PROGRAMME LEADERSHIP TEAM MAY 2025

Proposed Deliverance

The General Assembly:

1. Receive the Supplementary Report.
2. Instruct that the following provisions will be included in a new Training Act for FTWAS Ministers to be brought to the General Assembly of 2026:
 - (i) Ministry formation and training for FTWAS Ministers and Deacons will be shaped by (a) an academic core of related subjects, (b) contextualised assessed placements with a missional emphasis, and (c) focused reflective practice integrating theology with practice through both academic study and assessed placements, all as specified in more detail in section 6 of the Supplementary Report (*Section 6*);
 - (ii) a Formation Committee will be set up that will report to the People and Training Programme Group of FAPLT with the remit set out in section 7 of the Supplementary Report (*Section 7*);
 - (iii) the routes of training for FTWAS Ministers and the Diaconate will be as set out in sections 8 and 9 of the Supplementary Report (*Sections 8 & 9*);
 - (iv) anyone applying to become a FTWAS Minister or a Deacon will require in all normal circumstances to complete the prescribed course before 31 December in the year in which they turn 60 (*Section 10*); and
 - (v) a process of appraisal for Candidates and Probationers which is largely similar to the present system will remain in place with appropriate updates to documentation (*Section 12*).
3. Instruct FAPLT to bring to the General Assembly of 2026 proposed amendments to the Deacons Act (Act VIII 2010) which reflect the terms of the Supplementary Report (*Sections 15 & 18*).
4. Approve the intention to introduce Compulsory Additional Training for FTWAS Ministers in a new First Five Year programme and instruct FAPLT to bring to the General Assembly of 2026 for approval, an outline of the compulsory and elective courses that would form a programme of Compulsory Additional Training (*Section 16*).

Report

1. PEOPLE AND TRAINING

- 1.1 The Board of Ministry's General Assembly 2000 *Ministers of the Gospel* report affirmed the theological, biblical and doctrinal foundation of the Church as the body of Christ. It envisioned a Church where its members would exercise a ministry as an expression of the one ministry of Jesus Christ, with the ordained ministry of Word and Sacrament ordering the life of the Church and equipping God's people for service.
- 1.2 In exploring how this ministry should be carried out, the report initiated a journey that has risen and fallen through the existence of the Ministries Council, Faith Nurture Forum and now the Faith Action Programme Leadership Team, where Initial Ministerial Education (IME) has sought to affirm the integration of the person within ministry with their practice. This ensures that they are not only educated and trained for that ministry but engage in a continuing process of formation that is fed and sustained through the constant of a theological reflective practice that brings together their worship, study, prayer and everyday experience of life and community.
- 1.3 Against this backdrop, we are now working towards naming a Lead Academic Partner who will partner the Church and share this journey of training and formation.

2. THE JOURNEY TO ONE LEAD ACADEMIC PARTNER (LAP)

- 2.1 The General Assembly 2024 approved the principle of context-based formation for IME for fulltime Ministry of Word and Sacrament and the Diaconate. This reduces the current pattern of three

years plus probation to three full years, with a view to achieving a clearer integration of practice and theory.

- 2.2 The present Selection and Training for Full-time Ministry (Act X 2004, as amended) outlines the initial discernment and assessment processes for those entering Full-time Ministry of Word and Sacrament. Once an applicant is accepted as a Candidate for Ministry, they must undertake one of five prescribed courses (Course A- E). The course taken is determined by a Candidate's previous educational experience, and is presently undertaken at one of our five Academic Providers, namely Aberdeen, Edinburgh, Glasgow, Highland Theological College or St Andrews.
- 2.3 In essence the Deacons Act (Act VIII 2010) adopts the discernment and assessment principles within Act X 2004, together with Presbytery Supervision of a Candidate, the initial course preparations, and appraisal during candidature. By contrast it does not name any institution of higher education, except that approved by Faith Nurture Forum (now FAPLT) for the training of Deacons.
- 2.4 The academic study offered by each university has ensured that ministry education is rooted in Holy Scripture, the history of the Church (including the development of the Church of Scotland), the principal doctrines of the Christian faith and their application to preaching and pastoral work, Christian Ethics, Church, Ministry, Worship, Preaching and Sacraments; and Pastoral Care and Theology, in accordance with the Training Act.
- 2.5 This academic core is complemented by a Church-led programme of four practical placements, an annual conference programme, monthly seminars, and additional training covering a variety of topics ranging from speech training, EDI, Safeguarding, Church Law, and School Chaplaincy, among many.
- 2.6 The Blake Stevenson Report to the General Assembly in 2018 highlighted that while Candidates enjoyed and appreciated their academic training, many feel unprepared as they entered their first Charge or appointment. Two further developments have affected this situation.
- 2.7 First, with diminishing numbers of people entering ministry training, each Academic Provider reported a reduction in the number of applicants. This has spread the Candidate cohort over five universities thinning out the peer group experience and support for many.
- 2.8 For the Church led programme, challenges have arisen when designing a conference and seminar programme that complements and supplements the academic core. Those subjects have been covered in different ways, and to different depths by each of our universities, leading to inconsistencies in the training programme.
- 2.9 Second, theological education internationally now recognises the benefits of theological reflective practice, that, integrating theology with the practical application of ministry, provides formational benefits for both Ministers and their congregations.
- 2.10 As the Church sought to understand what was required of its IME programme, it developed and presented to the General Assembly of 2018 the Formation Framework. This brought together the context, layers and dimensions of formation required by ministry training to ensure that training remains rooted in the call from God to ministry and mission, inspiring a vision for Ministry within the wider Church. <https://ascend.churchofscotland.org.uk/wp-content/uploads/2022/06/FNF-Formation-Framework-HANDBOOK-UPDATES.pdf>
- 2.11 The General Assembly affirmed the need for this training and formation to be Christ-centred and Student-focused, ensuring that these values are present at all points of training. The integration with both the Discernment Process and Continuing Ministerial Development must be clearer, enabling a new IME curriculum with different levels of competency to be achieved by key points in the formation process.
- 2.12 Following the approval of the Formation Framework, it was anticipated that a new IME programme would be developed quickly. However, the consultation process and proposed tendering by Academic Providers proved difficult, and with the onset of the first period of lockdown, it was agreed to pause the process.

- 2.13 The Assembly Trustees, at this stage, undertook a review of the work undertaken by the Training Task Group, who had led the IME development work. Their report to the General Assembly of 2022 affirmed the centrality of formation in the training process, and the need to ensure that ministers are trained within a community of learning that is organic, relational and collaborative. This approach enables ministers to work confidently with others in their differing ministries, promoting the growth and mission of the Church, and the flourishing of the gospel of Jesus Christ in all communities.
- 2.14 In the post-Covid Church, faced with Presbytery Mission Planning, the amalgamation of Presbyteries, the re-organisation of the central governance structure and reduced central budgets and staffing, there has been a growing realisation that what was once imagined as recently as 2020, required to be rethought. After recalibrating our approach, the General Assembly of 2024 agreed to select one Lead Academic Partner to offer a new 3-year IME BD/MDIV programme, with a 2-year diploma option available for those who meet agreed criteria. The new degree course will provide accredited placements, with a contextual focus, preparing Candidates within the context of the Formation Framework, with theological reflective practice at the heart of their formation and training.
-

3 THE PROCESS OF SELECTING ONE LEAD ACADEMIC PARTNER

- 3.1 Following the General Assembly of 2024, consultation took place with several groups including the Theological Forum, the Diaconate, the Registration of Ministries Committee, and the Ecumenical Relations Committee. At both separate and combined meetings, we met with our existing Academic Providers. From these consultations we gathered valuable insights to guide the selection process for the LAP.
-

4. THE SELECTION PROCESS FOR THE LEAD ACADEMIC PARTNER

- 4.1 The selection process consists of two stages. Each existing Academic Provider was invited to make an initial Stage One proposal to ensure that they could meet the key requirements for the new three-year BD/MDIV degree programme.
- 4.2 The essential requirements for this degree were:
- an academic core of relevant subjects
 - contextualised, assessed placements with a missional emphasis
 - focused reflective practice, integrating theology with practice through both academic study and the assessed placements
- 4.3 Submissions were also requested to explain how their proposal aligns with the Formation Framework and how it might meet the criteria for SAAS funding for many Candidates.
- 4.4 We sought reassurances regarding the academic rigour and financial stability of the institution, the nature of the proposed online, hybrid, and in-person provision of study.
- 4.5 We asked for information about the fairness of access protocols of entry to study (age, gender, socio-economic), and the background inclusiveness of the theology and gender of staff and management board.
- 4.6 Submissions were also requested to include the following information:
- The provision of additional pastoral and educational support for Candidates
 - The outline structure of their academic and calendar year
 - Non-assessed study, reflection, and formation activities such as study days, retreats and conferences
 - Their ability to build Candidate peer group and support
 - Areas of anticipated partnerships with the other Academic Providers
 - How they anticipated working in partnership with the Church of Scotland Training Team
- 4.7 Submissions for Stage One were received from Aberdeen, Edinburgh, Glasgow and Highland Theological College. St Andrews intimated that while they continued to value their connection to the Church of Scotland, they were unable to proceed with a submission.

- 4.8 These initial submissions provided us with an overview of what each Academic Provider has proposed. While we were disappointed that we were not able to pursue a 'Hub' model to bring our Academic Providers together, we acknowledge however, the complexity that this model would have brought, together with stretching the budget of the Church beyond what was affordable.
- 4.9 It also allowed the People and Training Programme Group to confirm the areas that should remain solely within the realm of Church provision. We had intimated that some areas, like Safeguarding and Church Law, would continue to be provided by the Church, but we had been open to considering if there were other specific areas that could be provided by the LAP or the Church.
- 4.10 With the need to highlight areas of partnership between the LAP and the Church in the Stage Two submission, this would be addressed through the role of the Director of Studies, a position for which we are currently recruiting. This role would oversee the communication and decision-making processes required by each party.
- 4.11 Additionally, the People and Training Programme Group felt that the Church's experience in organising Candidate placements and Supervisor training would serve the new IME programme better. This partnership would allow the accreditation of placements to proceed smoothly, ensuring the programme's success.
- 4.12 The People and Training Programme Group reviewed each submission, ensuring it met the outlined needs of the new IME programme. They then prepared feedback for each submission, giving further direction and asking for clarification where necessary. No comparison was made between the submissions, and a second invitation to enter the Stage Two process was extended to all.
-

5. CRITERIA FOR SELECTION OF THE LEAD ACADEMIC PARTNER

- 5.1 The Selection Panel consisted of four people:
- Rev David Rankin (Parish Minister and a Presbytery-appointed member of FAPLT)
 - Rev Professor Paul Middleton (Professor of New Testament and Early Christianity in Theology and Religious Studies, University of Chester).
 - Dr Heather Major (Research Fellow in New Places for New People, Evangelism & Growth, Cliff College, Bristol)
 - Mr Geoff Miller (Assembly Trustees)
- 5.2 They were asked to consider applications against the following criteria:
- Sharing the Vivid Vision for the new IME programme
 - Willingness and ability to partner with the Church of Scotland Training Team
 - The academic core subjects and content of their proposed courses
 - How their course outline and content align with the Formation Framework
 - Their definition and provision of theological reflection and practice
 - The use of the whole academic year
 - The extent of their hybrid provision
 - The Provision of a Diploma Course
 - Their use of existing courses
 - The number and costs of commissioning new courses
 - The provision and use of accredited placements
 - Their ability to partner with the Church provision within IME
 - Access to SAAS funding
 - Optional Conference programme provision
 - Additional pastoral, educational and financial support for Candidates
 - Non-assessed support and activities e.g. worship, fellowship gatherings
 - The financial cost for the Church for the above provision
- 5.3 While we hoped to bring a recommendation to this year's General Assembly, a decision was taken towards the end of April that the process of selecting the LAP would benefit from a deeper dive into each submission made by Aberdeen, Edinburgh, Glasgow and Highland Theological College.
- 5.4 A recommendation will therefore be brought to GA 2026. While this delay is undoubtedly disappointing, it must be understood in the broader context of the IME programme's own

development over the past 25 years. Further scrutiny of both the needs of the Church and expectations of the LAP is now required, allowing FAPLT time to ensure that the recommendation brought forward is robust, credible, and widely supported.

- 5.5 The Selection Panel has confirmed that each submission fulfils the remit of providing a 3-year IME degree programme with accredited placements. However, there are important differences between the submissions that require further attention. FAPLT therefore requires additional clarity on a number of key questions, such as:
- What balance does the Church require between an 'in-person' and an 'on-line' delivery of the IME programme?
 - In what ways will the need for the peer cohort experience highlighted by the Blake Stevenson report in 2018 be enabled by both the Church and the LAP?
 - In terms of supplementing and enriching the degree programme, how will the Church's own contribution to formation be developed and delivered?
 - The Church requires to further describe the nature of the partnership it requires to have with the LAP. And in turn, how would each LAP envision and articulate their response to that partnership if selected?
 - Further work is needed to assess the expected time commitment in placements, ensuring a realistic and sustainable balance between study, life, and placement expectations. This includes dialogue with the LAP to clarify how accreditation will work in this context.
 - Further exploration is required of the financial and legal memorandum of understanding to be entered into between the Church and the LAP. In particular, the costings provided by the Academic Providers need further scrutiny.
- 5.6 In addition to the above, more work will also be undertaken regarding the Compulsory Additional Training requirement, that serves to underpin ministerial education and support in the First Five Years. This is mentioned later in this Supplementary Report.
- 5.7 We are grateful to all who have brought us to this stage. For both the Academic Providers who submitted their submissions over two stages, and to the Selection Panel for their work, the progress required to bring this Supplementary Report to this year's General Assembly has been immense.

6. THE NEW INITIAL MINISTERIAL EDUCATION BD/MDIV DEGREE AND PROGRAMME

- 6.1 We have been asked many times what we, as a Church, want from a LAP. We can put this simply by saying that it is important for all Candidates, within their ministry context, to:
- Understand and critique the recent missional journey of the Church of Scotland
 - Root their own reformed theology in a missiology that enlivens and encourages their congregations
 - Place Scottish church history into context against the growth and spread of Christianity
 - Confidently and competently explain and share the sacraments
 - Preach and lead worship, having the skill to relate their interpretation and knowledge of the Bible to the context in which they live and minister
 - Be pastorally sensitive and competent, meeting people where they are, be it in the hospital, the school, the nursing home, the community café, or the endless contexts where people gather to share comfort, joy, encouragement or lament
 - Know themselves, with an adaptive leadership style that builds others in faith, self-worth and confidence
 - Be prepared to contribute of their time and energy to the courts of Church, respecting its authority, challenging its failings, and forgiving its inadequacies

- Be ethically aware and respond through their biblical interpretation, developing theology, pastoral awareness and understanding of Church law to individuals and issues, with both challenge and sensitivity
 - Be willing to continually reflect and refresh both themselves and their ministries by building a rhythm for faith, life, family, rest and prayer
- 6.2 The Church understands the need for the continuation of traditional courses that root our understanding and theology. However, it also wishes to ensure that Candidates can develop and express their own understanding of a missional, sacramental and caring ministry for today's Church and society.
- 6.3 Therefore, we propose that ministry formation and training is shaped by:
- **An academic core of related subjects** which includes:
Life of faith and discipleship
Christian scriptures, history and thought
Practice of ministry
Mission
 - **Contextualised assessed placements with a missional emphasis** which includes core ministry experience of:
Preaching
Leading worship
The conduct of the sacraments
Pastoral practice of funerals and weddings
Missional practice and Discipleship
 - **Focused reflective practice integrating theology with practice** through both academic study and assessed placements through:
The interpretation and understanding of the Bible
A developed theological understanding of key Christian doctrines
Application and interpretation of Church Law
Application of pastoral practice and theology
- 6.4 While much of this content would be covered within the degree programme, the Church would complement and supplement it by working in partnership with the LAP to ensure that all aspects of training are addressed.

7. A FORMATION COMMITTEE

- 7.1 It is anticipated that within FAPLT there will be a need for a Formation Committee, which reports to FAPLT and which will oversee the shared partnership work between FAPLT and the LAP, together with other key stakeholders as required.
- 7.2 It is proposed that the Formation Committee would comprise of seven people with representation from the LAP, FAPLT and the wider Church, and would report through the People and Training Programme Group to FAPLT. The Director of Studies will serve as Secretary to the Formation Committee.
- 7.3 It is important to stress that this Committee will not replace the role of either FAPLT or a Presbytery in the annual appraisal of a Candidate, but rather will advise on and direct the training route undertaken by each Candidate.
- 7.4 This Committee would be responsible for:
- overseeing on behalf of FAPLT the implementation of the training and formation programme for FTWAS ministers and the Diaconate.
 - working in partnership with the LAP to review academic course provision.
 - working in partnership with the national Training Team and the LAP to oversee the placement provision for Candidates.

- requesting and advising on programme changes to the provisions by both the Church and the LAP.
 - directing the personalised training plan for each Candidate through an Initial Course Meeting, and thereafter on an annual basis, proposing or accepting changes to this.
- 7.5 The work of both the Director of Studies and the Formation Committee is essential to ensure the principle of a shared partnership of provision is established. This will allow both the Church and the LAP to be confident in their own roles, and that of their partner, within the new programme.
- 7.6 The partnership extends not just between FAPLT and the LAP, but also into our growing relationship with Presbyteries, congregations, Supervisors, mentors, Formation Partners and the national Training Team.
-

8. PRESCRIBED COURSES – FULL TIME WORD AND SACRAMENT (FTWAS) MINISTRY

- 8.1 It is anticipated that there will be three prescribed courses that a Candidate for FTWAS ministry can undertake. The Formation Committee will evaluate and make a decision regarding the appropriate course for each Candidate. Their decision will be final.

Course 1

This course will be undertaken by most Candidates entering training who have not previously gained a degree in theology. They will be required to complete the three-year BD/MDIV degree with accompanying Church courses.

Course 2

This exceptional route will be available to Candidates who meet at least three of the following criteria:

- Aged over 50 years of age
- Previous theological study
- Experience of the Church of Scotland
- Other relevant life, work and church experience

They will be required to complete a two-year Diploma in theology provided by our LAP, with accompanying Church courses.

Course 3

This alternative route will be for Candidates who already hold a theology degree. The Formation Committee will set a course that ensures all aspects of the three-year BD/MDIV course are covered, including assessed placements. The Committee will also consider whether a Candidate could undertake a Master's degree or other related study programme. This is similar to what is currently required of Candidates who have completed their BD.

9. PRESCRIBED COURSES – THE DIACONATE

- 9.1 It is anticipated that there will be two prescribed courses that a Candidate for Diaconate ministry can undertake. Again, the Formation Committee will evaluate and make a final decision regarding the appropriate course.

Course 4

Most Candidates entering training, who have not previously gained a degree in theology, will be required to complete a two-year Diploma in Theology, provided by our LAP, followed by a one-year Deacon specific training year. The Training Team will collaborate with the Diaconate Council to develop the relevant coursework and training brief.

Course 5

Diaconate Candidates will be invited by the Formation Committee to complete a three-year BD/MDIV degree after the two-year Diploma course. This will be followed by a one-year Deacon specific training year. The national office Training Team will work with the Diaconate Council to develop the relevant coursework and training brief.

10. AGE LIMIT

- 10.1 In the new IME programme, Candidates for FTWAS and the Diaconate will require to complete their training by the 31st of December of the year in which they turn **60**.

11. EXPECTATIONS AND RESPONSIBILITIES OF CANDIDATES

- 11.1 At present all Candidates in training are expected to sign an Expectations and Responsibilities of Candidates document which outlines what a Candidate can expect from the Training Team, their Presbytery and FAPLT. It also highlights what their responsibilities are as Candidates in relation to their standards of performance, conduct and actions. This document will be revised to take account of the training changes.

12. ANNUAL APPRAISAL OF CANDIDATES

- 12.1 Presently all Candidates and Supervisors agree together a Learning Covenant. Both towards the end of the placement will complete reports, with the appraisal of the progress of a Candidate being undertaken on an annual basis.
- 12.2 At this annual appraisal of a Candidate, in attendance there is a FAPLT member of staff and a Presbytery Assessor (usually the Candidate's Formation Partner appointed by their Presbytery). If the FAPLT staff member has deemed that these reports are unsatisfactory, a FAPLT representative will also be in attendance.
- 12.3 When a Candidate becomes a Probationer, there are then two appraisals within the 15-month fulltime placement. One normally takes place at the end of six months, the other at the end of twelve months. The present Training Act allows for additional appraisal(s) to be added if required.
- 12.4 In the new system, it will be important that the annual appraisal of Candidate is undertaken at the end of each academic year, before progress can be made to the next. Further, ensuring that there is the provision for additional appraisals to be arranged if so required, it enables a flexibility that is required of a system that requires to be both pastorally sensitive, yet ensuring a Candidate has achieved the necessary capacity and capability required of any particular stage of training.
- 12.5 A Candidate will require to fulfil the expectations of the LAP, but the Church may wish to add further areas of assessment to ensure that a Candidate can show their developing capacity and capability within the eight sections of the Formation Framework. This is not dissimilar to that of the present system, but it is expected that there would be a streamlining of processes to ease the paperwork and reporting required by Candidate and Supervisor alike.
- 12.6 It will be for the People & Training Programme Group to establish the reporting and appraisal systems required by the Church.

13. CANDIDATE SUPPORT

- 13.1 While oversight of Candidates' progress is essential, the Church must also highlight the spiritual and financial support it will provide.
- 13.2 It is anticipated that the annual bursary awarded to Candidate's Grant will continue to be awarded.
- 13.3 Additionally, the Formation Partner scheme will continue, whereby a Presbytery appoints a 'critical friend' for each Candidate, serving as the link between the national training process and Presbytery. In most circumstances, the Formation Partner will continue to serve as the Presbytery appointed representative at any appraisal meeting for a Candidate. The national office Training Team will work with Presbyteries and the LAP to further develop a support network for Candidates.
-

14. ISSUE OF EXIT CERTIFICATE/GRADUATE CANDIDATE'S CERTIFICATE

- 14.1 This process would stay largely as at present, although with reference to the existing Training Act, section 22A(5) would be revised so that 'three' is replaced with 'two', ie a Graduate Candidate's Certificate would be issued on two occasions only. This is to make the situation consistent with the Registration of Ministries position for Category O and with the Admissions and Readmissions Act.
-

15. CHANGES FOR DEACONS, ORDAINED LOCAL MINISTERS (OLMS) AND READERS

- 15.1 Candidates for the Diaconate will follow a similar course to that of FTWAS Candidates, and the change of provision to a LAP will allow us to develop a training and formation course which will be more specific to the nature of this calling and role.
- 15.2 At present we do not provide any Deacon specific training, and the changes now proposed allow the Church to consider carefully the needs of this specialised role. Deacons will also enter into Expectations & Responsibilities and Learning Covenant documents.
- 15.3 The training for OLM and the Readership will remain unchanged and thus there will be no impact on Act IX 2011, the Ordained Local Ministry Act and Act XVII 1992, the Readership Act.
-

16. COMPULSORY ADDITIONAL TRAINING

- 16.1 In recognising the radical nature of this proposal, and recent consultation with those who have recently been inducted into the first Charge, it is acknowledged that we are shifting to a more modular form of training, building from core elements prior to ordination. The training period will be extended into a new First Five-Year programme to include more specific and specialist training post ordination that will help support those early years of ministry.
- 16.2 Newly ordained Ministers will be required to continue their theological studies and will receive preaching and pastoral mentoring to enable them to face the challenges of their new ministries.
- 16.3 In addition to the compulsory courses, elective courses will be developed to encourage those with a focus on the pioneering, missional, and discipleship development of their congregations. Work within the present First Five-Year programme and the Church of Scotland Learning platform will be reviewed and adapted, with additional provision developed accordingly.
- 16.4 It is therefore an essential principle of the new Training Act that it will include a compulsory additional programme of training for each minister who proceeds through Course 1, 2 or 3 during their first five years of ministry. Each minister will be asked to take responsibility for documenting their own progress, with this being made possible by the future digitisation of the appraisal and other systems within IME.
- 16.5 Consideration will be required to be given by both FAPLT and the Registration of Ministries to the status of those who without good reason fail to complete this additional training.
- 16.6 Given the Deacon specific training year, there would be no compulsory additional training for Deacons. There remains a strong encouragement for Deacons to continue their learning through the direction of the Diaconate Council.
-

17. MOVING FROM THE PRESENT WAY OF TRAINING AND FORMATION TO THE FUTURE

- 17.1 The training and formation of Candidates is a continuous process with each new intake having their training and goals prescribed by an Initial Course Meeting. We are presently working with those Candidates entering their training from September 2025 to see what changes or adaptations may be made to their training and formation programme to work within the present Training Act.
- 17.2 For those who training is already underway, we will continue to offer a placement and conference programme, and will work with the existing Academic Providers to ensure that these Candidates can continue in their present training route. Any changes that are required will be worked out on a

case by case basis with each change requiring the approval of FAPLT through the People and Training Programme Group. The new Training Act will make provision for this.

18. A NEW TRAINING ACT AND CHANGES TO THE DEACONS ACT

- 18.1 Whilst not bringing a new Act to this General Assembly, we have in this Supplementary Report propose the principles for such an Act and seek the Assembly's approval of these principles via the Proposed Deliverance. Approval is also sought to consequential amendments to the Deacons Act.
- 18.2 In the Appendix there is a table setting out in more detail what the new Training Act will look like and what will be the consequential amendments to the Deacons Act.

In the name of the Faith Action Programme Leadership Team

TOMMY MACNEIL, Convener
KAY CATHCART, Head of Ministries and Mission
DAVID CLARKSON, Vice-Convener, People and Training Programme Group

Appendix

TABLE OF PROPOSED CHANGES TO ACT X 2004 & ACT VIII 2010

The Selection & Training for Full-Time Ministry Act (Act X 2004)

Section number	Topic	Expected change in new Act
1	Definitions	To be confirmed, depending on the rest of the changes.
2	Discernment and Initial Screening process	Largely unchanged.
3	Age, Time and Membership Limits for Applicants	Mainly unchanged, but one amendment will be to the age limit: FAPLT will not consider an application from any person who in all normal circumstances could not complete the prescribed course before 31 st December in the year of their 60 th birthday.
4, 5, 6, 6A, 6B, 7, 8, 9 & 10 11 [repealed]	Submission of Application Period of Discernment and Local Review National Assessment Opportunities to become a Prospective Candidate Nomination by the Presbytery	Largely unchanged.
New provision on Formation Committee	Formation Committee	Approve the setting up of a sub-committee of FAPLT, to be called, the Formation Committee, with the remit set out in the Report. Its membership would include representation from the LAP, FAPLT & the wider Church.
12 – 14 [15 & 16 repealed]	The Course (including areas of study)	<ul style="list-style-type: none"> One named Lead Academic Partner New prescribed courses for both FTWAS and Deacons 5 possible courses as per the Report

		<ul style="list-style-type: none"> • Flexibility of part-time study to be retained, subject to the approval of the Formation Committee • New specification of areas of study as per the Report • Placements to be integrated into study • Formation Committee to have the central role in directing study and placements for each Candidate
17	Placements	Removed/substantially changed as placements will be integrated within the degree/diploma programme. The Formation Committee will prescribe the new model of Learning Covenant to be agreed between the Candidate and Supervisor.
18 & 19	Presbytery Supervision during Course	Largely unchanged. The Formation Committee will prescribe the new model of Expectations & Responsibilities document to be entered into.
20	Initial Course Preparations [Meeting]	The Initial Course Meeting will remain in place but it will be overseen by and under the direction of the Formation Committee.
21 – 22A	Appraisal during Candidature Appraisal while a Probationer & Sustaining the Course	Principle of Appraisal to remain, combining that of the Candidate and Probationer appraisal journey.
22A	Issue of Exit Certificate/Graduate Candidate Certificate	Largely as at present, though a Presbytery will only be able to issue a Graduate Candidate's certificate on up to two occasions, not three, to align with the current approach on category O registration and the current Admission and Readmission of Ministers Act.
23-25	Complaints Procedure	This will remain largely unchanged.

The Deacons Act (Act VIII 2010)

Section number	Topic	Expected change in New Act
1	The Office of Deacon	Unchanged.
2	Definitions	To be confirmed, depending on the rest of the changes.
3	Selection & Training of Deacons	Act X 2004 is cross-referenced in the existing Act. Instead, the new Act will be cross-referenced so as to bring in the new courses, new areas of study, integrated placements, one LAP etc.
4	Academic and Practical Training of Deacons	Ditto as for 3.
5	Placements during training	Ditto as for 3.
6 & 7	Sustaining the Course	Ditto as for 3.
8	Ordination	Decision to recommend Ordination will remain with FAPLT. This section needs some updating generally.
Remainder of the Act		Unchanged, save for any general updating or clarification required.