

**THE CHURCH OF SCOTLAND - MINISTRIES COUNCIL  
COUNCIL**

The Erskine Bridge Hotel, Erskine, PA8 6AN

Wednesday 5 – Thursday 6 September 2018

**MINUTE**

**PRESENT:**

**Convener:** Neil Glover

**Vice-Conveners:** John Dent  
Bob Mallinson  
Eleanor McMahon  
Sarah Ross

**Members & Observers:** 33 others recorded in the Register of Attendance

**Staff in Attendance:** Jayne Scott plus 20 staff as recorded in the Register of Attendance

**Apologies:** Apologies were noted in the sederunt

**ACTION**

**17 Opening Worship**

The meeting was opened with worship led by Tony Stephen. The Convener welcomed those present and introduced members of the Ministries Council staff team in attendance. Apologies were noted.

**18 Welcome, Programme Outline, and Convener's Report**

The Convener welcomed members and staff to the meeting and outlined the programme. The focus of the overnight conference intended to inspire, focus and strengthen the work of the Council. The Programme to include three sessions with input from guest speakers on issues relating to the work of the Council in addition to the usual on-going business items.

The Convener reminded Council that the process for nominating the Convener for the next term (2019-2023) is now underway and potential nominees have been identified. In order to further the process it was agreed that a panel be appointed consisting of four Ministries Council members, the Convener for Council of Assembly, and the Ministries Council Secretary to conduct interviews and bring a proposed nominee to the Council.

The panel was confirmed as: Eleanor McMahon(Convener); Bob Mallinson; Mike Goss; Ruth Halley; Sally Bonnar(Convener, Council of Assembly); Jayne Scott(in a non-voting capacity).

**19 Common Agenda: Different Responsibilities**

Ruth Harvey (Director, Place for Hope) facilitated a session focused on developing and understanding the working relationship between Council Members and Staff focused on how we can strengthen the way we work together in a positive and accountable way.

***Start of Business Session***

**20 Minutes**

The Minutes of the Ministries Council meeting held on 20 June 2018 were approved.

## 21 Finance

Written Reports were received (as indicated below) providing an overview of the work of the Ministries Finance Committee in addition to a verbal report from Alan Naylor, Ministries Finance Committee Convener.

### 21.1 Management Accounts to June 2018

The accounts and commentary were received and accepted (MC2-03 & 04).

### 21.2 Budget 2019

The draft budget for 2019 (MC02-05 & 06) was received. The anticipated increase in funding required to meet the potential increase in Ministry Development Staff (MDS) posts was noted.

### 21.3 Annual Stipend increase

A paper (MC2-08) was submitted outlining the budget implications for either a 1% or 2% stipend increase in 2019. It was noted that a 1% increase had been anticipated in the draft 2019 budget.

It was agreed that members of Council who are either Ministers in receipt of a stipend or a spouse of a Minister in receipt of a stipend would not participate in the decision about what recommendation would be made to Council of Assembly. On this basis a sub-group was identified for determining what level of increase would be recommended from Ministries Council to the Council of Assembly. Membership of the sub-group is: Alan Naylor, John Dent, Barbara Finlayson, Ishbel Smith, Dot Weakes, Andrew Todd, Elspeth Smith, Brian Porteous.

The group met briefly without other Council members present (Council Secretary in attendance) and agreed that a 2.5% increase be explored in terms of budget impact. The Group to schedule to meet to then consider the information and make their recommendation. The Group then rejoined the full Council and reported what had been agreed.

The full Council agreed that the Group be assigned to make the recommendation on behalf of the Council in order to meet the date of submission to the Council of Assembly.

### 21.4 Benevolent Funds and Hardship

It was noted that there are situations of hardship which do arise from time to time for Ministers and this is a matter which the Council wants to address. It was noted that the possibility of releasing funds from the Benevolent Fund for the purpose of addressing situations of hardship is currently being explored.

## 22 Education and Support

### 22.1 Recruitment and Support

A verbal report on the Recruitment Review process was received. The main issues at this stage which were highlighted include:

- Clarity is needed around the age limit applied for applicants, especially in light of the fact that state pension age is changing and there is no required retirement age.
- The consultation period for gathering data for the Recruitment Strategy is slightly extended due to the scheduling of school holidays, but a webcast option will be provided.
- The Recruitment Strategy relates to those within the Ministries Council remit rather than the wider church issue of recruitment to more generalised leadership or ministry.

## 23 Partnerships and Development

A presentation was made and written and verbal reports received which focused on the different ministries which are within the remit of the Committee and how they are resourced.

**24 Priority Areas**

A presentation was given on the progress of work done with Priority Areas. This included the extension of provision through the Learning Academy and broadening participation in events. Council expressed its appreciation of the way in which the reach of provision is being extended.

In discussion, it was acknowledged that there are some parishes which have had their recognition as a Priority Area Parish changed and it was noted that there could be benefit in giving further consideration to how best to avoid a sense of isolation for parishes who are not now classified as Priority Area. Reassurance was given, nevertheless, that support through Priority Areas is already available to all churches and not just those identified as Priority Area parishes.

The annual BIG Conversation event is scheduled to take place on 6-7 November and it was noted that the number of Priority Area parishes which will be represented has increased in the last two years.

**25 Items and Processes for Council**

Views were expressed that whilst it is appreciated that a lot of work is taking place and addressed well, it was the task of the Council to consider the impact of its work and how to develop strategy and policy rather than only receiving reports on what has been done or is being done.

This opened up a wider discussion about how the Council might use its agenda and time available for more strategic policy development. The views were noted and the Convener assured members that this was heard and that the main task in the coming year was how the vision for ministry expressed last year was now being worked out in the developments which are taking place.

***End of Business section*****26 Leadership and Emerging Patterns of Ministry: Rich Robinson**

Rich Robinson led a session on Leadership and Emerging Patterns of Ministry. He provided examples and reflections on how this has been developed through the Cairn Movement.

***End of Day One*****Scott Burton led Council in Morning Prayers****27 Resilience Research Project: Professor Leslie Francis**

Professor Francis presented the findings from the 3-year research project funded by the Council on the resilience of those in Church of Scotland ministry.

**28 Eleanor McMahon led the Council in the celebration of Communion****29 Date of next Meeting**

The next meeting will be held on **Wednesday 31<sup>st</sup> October 2018 from 10:30am-3:30pm.**

**30 MINUTES APPROVED**

*Neil Glover*

Convener

Date 7 November 2018

*Jayne Scott*

Secretary

Date 7 November 2018

