

MINISTRIES COUNCIL MAY 2018

Proposed Deliverance

The General Assembly:

1. Receive the Report.
2. Affirm the work undertaken to this point on creating a clear definition for ministry and instruct the Council, taking account of the Church's overall Strategic Plan, to complete this work for approval by the General Assembly of 2019 (*Section 1.2*).
3. Note the responsibility of Presbyteries to provide superintendence for Readers and instruct Council to work with Presbyteries to identify how to improve support for Readers and to report to the General Assembly of 2019 (*Section 1.3.4*).
4. Affirm the contribution of the team of Interim and Transition Ministers particularly in the Presbytery of Shetland and encourage further development of this team as a national resource (*Section 1.3.6*).
5. Commend the report *Deacons of Word and Service* to the Church and urge the Council to integrate its principles into considerations for future patterns of ministry (*Section 1.3.3*).
6. Note the revised schedule for the development of a five-year Recruitment Strategy (*Section 1.3.8*).
7. Note the progress of the Hub-style Ministries initiative and instruct the Council to bring any draft legislation to a future General Assembly (*Section 1.3.9*).
8. Instruct the Council in collaboration with the Theological Forum and Legal Questions Committee to consider how oversight can be addressed in keeping with any developing legislation related to emerging patterns for Hub-style Ministries (*Section 1.3.10*).
9. In recognition of the 50th anniversary of women's ordination, celebrate and give thanks for the ordained ministry of women in the Church of Scotland and reaffirm the commitment of the Church to the equality of women and men in all forms of ministry within the Church. (*Section 1.3.11*)
10. Instruct the Council to bring draft legislation for a Capability Procedure for Parish Ministers to the General Assembly of 2019 (*Section 1.4.2*).
11. Pass the Continuing Parish Ministry Beyond the Age of 75 Regulations, pass an Act amending the Registration of Ministries Act (Act II 2017) and pass an Act amending the Ministries Appeal Panel Act (Act VI 2007) (as amended), all as set out in Appendix 1 (*Section 1.4.3 and Appendix 1*).
12. Pass an Act amending the Long Term Illness of Ministers Act (Act XV 2002) (as amended) as set out in Appendix 2 (*Section 1.4.4 and Appendix 2*).
13. Instruct the Council to undertake further work on the Long Term Illness of Ministers Act (Act XV 2002) and to report to the General Assembly of 2019 (*Section 1.4.4.2*).
14. Instruct the Council jointly with the Legal Questions Committee, the Council of Assembly and the Theological Forum to review the Ministers and Deacons in Civil Partnerships and Same Sex Marriages Act (Act I 2015) with particular reference to the deployment of salaried staff and wider issues and report to the General Assembly of 2019 (*Section 1.4.5*).
15. Note that the Council's Development Programme offers opportunities to bring about significant changes in Ministry (*Section 2*).
16. Affirm the development of the Vocations Network and encourage Presbyteries to identify individuals who could serve in this way (*Section 3.2.3*).
17. Pass an Act amending the Selection and Training for Full-Time Ministry Act (Act X 2004) (as amended) as set out in Appendix 3 (*Section 3.2.6 and Appendix 3*).
18. Pass an Act amending the Ordained Local Ministry Act (Act IX 2011) (as amended) as set out in Appendix 4 (*section 3.2.6 and Appendix 4*).
19. Pass an Act amending the Readership Act (Act XVII 1992) (as amended) as set out in Appendix 5 (*Section 3.2.6 and Appendix 5*).

20. Pass an Act amending the Admission and Re-admission of Ministers Act (Act IX 2002) (as amended) as set out in Appendix 6 (*Section 3.2.9 and Appendix 6*).
21. Express thanks for the service given by Rev Prof David Fergusson as Principal of New College, Edinburgh, and affirm the proposal that Rev Prof Susan Hardman Moore be appointed as his successor from September 2018 (*Section 3.3.7*).
22. Note the early developments of the Ascend programme and encourage those in ministry to access the opportunities for support and development provided (*Section 3.4*).
23. Note the advisory figures for the number of full-time equivalent ministers available for Presbyteries in 2023 (*Section 3.5.2.3 and Appendix 7*).
24. Instruct the Ministries Council to report to the General Assembly of 2019 on the future affordability of Ministries Development Staff (MDS) posts beyond posts currently in Presbytery Plans and on reasons why almost 30% of MDS posts remain unfilled (*Section 3.5.2.5*).
25. Instruct all Presbyteries to obtain fresh concurrence with their current plan from the Presbytery Planning Task Group by 31st December 2018 and note that failure to do so may result in the sisting of vacancies (*Section 3.5.2.8*).
26. Instruct those Presbyteries which have Priority Area Parishes within their bounds to ensure that the principles of the Priority Areas five-year plan are incorporated into their Presbytery Planning processes (*Section 3.1.1*).
27. Instruct all Presbyteries to engage with the Presbytery Planning Task Group when negotiating Basis of Adjustment (Section 13(2) of Act VII 2003 on Appraisal and Adjustment and *Section 3.5.2.9*).
28. Pass an Act amending the Vacancy Procedure Act (Act VIII 2003) (as amended) as set out in Appendix 8 (*Section 3.5.3.6 and Appendix 8*).
29. Pass the Regulations amending the 'Go For It' Fund Regulations IV 2012 (as amended) as set out in Appendix 9 (*Section 3.5.6.6 and Appendix 9*).
30. Affirm the Path of Renewal Project and instruct the Council to review the project in 2019 and report to the General Assembly of 2020 (*Section 3.5.7*).
31. Encourage ministers to familiarise themselves with the provisions of the Housing and Loan Fund (*Section 4.3*).
32. Instruct the Council to continue in consultation with the Council of Assembly regarding the possibility of meeting visa costs for ministers who enter Church of Scotland ministry from another country of origin (*Section 4.4*).

Report

1. INTRODUCTION: ENABLING AND SUPPORTING MINISTRIES

1.1 The Ministries Council is for ministry. Everything the Ministries Council does has to be for those engaged in all of the recognised ministries of the Church.

1.1.1 The remit of the Ministries Council is to enable ministries⁽¹⁾ - from the moment someone makes the first tentative steps towards the discernment process, through initial training and into their first days in one of the recognised ministries. Our task is to ensure that those in ministry are enabled to serve in ways which allow them to be the kind of ministers they were called to be. Our support of ministry continues through the journey of ministry – a commitment which lies at the heart of the Ascend programme.

1.1.2 This year the General Assembly will consider the Council of Assembly's Strategy for the whole Church – a key element of this is the provision of well supported ministry teams. If this strategy is endorsed by the Assembly, it will be the job of Ministries Council, working alongside its partners, to ensure that the right people are part of those ministry teams, that they have received and continue to receive excellent training, and that all those engaged in ministry receive the right support which enables them to fulfil their calling. It is the job of Ministries Council to support Presbyteries in ensuring that those ministry teams are in the right places – that patterns of deployment do not hinder but support the growth of the Church, and that as a whole Church we are seeing existing churches being transformed, and new churches being planted. Well-supported ministry teams are a key element in the realising of this vision.

1.1.3 At its heart ministry is transformational. It brings us into the mission of God who is always transforming, who against the expectations of background, the forces of prejudice, the weight of human failure, makes all things new. It is this understanding of ministry which sustains those in ministry and which inspired them to become ministers in the first instance. It is this transformational, gospel-rooted understanding of ministry which the Council, in everything it does, must facilitate and support.

1.1.4 Too often, however, we have encountered those for whom this has not been their over-riding experience of

ministry. In the first edition of the Ascend magazine, the most commented upon article illustrated some of the challenges encountered by Parish Ministers in providing ministry:

“Come to me”, Jesus said, “and I will give you...

Annual statistical returns and a PVG disclosure a new email address and rules about Data Protection, targets and goals to set and a list of OSCR regulations; PAT testing and risk assessment to oversee; Presbytery committees to serve, and reports to write; a Messy Church to run and a student to supervise.”

1.1.5 What is telling about the excerpt is that the last two items (Messy Church and student supervision) are seen by some as the more fulfilling aspects of ministry. However, after so much energy has been expended on other tasks, even the most potentially inspirational parts of ministry have become “just another chore on the to-do list”.

1.1.6 In a context where those in ministry speak of increasing pressures in contemporary Scotland, the Ministries Council report this year outlines key areas of work which are about ensuring there are high quality ministry teams across the Church of Scotland and that in every part of its work the Council is working for ministry and for all those engaged in ministry.

1.1.7 Where processes are a source of unnecessary frustration for ministers and congregations, the Council wants to simplify them. Where we fail to train for the challenges of providing ministry in today's world we need to adapt our learning provision. Where our support fails to strengthen and encourage ministers, we aim to respond in a positive and proactive way. Where patterns of deployment are restrictive, we aim to develop new approaches which enable the Church's mission in contemporary Scotland and beyond.

1.2 A Clear Definition of Ministry

1.2.1 For a number of years, the Council has been seeking to clarify the definition of ministry. There have been two principal reasons why the Council has sought to do this. The first comes from parish ministers and congregations themselves, and relates to the pressures described in the earlier Ascend piece. Parish ministers speak of the stress and anxiety of having to negotiate an ever expanding and ill-defined set of expectations. Congregations also speak of the

difficulties they experience when it appears that the job their Minister is doing does not seem to match the ministry they imagined they would have.

1.2.2 Clarity about ministry allows for an honest and realistic conversation between minister, congregation and presbytery. It enables a shared understanding of what is hoped for and what can be achieved. This clarity is also essential in enabling a minister to balance the different demands of ministry. Engaging in this has often been a key feature of the well subscribed Ministerial Development Conversations. Taken together, these steps provide a way for nurturing healthy relationships between ministers and congregations.

1.2.3 The second reason the Council needs clarity in understanding ministry is that it needs to ensure its own work is coherent. There needs to be a shared understanding of ministry across the Council's core tasks: recruitment, education and training of ministers alongside the shaping of patterns for deployment, and providing support and funding. This shared understanding will also accommodate specialisms such as Pioneer Ministry and potentially Youth Ministry. The Council intends to report more fully in 2019 about the possible shape and training of Youth Ministry; this report has been delayed due to the need to correctly locate the project within the wider development work of the Council as a whole.

1.2.4 In our work we have found it increasingly helpful to represent Ministry using three concentric circles – each representing an essential element of ministry.



1.2.4.1 The **inner circle/core** relates to the inner calling to be a Minister. It reflects an understanding that lies at the heart of the Church's view of ministry: that ministry happens in response to the call of Jesus Christ and is a participation in the ongoing mission of God who is always transforming, who against the expectations of background, the forces of prejudice, the weight of human failure, makes all things new. Fundamentally this is what inspires Ministers to be Ministers, and inspires them in that ministry. The Council and the wider Church can support this through attention to Spiritual Formation.

1.2.4.2 The **middle circle** relates to the key areas of knowledge and understanding essential to functioning as a Minister. They represent a depth of understanding in theological enquiry, worship, pastoral care, mission, styles of leadership, relationship-building and community orientation. These are abilities which can be tested when an individual presents themselves for ministry, and around which the Council can build a curriculum for initial and ongoing education.

1.2.4.3 The **outer circle** relates to the tasks of ministry: preaching, leading worship, convening meetings, preparation of reports, and the administrative tasks of ministry. Frequently the Council hears from those in ministry that they receive insufficient training in these tasks and, increasingly, that they feel drained by the administrative tasks of ministry. One positive response from Ministries Council is to provide training in these areas. Similarly, we need to ensure that those in ministry feel equipped to say "no" to demands which distract from their core ministry. Support from Ministries Council needs to strengthen the ability to achieve a healthy balance between the various demands of ministry. Finally, we are committed to working with others to find ways of providing alternative or additional methods of support (particularly in the areas of property, governance and finance) which enable those in ministry to "get on with the job".

1.2.4.4 The understanding of ministry outlined here continues to be tested and refined, but the Council believes it is articulating an understanding of ministry which is sufficiently robust to undergird its work and provide focus in a time of significant change.

1.3 Recognised Ministries

1.3.1 The Ministries Council has responsibility in respect of the four recognised Ministries within the overall ministry of

the Church. The majority of these are Parish Ministers – ministers who have responsibility for a charge. The other recognised Ministries are Ordained Local Ministers and Auxiliary Ministers, the Diaconate and the Readership. The Council is committed to providing appropriate and high quality support for all those in the recognised Ministries.

1.3.2 The Council also has responsibility for just over 100 FTE Ministries Development Staff (a number of whom, such as Associate Ministers and Deacons, also belong to one of the four recognised Ministries), a training role in the ministry of workers employed with the assistance of *Go For It* funding, and a liaison role with those employed by other bodies as Chaplains (such as the NHS, Scottish Prison Service and Universities). The Committee for HM Forces Chaplains – which is administratively supported by a member of the Ministries Council staff - has a particular role in the recruitment and support of military Chaplains.

1.3.3 Further work is needed to make more explicit the distinctive ways in which these particular ministries contribute to the overall ministry of the Church. One group which has done some advanced work in this has been the Diaconate. It particularly emphasises the work which Deacons perform on the boundary between the life of the institutional Church and the Parish. Over the last two years, members of the Diaconate have prepared a vision statement which is presented in the report *Deacons of Word and Service* This was enthusiastically received by the Ministries Council at its December meeting, and is commended to the Church for further study. A copy of the report *Deacons of Word and Service* is available on the General Assembly pages on the Church website (www.churchofscotland.org.uk/about_us/general_assembly/general_assembly_2018). Further information on the Diaconate can be found on the Church website under the Council's Partnership Development webpages www.churchofscotland.org.uk/serve/ministries_council/partnership_development.

1.3.4 In the past year, the Council has received feedback from Readers that support for this ministry could be improved. The key role in supporting Readers (Act 17, 1992 refers to “superintendence”) lies with Presbyteries. The Council has the responsibility for providing both initial and ongoing training. This year we have worked with Presbyteries to clarify our respective roles and look forward to developing further support for Readers in the coming year through effective partnership working with Presbyteries.

1.3.5 Readers are increasingly being called upon to act as locums and it is a positive development that their ministry in this way is being used to serve congregations in a time of change. This year the Council is appointing a Co-ordinator for New and Developing Ministries as part of the Development Programme (see Section 2) and this person will serve as the contact for the Readership.

1.3.6 The team of Interim and Transition Ministers continues to be a vital part of resourcing local churches and will now comprise a complement of 18 ministers: 9 Interim Ministers (including 1 Interim Deacon) and 9 Transition Ministers. In the course of the last year the team has provided specialist support for 25 parishes and 18 Presbyteries. This has included using three members of the team to work specifically with the Presbytery of Shetland over a nine month period as they look towards addressing the challenges of providing ministry with a seriously reduced number of ministers in charges along with the demands of handling Presbytery administration. One of the outcomes of this process is the re-energising effect on ministry in Shetland. The Council wants to learn from this piece of work and hopes to use the positive way in which the Presbytery and team have worked together as a foundation for developing the wider team more fully as a national resource.

1.3.7 All five Pioneer Ministries posts are now filled and these projects will now run 5 years. The ongoing evaluation of this initiative which is being conducted by the University of Glasgow will inform the Council in the recruitment, training and overall development of all the Church's ministries.

1.3.8 The development of a Recruitment Strategy for Ministry is dependent on the Council of Assembly's proposed Strategic Plan. We need to comprehend the shape and size of the future Church, before articulating a strategy for ministerial recruitment. Thus we have delayed developing our plan for Recruitment, until the Council of Assembly's Strategic Plan has been adopted. Key recent additions to our staffing complement will also support the development of this Plan. We now propose to bring an interim report on Ministerial Recruitment to the General Assembly of 2019, and the full Recruitment Strategy to the General Assembly of 2020.

1.3.9 The Hub-style Ministries initiative, which was launched last year, is an exploration of how a team-based approach to ministry could benefit the Church as it looks to

shaping ministries which fit with a developing Church situation. The initiative which to date includes parishes from five Presbyteries will reveal what the possibilities are and what the legislative needs might be.

1.3.9.1 These five Presbyteries which form the core group for the action research project were drawn from the eight Presbyteries which attended an initial event in September 2017. The five which have become the core research group were in a greater state of readiness than the others, but there is a wider inclusion of those who are working towards being ready to develop Hub-style ministries and they are included in the broader initiative. The five Presbyteries which form the core research group are: Argyll; Dundee; Angus; Abernethy; and Caithness.

1.3.9.2 The findings from the Hub-style Ministries initiative will inform the drafting of any legislation which may be required to enable the development of this approach to ministry.

1.3.10 Legislation is not the only consideration for supporting new patterns of ministry. Other aspects to making sure the Church as a whole is reassured of its choices and informed in its decision-making are the theological questions raised by these changes. With the development of Hub-style ministries comes the question of how oversight is to be understood and exercised. In the Presbyterian context it is clear that the Presbytery exercises oversight in matters relating to Church order, but as teams develop there is the likelihood that they will include a mixture of an office-holder, employees, volunteers, lay and ordained – quite possibly with a variety of denominational and international backgrounds also. Supporting these teams of the future will need clear and effective means of providing oversight and this prompts questions about ecclesiological and theological principles. Early discussions have taken place with the Theological Forum around this topic and this will continue into the next year, running concurrently with the discussions about legislation and emerging patterns of ministry.

1.3.11 Celebrating Women in Ministry

1.3.11.1 This year we celebrate 50 years since women have been ordained to parish ministry within the Church of Scotland. The Council recognises the many ways in which this has proved to be beneficial for the Church as a whole. The place of women as ministers in the Church is now well-established and along with the range of skills, experience and

knowledge which women bring to ministry is the enrichment of relationships - not least with ministry colleagues. At the time of writing, approximately 30% of those in one of the recognised ministries are women.

1.3.11.2 In partnership with the Centre for Theology and Public Issues and New College, Edinburgh, the Council's celebration includes an exhibition, conference, act of worship, events and publications to mark this key change in the life of the Church of Scotland. The research involved in putting together the various features for the celebration is firmly grounded in the stories, sources and materials of those (both women and men) who have been involved in reshaping the image and practice of ministry in light of this development 50 years ago. The celebrations will also reflect on some of the wider themes and challenges of equal ministry and gender justice for both church and society as consideration is given to both the current context and the future. Further information on the celebrations are provided on the General Assembly pages of the Church website (www.churchofscotland.org.uk/about_us/general_assembly/general_assembly_2018).

1.4 Legislative support

1.4.1 Amongst the various pieces of legislation designed to support the ministry of the Church and those in particular ministries there are three specific areas in which the Council is doing further work with the Legal Questions Committee in order to improve understanding and practice. The Council is committed to strengthening all means of support for individuals and congregations where lack of clarity has compounded uncertainty and, in some cases, the vulnerability of those involved. Legislative measures are part of the full matrix of ensuring appropriate support and information is in place and this is at the heart of the request to complete the work on the development of a Capability Procedure; clarify the situation for Ministers aged over 75 and to review both the Long-term Illness of Ministers Act (Act XV, 2002) and the Ministers and Deacons in Civil Partnerships and Same Sex Marriage Act (Act 1, 2015).

1.4.2 Capability Procedure

1.4.2.1 The General Assembly of 2013, through the report of the Special Commission on Ministerial Tenure and the Leadership of the Local Church agreed the following section of deliverance: Instruct the Council of Assembly, Ministries Council, Mission and Discipleship Council, Legal Questions Committee and the Panel on Review and Reform to bring a

joint Interim Report to the General Assembly of 2015, and a Joint Final Report to the General Assembly of 2016 to deliver:

(iv) a fully costed scheme of Ministry Development Review and Continuing Ministry Development.

(v) a Capability Procedure for inducted parish ministers.

1.4.2.2 In 2016 the Council noted its intention first of all to address the provision of a process of Ministerial Development Review and a Continuing Ministerial Development programme which affirms and supports ministers. In 2017 the Council launched Ascend in order to deliver this support. Ascend services include: Ministerial Development Conversation, Pastoral Supervision, coaching and spiritual accompaniment, postgraduate funding and Study Leave. In the coming year these will be further expanded. In 2015 the General Assembly had noted that Ministries Council would take the lead in the development of a new Capability Procedure for Parish Ministers. During the early period of development for the Ascend programme the development of this Capability Procedure was put on hold. However the time is now right for this to come back onto the Council's agenda and a further report will be brought in 2019.

1.4.3 Continuing Parish Ministry beyond the age of 75

1.4.3.1 The General Assembly of 2017 instructed the Council, in consultation with the Legal Questions Committee, to explore the introduction of a process to permit the extension of parish ministry beyond the age of 75 and to bring proposed legislation to the General Assembly of 2018. This was to be on a case by case basis, taking into account all relevant factors, including the nature and context of the work of parish ministry. This work has been done and proposed Regulations (along with two amending Acts to ensure compatibility with existing legislation) are set out in **Appendix 1** to make this possible in certain circumstances.

1.4.3.2 In summary, the Council proposes that a process be put in place which enables Parish Ministers approaching the age of 75 to seek an extension of up to two years, applying to Presbytery no later than 6 months before their 75th birthday. The proposed Regulations indicate the process to be followed by Presbytery in assessing the appropriateness of the application and the criteria which need to be met in order for a positive decision to be made. The Regulations also set out

the various rights of parties in the process, including of appeal, if relevant.

1.4.4 Long-term illness of Ministers, (Act XV, 2002)

1.4.4.1 Support for parish ministers who experience illness over a long period is important not least because it offers some assurance in the midst of a time of great uncertainty. The Long-Term Illness Act XV 2002 provides the basis on which this support is provided. In practice there are some amendments to the Act which would further improve clarity in how this is to be administered. Therefore, some interim amendments are outlined in **Appendix 2**. This is with the understanding that any further work to ensure consistency with Income Protection insurance provision will be done in the coming year.

1.4.4.2 In summary, the Council proposes a reduction in the overall period which needs to elapse before the provisions of the Act will come into force. Also relating to this, arrangements and responsibilities around Occupational Health Assessment are clarified, including recognition that the Church does not have an individual designated as the 'Medical Adviser' and this role would now normally be fulfilled by either the individual's General Practitioner or an appointed Occupational Health Physician. The amendments also provide a more realistic timeline for the implementation of the Act, allowing for reports to be received and considered by all parties within the regular pattern of Presbytery administration.

1.4.5 Ministers and Deacons in Civil Partnerships and Same Sex Marriages, (Act 1, 2015)

Since the General Assembly passed Act 1 2015, the Council has become aware of a number of deployment issues arising in the implementation of this legislation, with particular reference to salaried staff. As the Joint Report of the Council and Legal Questions Committee states, the Council does not believe that these can be addressed without also addressing some wider issues behind the Act. Therefore, in order to explore these issues more fully, the Council proposes to form a joint working committee consisting of members from Ministries Council, Legal Questions Committee, Council of Assembly and the Theological Forum. The committee will look at matters of deployment as well as some of the wider issues and report to the General Assembly 2019.

2. DEVELOPMENT PROGRAMME (2018-2021)

2.1 In recent years the Council has received several new areas of work from the General Assembly. Over the last year these have been grouped together into the Ministries Council Development Programme.

2.2 Some of these pieces of work started in the last couple of years but now require concentrated effort to boost their progress. Others are start-up projects which have arrived onto the scene very recently and because they are in a start-up phase require additional resourcing. There are also some projects which call for a well-researched piece of work in order to form the basis on which more substantial developments can be founded. In all, the Development Programme identifies 15 projects. Each sits comfortably within the Church's Decade for Ministry focus and together they have the potential to bring about essential developments in the ministry of the Church.

2.3 However, resourcing these projects presents a significant challenge, especially when staffing capacity and financial resources are under pressure. In November it was agreed through the Council of Assembly that in order to ensure effective delivery, an integrated three-year Development Programme (running from 2018 to 2021) would be the best vehicle through which these projects could be brought to completion. In addition, the Programme will address some areas of work which require significant changes and improvements in efficiency. In order to focus its efforts, to operate within capacity, and to ensure the successful completion of the Development Programme, the Council does not foresee being able to take on substantial new projects during this three year period.

2.4 Key Projects within the Development Programme

2.4.1 Ascend

Ascend is the catch-all name for the full range of services designed for the development and support of those in ministry (see Sections 2.1.2 to 2.1.6 below). There are different provisions for the different ministries and this is part of ensuring that the resources promised can actually be delivered. A key feature of Ascend has been the use of an online portal www.churchofscotland.org.uk/ascend which has brought considerable savings in terms of efficiency (see Section 3.4.1).

2.4.2 Supervision for ministers

This is the provision of regular pastoral supervision for all ministers, be it on an individual basis or through group supervision. Pastoral supervision is an ongoing regular provision which continues wherever a minister may be based. In order to make this provision the Council has to build and maintain a network of qualified pastoral supervisors, encourage ministers to access the provision, and ensure information systems function well (see Section 3.4.3).

2.4.3 Coaching

Building on the work done over the last eight years with Priority Areas, there is now a growing network of coaches available for supporting Ministers. This provision complements pastoral supervision, but may focus on a shorter-term engagement or prove useful for a minister when there is a particular piece of work or project to be done in a parish (see Section 3.4.4).

2.4.4 Continuing Ministerial Development

Developing a comprehensive range of conferences and events for collegial exchange within a learning context, those engaged in ministry are offered opportunities for ongoing development which helps to maintain resilience. Whilst there have been conferences and occasional events or workshops in the past, this is intended to adopt a more integrated and needs-based approach which heightens motivation for ongoing ministerial development. Study Leave also adds to the options available for Continuing Ministerial development (see Sections 3.4.5 – 3.4.8).

2.4.5 Ministerial Development Conversation (MDC)

Already there are those who have chosen to participate in an MDC and the feedback received has been very encouraging. The MDC is a one-to-one conversation for Ministers with a trained facilitator to discuss areas for development and growth for themselves as individuals and in terms of their ministry. The MDC complements the Continuing Ministerial Development programme (see Section 3.4.2).

2.4.6 Spiritual Accompaniment for Ministers

This provides for either individual or group spiritual accompaniment and offers the opportunity for ministers to focus on their own spiritual reflection and growth. This requires the development and maintenance of a network of qualified spiritual companions.

2.4.7 Rethinking Initial Training

The main report from the current review of Initial Ministerial Education will be brought to the General Assembly of 2019. An interim report and evaluative findings to date can be accessed on the General Assembly pages on the Church website (www.churchofscotland.org.uk/about_us/general_assembly/general_assembly_2018). Already there are principles and values which have emerged as important for the shape of IME in the future. These include ensuring that the method, curriculum, and participation are student-centred, flexible, integrated in learning and practice, and academically validated. One of the things which has emerged from research findings over the last two years is that the training programme will have to be sustainable and in order to achieve this there will need to be discussions about what would be an appropriate number of academic providers. Following the main report to General Assembly in 2019 the main developmental task will be to design the curriculum and prepare for the introduction of the new IME programme.

2.4.8 Recruitment Strategy 2020-2025

As the Church looks to the future and how the patterns for ministry are changing to fit the Scottish context, the issues around recruitment come to the fore. The changes which will take place in Presbytery Planning, Initial Ministerial Education, and Hub-style ministries will begin to take on a firmer shape in the next three years. Clarity is needed about what the Church is recruiting people into when it is inviting them to respond to a call to ministry. At General Assembly 2019 the reports from the Rethinking Initial Training Group and the Presbytery Planning Task Group will be brought in full and, along with the second stage of development of the Church's wider Strategic Plan, there will be sufficient ground on which to construct a Recruitment Strategy for 2020-2025. It is important to note that, with initial training lasting between 2-4 years, it is hoped that the Recruitment Strategy will see significantly greater numbers of ministers entering ministry from 2025 onwards.

2.4.9 Hub-Style ministries

During 2017-2019 the Presbyteries which are participating in the Hub-style Ministry initiative will be significant contributors to the shaping of legislation for the longer-term development of Hub-Style Ministries. Once the period of experimentation is completed it is anticipated that there will be even more congregations and Presbyteries who will be interested in growing Hub-style Ministries in their own

context. As this unfolds, Ministries Council recognises there will need to be support in order to enable these developments to grow with confidence (see Sections 3.5.2.6 and 3.5.2.7).

2.4.10 Emerging Church

The Council is committed to bringing together the various initiatives which have emerged in recent years which focus on helping the Church to grow, or which develop new patterns of Church life. Fresh Expressions continues to be a project which is shared with the Mission and Discipleship Council and Path of Renewal, Pioneer Ministries and New Charge Development will now be brought together as projects with a shared agenda within the Emerging Church project. The findings from the Hub-Style Ministry initiative will also feed into this area of work (see Sections 3.5.5, 3.5.7, and 3.5.8).

2.4.11 Presbytery Planning

The Council continues to work in partnership with Presbyteries as they plan for how ministry will be provided within their bounds. This partnership working is crucial to the support for ministers specifically and ministry more generally, especially when there are some difficult decisions to be made. Whilst in many respects this is a continuation of existing partnership working it is recognised by the Council that the next round of Presbytery Planning will involve significant developmental matters and effective support from the Council is vital in this changing context (see Section 3.5.2).

2.4.12 Interim and Transition Ministries

The expansion of the Interim and Transition Ministry team is in direct response to the growing need for this form of ministry. The team of three who worked with Shetland Presbytery in 2017 demonstrated that there is potential for this team to develop further as a resource for Presbyteries – especially during significant period of transition and change. The Council will explore with the team how their skills might be deployed in new ways to enhance support for Presbyteries.

2.4.13 Priority Areas Phase Two (2017-2022)

The Council's work with Priority Areas is in the second year of Phase Two and during this phase there are plans to increase the number of those from priority areas participating in ABCD (Asset-Based Community Development) in their own locality. The Council is also committed to strengthening the opportunities for those who experience the impact of poverty to learn new skills (see Section 3.1).

2.4.14 Registration of Ministers

The Council carries the responsibility for the administration of the Register of Ministers and 2018 is the first year of the implementation of the Registration of Ministries Act (Act2, 2017). There are many challenges in these early stages of implementation in terms of streamlining the IT systems so that Presbyteries and the Council can handle the processes with least additional complication. To date, this has been done through the Presbytery Information System (PIMS) as a monthly return process and seems to be working reasonably well. As the National Office database systems are updated in the near future, it is hoped that this will become even more streamlined.

3. ONGOING WORK

3.1 Priority Areas [www.churchofscotland.org.uk/serve/ministries_council/priority_areas]

The effects of poverty are felt across Scotland in many ways and places. Those in ministry report with great concern the increased levels of hardship that they frequently encounter. The Ministries Council, on behalf of the whole Church, resources the work of Priority Areas Committee. This focuses on the 64 parishes in Scotland which experience the greatest challenges in the face of poverty, as identified by the Scottish Index of Multiple Deprivation (SIMD). The complexity of issues requires concerted effort through effective partnership working in order both to reduce the impact of poverty and to aim for its eradication altogether.

3.1.1 The work of Priority Areas continues to develop according to the five-year plan agreed at General Assembly 2017. This has included the delivery of a Learning Academy Programme, offering workshops and training on topics which are especially challenging when ministering in an area where poverty is a daily reality. This includes workshops on Asset-based Community Development (ABCD); Missional Discipleship; and surgeries on both Stewardship and Finance and property. With the emphasis placed on ABCD, sight is firmly fixed on recognising the strengths and assets already present in a community which need to be strengthened. This has proved particularly popular and it is a conscious move away from regarding challenges as 'problems' to instead developing a 'can-do' approach based on real assets and opportunities.

3.1.2 A repeated theme at the General Assembly of 2017 was the need to broaden the reach of the Priority Areas work. This has been a key focus of the Committee's work in the past year. At the annual Priority Areas BIG conversation residential event in November 2017 there was a record level of turn out from Priority Area congregations (40 congregations compared to 25 in 2016). There has also been a concerted effort to engage with those who experience rural poverty. Rural congregations have also been alerted to events offered through the Priority Areas Learning Academy, and Priority Areas has engaged with the Rural Churches Working Group of the Mission and Discipleship Council.

3.1.3 The Youth Action Volunteer (YAV) Scheme in partnership with the Presbyterian Church USA continues to play a significant part in the work within Priority Areas. The scheme runs from August-July each year and in 2016-17 there were four volunteers, with a new team of four starting in August 2017, who will continue until July 2018. The team share accommodation but each volunteer is assigned to a different parish. There are ongoing discussions about how this scheme might be further developed in the coming years.

3.1.4 The delivery of Priority Areas work involves close working with some partners whose early beginnings were in the Ministries Council and which have subsequently grown into being separately constituted organisations. These early origins and the inter-connectedness of the shared commitment to address poverty means these partners have an important role to play in the delivery of the current five-year plan for Priority Areas. The three partners which continue to receive funding from Ministries Council and which are related to Priority Areas are: Faith in Community Scotland; WEvolution; and theGKexperience. (See sections 3.6.2; 3.6.3; and 3.6.4).

3.2 Recruitment and Discernment Processes [www.churchofscotland.org.uk/serve/ministries_council/education_and_support]

3.2.1 The Council continues to recruit actively for all forms of ministry and is encouraged by the level of commitment and integrity of those who explore their calling. At the heart of the recruitment to ministry is the local nurturing of those who sense a call to serve the Church in a new way. The Council greatly appreciates the encouragement that begins in local congregations and Presbyteries which nurtures early calling, and all the individuals who play a key role in this. The

Council is also aware that many of its processes of vocational guidance, discernment and selection rely heavily on the willingness of individuals in the Church to train and give of their time to these roles.

3.2.2 As part of the Decade for Ministry, the Council continues to resource the Tomorrow's Calling programme (www.tomorrowcalling.org) which provides a window into ministry in the Church today. Contributions to the monthly "My Ministry" profiles provide an insight into the diversity of how people serve in ministry through personal stories of call and encounter. The website offers key information on exploring a vocation, details of upcoming Vocations Information Days, answers to frequently asked questions, and a means of contacting Vocations Champions and Council staff for further advice and support. This initiative will be further informed by the developing Recruitment Strategy. The Council encourages the use of the website and the Tomorrow's Calling publication, part of the Learn series, as a resource for Ministers, congregational leaders and anyone considering a vocation within the Church. The book can be purchased via the St Andrew Press website, <https://standrewpress.hymnsam.co.uk>.

3.2.3 The Council is looking to build on the early work of Vocations Champions and develop a wider geographical Network of vocational guidance and support. The Network will identify people in each Presbytery or region who can act as a direct point of contact for those exploring the early stages of a call. In due course, the Network will be accessible through the Tomorrow's Calling website, offering the opportunity to engage in conversation prior to any formal process of Discernment. Those offering their services as part of the Network will be provided with relevant and up-to-date materials to resource vocational guidance.

3.2.4 The Vocations Information Day remains the formal point of entry to the assessment and selection processes for all forms of ministry (formerly an overnight Vocations Conference). The Information Day also provides an opportunity to reflect personally and ask one-to-one questions in the company of others who are similarly exploring their call. The Council intends to keep the structure of the day under review to best facilitate reflection and information sharing. The expansion of the Vocations Network will also allow the opportunity for reflection before applying to enter a Period of Discernment.

3.2.5 The Volunteering Vocations programme has been running for 3 years now and whilst this has proved beneficial for those who have participated in the programme, this is not proving to be sustainable in its current form over the longer term. Nevertheless, the Council wants to look at how volunteering opportunities might be explored as an integral component to the Recruitment Strategy which will be developed for 2020-2025.

3.2.6 Further to the report to the General Assembly of 2017 the Council brings proposals to the General Assembly to amend Act X 2004 on Selection and Training for Full-time Ministry (**Appendix 3**), Act IX 2011 on Ordained Local Ministry (**Appendix 4**), and Act XVII 1992 on the Readership (**Appendix 5**) to include deadlines for applications in the process. This is in order to provide greater clarity about when Local Review and National Assessment Conferences will be held, as well as helping individuals plan for future study.

3.2.7 The Council provides information to applicants throughout the discernment and assessment processes. Packs have been recently enhanced to provide more information, based on participant feedback. These resources are kept under review and updated to reflect any changes in the process.

3.2.8 Table 1 below provides the normal statistics reported annually for the Discernment and Recruitment processes but these have been reworked this year in an effort to offer a clearer representation of trends over four years (since 2014). The year date at the top of each column refers to the statistics for the academic year which began in that calendar year.

Table 1: Discernment Scheme Statistics: 2014 – 2017

	2014			2015			2016			2017		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Section One: Discernment Process – total number and progress of participants												
Applicants for Ministry (all types)	43	26	69	23	27	50	30	29	59	40	38	78
Entered Local Assessment	36	22	58	29	27	56	27	26	53	29	29	58
Chose to Withdraw (locally)	8	4	12	2	2	4	3	3	6	8	6	14
Completed Local Assessment	27	17	46	31	22	53	24	23	47	21	23	44
Attended Assessment Conference	19	19	38	14	11	25	18	19	37	11	18	29
Section Two: Applications for ministry												
FTMWAS	13	8	21	9	7	16	12	13	25	8	12	20
OLM	6	10	16	4	3	7	6	6	12	3	5	8
Diaconal	0	1	1	1	0	1	0	0	0	0	1	1
Readership	7	1	8	8	5	13	8	3	11	6	2	8
Total applications for ministry			46			37			48			37
Section Three: Number of applications accepted												
FTMWAS	9	5	14	9	4	13	7	8	15	5	8	13
OLM	4	6	10	2	3	5	4	4	8	1	4	5
Diaconal	0	1	1	1	0	1	0	0	0	0	1	1
Readership	6	1	7	6	5	11	6	3	9	6	2	8
Total applications accepted			32			30			32			27
First Time Applicants*	33	17	50	27	16	43	25	23	48	13	11	24
Accepted	13	8	21	12	6	18	11	12	23	6	11	17
Returning Applicants	3	5	8	0	2	2	2	3	5	1	4	5
Accepted	0	4	4	0	1	1	0	0	0	0	2	2

M = Male; F = Female; FTMWAS = Full Time Minister of Word and Sacrament; OLM = Ordained Local Minister; *Note that the lowest four lines in the table do not include the figures for Readers.

3.2.9 Admission and Re-admission

3.2.9.1 To allow ministers from other denominations to serve the Church more fully, the Council seeks to alter the current Admissions process, as indicated below, through amending Act IX 2002 (**Appendix 6**).

3.2.9.2 Currently Admissions applicants can be granted either a Full or Conditional Certificate of Eligibility to practice in the Church of Scotland. A Conditional Certificate is issued if any of the following apply: a) the length of service in the originating denomination has been under five years; b) there is a desire by the applicant to retain status in the originating denomination; or c) the circumstances do not allow for induction to a charge or a seat in Presbytery.

3.2.9.3 The Council seeks to amend the Act to allow for the granting of a Full or Temporary Certificate of Eligibility with the latter allowing a minister to be inducted into a charge for up to three years (extendable by three years to a total of six years) and having full membership of Presbytery. Appropriate support and training would be determined through the Admissions assessment and by the Recruitment Task Group.

3.2.9.4 Those holding a Temporary Certificate would be able to apply for a Full Certificate by attending an Admissions Panel during the initial three or six year period (as applicable), and would be entered on the Register of Ministers as category 'T'.

3.2.10 Certificates of Eligibility

3.2.10.1 There have been 7 admissions, 2 re-admissions and 2 conditional certificates issued since General Assembly 2017. Those who have been admitted have received a Certificate of Eligibility and will be entered into the Register of Ministers as Category O on induction to a charge.

3.2.10.2 This year it has been decided not to print the names of those who have entered ministry through the Admissions and Re-admissions process in the report to General Assembly. The main reasons for this decision are a) in the interests of data protection, and b) those admitted through this process will be entered into the Register of Ministers where record of their eligibility will be held.

3.3 Ministerial Education and Training

3.3.1 The Council delivers Initial Ministerial Education (IME) for all those preparing for one of the recognised ministries of the Church. For Readers, their initial training is undertaken on a part-time basis and this is done through a mixture of residential weekends, academic studies and placements. For Ordained Local Ministry (OLM) candidates the training is done on a part-time basis through residential conferences and placements and they undertake studies through one of the five academic providers. For those training to be Parish Ministers or Deacons, the training is done on a full-time basis with residential conferences, placements (supervised and co-ordinated by Ministries Council) and either on-campus or distance learning provision through one of the five academic providers. Probationers are those who have completed their studies and who are engaged in a fifteen-month placement prior to being eligible to apply for a parish.

3.3.2 Candidature for all except Readers is normally between 2-4 years, depending on the study requirements expected of them. In the academic year 2017-18 the total number of candidates in training is 53. The number of probationers in training for FTMWAS (Full-time Ministry of Word and Sacrament) who will complete in 2018 is 13 and the number of probationers in training for OLM is 5.

3.3.3 Delivering the current Initial Ministerial Education (IME) programme over the last year in terms of personnel has involved 70 Placement Supervisors and 7 Ministry Training Network Facilitators. The Council has provided 8 National Conferences. The programme has also required suitably trained volunteers resourcing more than 70 interim and annual reviews.

Table 2: Candidates and Probationers 2017-18

Section One: Candidates who started training in August 2017	
FTMWAS	15 (5M;10F)
OLM	5 (1M; 4F)
Diaconal	1 (F)
Total across all categories	21 (6M; 15F)
Section Two: Candidates accepted for August 2017 but who have deferred entry	
FTMWAS	2
Deferred Training Total	2
Section Three: Candidates across all years prior to Probation as at August 2017	
FTMWAS <i>(including transfers from one category of candidacy to another)</i>	39 (20M; 19F)
OLM	12 (5M;7F)
Diaconal	2 (1M;1F)
Total across all categories	53 (26M; 27F)
Section Four: FTMWAS Candidates studying at recognised providers 2017-18	
Glasgow campus based	9
Edinburgh campus based	10
Aberdeen campus based	1
Aberdeen distance learning	2
St Andrews campus based	3
Highland Theological College campus based	2
Highland Theological College distance learning	12
Total	39
Section Five: OLM Candidates studying at recognised providers 2017-18	
Aberdeen	6
Highland Theological College	6
Total	12

Section Six: Diaconal Candidates studying at recognised providers 2017-18	
Glasgow campus based	1
Aberdeen distance learning	1
Total	2
Section Seven: Number of Probationers completing training in 2017	
FTMWAS:	19 (11M;8F)
OLM	8 (5M;3F)
Diaconal	0
Section Eight: Readers	
Readers in Training in 2017	26
Readers set apart in 2017	8

M = Male; F = Female; FTMWAS = Full-time Minister of Word and Sacrament; OLM = Ordained Local Minister

3.3.4 Training and formation for candidates begins in August each year with the Induction Conference. In 2017 the main themes of the conference were introducing participants to reflective practice and safeguarding training. This conference is the first opportunity for candidates to build relationships with their peers in training.

3.3.5 In 2017 a total of 27 probationers passed their final reviews, comprising of 19 FTMWAS and 8 OLMs. A further 16 entered probation for 2017-18.

3.3.6 There is an increasing challenge to find a broad geographical spread of placements for candidates and probationers. This is due in part to the decreasing number of ministers and the availability of trained placement supervisors in different regions. The Council is aware of the increasing number of responsibilities that Parish Ministers are being required to absorb, yet the current IME programme places a high level of commitment on all those ministers who support the delivery of the programme in one capacity or another. These challenges form a part of the major review of IME.

3.3.7 In September 2018 Rev Prof David Fergusson will be stepping down as Principal of New College, Edinburgh. The Senate has proposed that Rev Prof Susan Hardman Moore be appointed as his successor and General Assembly is invited to support this appointment. Prof Fergusson will be continuing in

his role as Professor of Systematic Theology and will continue to work with candidates in the IME programme. The Council expresses its appreciation for Prof Fergusson's contribution in the role as Principal over the last ten years and the incredible contribution he has made to parishes up and down the country through his commitment to ministerial education. The Council supports the appointment of Rev Prof Susan Hardman Moore.

3.4 Support and development for Ministers

The Council's centre for support and development – Ascend – continues to develop a range of core services for those in ministry. Initially this programme was deployed for Parish Ministers, and the Council continues to work towards the extension of relevant services to OLMs, Auxiliary Ministers, Deacons, Readers and Ministries Development Staff (MDS). The online portal (www.churchofscotland.org.uk/ascend) has information on the services and support which are available. This section outlines the forms of support available through Ascend.

3.4.1 The Ministerial Development Conversation (MDC) offers a confidential and reflective conversation with a trained facilitator. More than 80 people participated in an MDC in 2017. Feedback from these participants tells us that the MDC has had a very positive developmental impact for them. The confidential conversation provides a space for

those in ministry to reflect and explore their ministry, their ongoing sense of calling, strengths, interests, and more. It provides a place to be heard, and to make plans for the next phase of ministry. The Council will undertake sample feedback to report on impact of this service.

3.4.2 Pastoral supervision offers an intentional space in which a skilled supervisor meets with one or more ministers on a regular basis to look together at the actual practice of ministry. It is a relationship characterised by trust, confidentiality, support and openness that offers freedom and safety to explore issues which arise directly from ministry. In the coming year, through Ascend it is hoped to extend the provision of pastoral supervision and this will be reviewed regularly to ensure best service is delivered.

3.4.3 In 2007, the Council set out to develop a Coaching Programme for ministers working in the Church's Priority Areas. Initially fourteen ministers entered the programme and embarked on training as coaches. Coaching continues to benefit many ministers and the Council is pleased to report that it plans to extend coaching provision through partnership with a training provider to increase the number of trained and qualified coaches.

3.4.4 Following the 2016 First Five Years in Ministry consultation the Council has worked on the improvement of its provision in order to better meet the needs of those in the earliest stages of their ministry. A conference was offered for those in their first 2-5 years of ministry and a retreat for those recently ordained was also provided. Further developments for 2018 will include hosting a conference and three retreats for all ministers in their first five years of ministry.

3.4.5 In 2018 the Council will make available funding for those in the first five years to further their learning and development. This can be accessed through the MDC programme (which helps in the process of identifying learning needs) and funds can be claimed online at www.churchofscotland.org.uk/ascend.

3.4.6 In 2017 the Council launched the Postgraduate Fund through Ascend. This has allowed for dormant restricted funds to be released to support those in ministry who would wish to undertake part-time postgraduate study. In 2017 there were 7 awards for courses including doctoral studies in practical theology, Gaelic studies, pastoral supervision, and

systematic theology. For more information about the fund and to submit an application visit the Ascend website.

3.4.7 The Study Leave Scheme continues and is now hosted by Ascend online in order to streamline processes. The Council plans to continue to develop the scheme to ensure that it is responding to the needs identified by ministers whilst at the same time making sure provision moves to a more sustainable position. In 2017 more than £75k was awarded for study leave.

3.4.8 The Ascend magazine is a communication tool which helps to keep ministers informed about the different opportunities that are available. The pilot run of four editions continues to go well and the Council is working with the Communications Department to provide the best quality and value of service.

3.4.9 In 2017 the General Assembly instructed the Council "to consider what further steps they might take to promote and to ensure the highest standards of preaching in the Church of Scotland". The Council was delighted in 2018 to host the *Preaching Today* Conference in partnership with New College. Plans are already underway for a similar conference in 2019.

3.4.10 The Council has been encouraged by the response rate to the ongoing Resilience Research Project and the level of engagement of those who have participated. The Council continues to work with Professor Leslie Francis to consolidate the research and its implications for the wider, long-term work of Ascend.

3.4.11 The Council hosted a conference in November 2017 for chaplains at which there were 21 participants. The theme for the conference was "Chaplaincy for Today...and Tomorrow" and the keynote speaker was Rev Sarah Ross.

3.5 Partnership Development

3.5.1 Partnership working is essential for the Council to deliver its responsibilities to the wider Church. It is through partnership working that it is possible to provide a range of services which otherwise could not be offered within existing staffing and budgetary constraints. Working with Presbyteries in planning for the future is crucial to the task of planning for ways in which ministry can be provided at a time when resources (both in terms of people and finance) are reducing (see sections 3.5.2 to 3.5.5). Some partner projects are within

the Church's own structures and function as key projects for the Church as a whole: *Go For It*; Path of Renewal; and Fresh Expressions. Others are external to the Church but so closely related in purpose that they broaden the scope of what can be offered through maintaining a partnership relationship: Place for Hope; Work Place Chaplaincy Scotland; Faith in Community Scotland, theGKexperience; and WEvolution (these last three are managed through the work of the Council's Priority Areas committee). The Council continues to develop all of these partnerships and this section outlines this work. (See sections 3.5.6 to 3.6.5).

Partnership with Presbyteries/Presbytery Planning

3.5.2 The General Assembly of 2017 instructed Presbyteries to "work with the Ministries Council in developing a planning framework which supports and enables a locally-focused missional approach, taking into account: the statistical trends of availability of ministers; the viability of congregations over the next five years, and acknowledging that further radical downward adjustment is not necessarily the appropriate response".

3.5.2.1 The Council is working to assist Presbyteries in their planning for the future by enabling a supportive and visionary process, rather than as an exercise where something is done to Presbyteries and congregations. By presenting advisory numbers, the approach is about ensuring a balance of congregations in the Church. There are new and existing congregations which are growing in one or more of the three dimensions of worship, community or discipleship. There are also congregations who remain faithful and vital in terms of church life, but for whom an unrealistic pressure to grow their membership may be unhelpful. For some, the difficult realisation that resources have dropped below a sustainable level is something with which it is hard to come to terms. Nevertheless, through partnership working between Presbyteries, the Council, and congregations themselves there could be some positive planning which means these congregations are relieved of the usual full range of responsibilities currently placed on congregations.

3.5.2.2 The Council met with Presbyteries in the conference which it co-hosted with the Council of Assembly in November 2017, and a further day conference had been scheduled to take place on 18th January but was cancelled because of inclement weather. A new date is planned for 8th March 2018, at Letham St Mark's Church in Perth, specifically to look at Presbytery Planning in the current context of ministry. At the time of

writing, all 44 UK based Presbyteries had registered at least one delegate each for the March conference, and Council is happy to report that a number of Presbyteries asked to send additional delegates. The Council has also continued to work closely with the General Trustees, and shares the goal, expressed in the Council of Assembly's proposed Strategic Plan, for well-equipped spaces in the right places.

3.5.2.3 Appendix 7 indicates projected data of available ministers of word and sacrament, and a fuller document with the methodology deployed to arrive at these figures can be found on the General Assembly pages on the Church website (www.churchofscotland.org.uk/about_us/general_assembly/general_assembly_2018). The Council is grateful for the work done by Mr David Stewart and Rev Dr Fiona Tweedie in collating this information on statistical trends.

3.5.2.4 There are factors underlying these statistics which need to be considered at a deeper level because the ways in which we deploy our ministers and Ministries Development Staff (MDS) is a pastoral and theological statement about what we believe the Church is, and what the Church is for, as it seeks to exercise its God-given mission. The best estimate is that in 2023 the number of ministers available to serve as parish ministers (ie, FTMWS), will be in the region of 20% lower than is currently the case. The Council reiterates the view in the deliverance from last year seeking a similar radical downward adjustment of 20% is not what the Church needs. Accordingly, the numbers in Appendix 7 are offered as advisory numbers only, for Presbyteries to recognise and work with.

3.5.2.5 Appendix 7 refers exclusively to parish ministers and further work is required on numbers of Ministries Development Staff. The Council is committed to engaging with Presbyteries in exploring why just under one-third of MDS posts remain unfilled. This is of particular interest in situations where, five years after agreement to fund a post, there is still no job description drawn up. The Council's report to the General Assembly of 2019 will also address questions of affordability beyond the existing establishment figure of MDS staff, alongside posts for which recruitment processes are currently in process. The Council is committed to ensuring that the existing level of funding for MDS will be maintained and encourages Presbyteries to plan for these posts in a creative way.

3.5.2.6 The Council recognises the reality that in some Presbyteries, more than one-third of the charges have no minister. This places a burden on ministers and elders alike. A reducing number of ministers means the number of vacancies will rise and the length of vacancies will increase. Almost one in four congregations are without an inducted minister. Some Presbyteries may choose simply to implement a 20% reduction whilst for others, additional contextual issues may require a different approach. What is clear is that Hub-style ministry (see section 1.3.10), is a possible model for responding to a shortage of ministers. In other contexts, it may be appropriate to develop the use of locally trained worship teams. For others, a Fresh Expression of Church or Pioneer Ministry approach, whether lay or ordained, may be the way forward.

3.5.2.7 A challenging planning round cannot be avoided, although different Presbyteries may wish to take different approaches within the broad and flexible parameters of the Appraisal and Adjustment Act (Act VII, 2003, as amended) and the planning principles in Schedule 1 to the Act.

3.5.2.8 Section 3(3) of the Act states: ‘Concurrence shall require to be obtained from the Assembly’s Committee every five years, or whenever the Presbytery alters the plan in such a way as to increase the staff complement or other resources allocated to any charge.’ The Ministries Council is aware that not all Presbyteries have carried out an annual review of their Presbytery Plan and, in the interest of planning for the provision of ministry into the future, asks the General Assembly to instruct all Presbyteries to seek concurrence with their current plans from the Presbytery Planning Task Group by 31st December 2018 at the latest.

3.5.2.9 Presbyteries are reminded that where a Basis of Adjustment is being proposed or changed, it is necessary to allow sufficient time in the planning cycle for meaningful consultation with the Presbytery Planning Task Group (usually 6 weeks). In situations where sufficient time has not been allowed for consultation with the Presbytery Planning Task Group, this might result in the sisting of a plan.

3.5.2.10 A table of unions, linkages, and other readjustments can be found on the General Assembly pages on the Church website (www.churchofscotland.org.uk/about_us/general_assembly/general_assembly_2018).

3.5.3 Eligibility of Interim Moderators applying for Vacancies

3.5.3.1 The General Assembly of 2017 instructed the Council, “in consultation with the Legal Questions Committee, to reconsider whether all previous Interim Moderators in a vacancy should be barred from applying for that vacancy in the light of so many long-term vacancies and current practice and report to the General Assembly of 2018”.

3.5.3.2 Section 6 (2) of the Vacancy Procedure Act (Act VIII 2003) disqualifies the Interim Moderator from becoming an applicant, or accepting an invitation to be considered in the current vacancy. This wording dates from the General Assembly of 2011, and section 9 of the 2011 report of the Legal Questions Committee reiterates the intention from the original wording of the Act, from 2003, that an Interim Moderator should not be considered as applicants. The argument flows from the potential conflicts of interest given that Interim Moderator has influence over the crafting of the parish profile, knowledge of the other applicants and a potential platform on which to exercise influence. It was this practical role, rather than any relationship formed with the congregation, that was held to be the reason for disbarring an application from an Interim Moderator.

3.5.3.3 Implicit in the deliverance to the 2017 Assembly is the suggestion that the number of long-term vacancies might justify some relaxation of this prohibition. Arguments in favour of relaxation could include, among others, the following grounds:

- a) That, given the length of current vacancies, and the lack of applicants for certain charges, excluding applications from previous Interim Moderators, however justifiable in theory, might seem disproportionate set against the need to fill a vacancy.
- b) That, given the length of current vacancies, and the possibility of several Interim Moderators serving in a parish over the period of a vacancy, the length of time between the replacement of an Interim Moderator and he or she being an applicant for the charge could be considerable, and thus the justification for the prohibition could, in some cases, be reduced.

- c) That, in cases where a lengthy period has elapsed after the vacancy has arisen, but before any leave to call has been granted, an early Interim Moderator may have had no involvement with the drafting of the profile, the election or operation of a Nominating Committee, or any of the new responsibilities which gave concerns in the drafting of the 2003 Act. Thus, the justification for excluding individuals who had not exercised these roles may be questioned in its entirety.

3.5.3.4 Representatives of the Legal Questions Committee and the Ministries Council have met and have considered this issue, and the Council agreed to recommend a limited relaxation, where one of two conditions are satisfied. The first of these relates to a lengthy period of vacancy, where an Interim Moderator may have served in that role, but relinquished it. After two years had passed following relinquishing the role, it was considered that it could be appropriate for a former Interim Moderator to be permitted to apply.

3.5.3.5 The second condition - not contingent on the first - would be in circumstances where the person had sought to be discharged as Interim Moderator ahead of permission to call being given, and where he or she had neither been involved in the design of the parish profile, nor been in possession of knowledge of other applicants.

3.5.3.6 Accordingly, proposals to amend the Vacancy Procedure Act (Act VIII 2003) in these terms are set out in **Appendix 8**.

3.5.4 The Diaconate

The Church of Scotland Diaconate Council met on two occasions since last year's General Assembly. The residential meeting of Diaconate Council took place on the campus of Queen Margaret University at Musselburgh, as a trial ahead of the Silver Jubilee Diaconia Region Africa and Europe (DRAE) Assembly which will take place from 19th to 24th June 2019 on the same site. The January meeting of Diaconate Council took place at Livingston Old Parish's St Andrew's Deans campus (in the snow), and the Executive Committee of DRAE joined the gathering following their orientation visit to Queen Margaret University in preparation for the Assembly. Council was also pleased to welcome Neil Glover, and Eleanor McMahon, Convener of the Ministries Council, and Vice-Convener for Education and Support respectively, to the same meeting, and

hear an inspiring vision for the role of Deacons in the Ministry of the Church.

3.5.4.1 The Diaconate Council also heard from the four delegates who had been part of the World Diakonia Conference in Chicago in July 2017; Marion Stewart as President was accompanied by Jim and Karen Hamilton and Ann Merrilees.

3.5.4.2 As indicated above, nine members of the Executive Committee of DRAE were in attendance and offered some insights about what the DRAE Assembly will be like, with over 200 participants expected, from 20 countries across Africa and Europe. The theme for the 2019 Assembly is taken from Esther 4.14; 'For such a time as this.'

3.5.4.3 Gordon Pennykid, Deacon at Livingston Old, is the UK representative on the Executive Committee. The Diaconate Council is pleased to report to the General Assembly that he has also been appointed as secretary of the Executive Committee, and will have a crucial role in organising the Assembly.

3.5.4.4 Last year's report on Diaconate Council paid tribute to Janie Martin's work as Honorary Secretary of Diaconate Council, and this year Council would like to acknowledge the work of Catherine Wallace, her successor. Catherine combines her work in a counselling practice in Perth with her role as honorary secretary, and her diligence and friendly relational approach are much valued by her fellow Deacons and many others.

3.5.4.5 At the time of writing, preparations are underway for Pat Munro to visit Zambia as a Faithshare Partner, for two months, working in Lusaka and also in Kitwe Training Centre. The Diaconate Council is grateful to the World Mission Council for its support of this expression of our unity as part of the World Church. It is appropriate to conclude this report with some words from Gordon Pennykid: "DRAE offers us the chance to find out what other diaconal groups in this ecumenical partnership are doing, what their underpinning theology is and the opportunity to worship and share fellowship with others who work diaconally."

3.5.5 Pioneer Ministries

In 2015 it was agreed to embark on a five-year pilot project on Pioneer Ministry. The Pioneer Ministers appointed to the project are ministering in situations where their ministry is

not necessarily linked to a particular parish. Their brief may be presbytery-wide, or to a particular constituency such as university students. The Council is aware that some Presbyteries have separately made some Pioneer Ministry appointments. Through the Panel on Review and Reform, the Mission and Discipleship Council and the Ministries Council, Dr Sandy Forsyth from Glasgow University is researching Pioneering expressions of Church in Scotland, and is including these Pioneer Ministries in his work.

3.5.5.1 The Council is delighted to report that all five Pioneer Ministers in the Pioneer Ministry Pilot have now been recruited. These are:

Glasgow: Pioneer Minister to the Visual Arts Community: Peter Gardner (October 2016)

Lothian: Hopefield Connections: Elisabeth Spence (December 2016)

Stirling: Pioneer Minister with students and staff: Dr Janet Foggie (December 2016)

Greenock and Paisley: Pioneer Minister Paisley North: Stuart Davidson (August 2017)

Ayr: Pioneer Minister to the Farming Community: Christopher Blackshaw (September 2017)

3.5.5.2 Each Pioneer Minister brings considerable experience to the role and a creativity that allows them to reimagine ministry in very different contexts. Each is engaged imaginatively in building relationships in the communities to which they have been called and in exploring what an ecclesial community might look like in that place.

3.5.5.3 The Pioneer Ministers meet together regularly, reflecting theologically on their role and, from time to time, liaise with other Pioneer Ministers for support and education. Each has identified and accessed appropriate training for their particular setting and continues to network with those engaged in similar work.

3.5.6 Go For It: Funding Change in Church and Community [www.churchofscotland.org.uk/serve/go_for_it]

Go For It is the grant-making fund (founded in 2012) within the Ministries Council designed to encourage creative ways of working which develop the life and mission of the local church. The Committee has 18 members, drawn from across the country – a mix of Ministries Council appointees, co-

opted members, as well as representatives from the Mission and Discipleship and Church and Society Councils.

3.5.6.1 Over its lifetime the *Go For It* Fund has allocated over £5.2 million to projects across Scotland and England. An annual breakdown can be found on the website. In 2017 *Go For It* also gave £10,000 as match funding towards a Participatory Budgeting project part-funded by the Scottish Government. Participatory Budgeting is a way for local people to have a direct say in how, and where, public funds can be used to address local needs and this project looks at the contribution the Church can make in this area.

3.5.6.2 Go For It Fund Statistical Evaluation Findings

In 2017 *Go For It* marked its 5th anniversary and time was taken to look back at what has been achieved and to commission further statistical analysis of the work funded to date. The Rev Dr Fiona Tweedie, Mission Statistics Coordinator, was commissioned to carry out this work. The headline findings from Dr Tweedie's analysis are as follows:

- Congregations that receive/have received *Go For It* funding “are on average younger, welcome more new Christians and have more young people in worship than other Church of Scotland congregations” (whether this is effect rather than cause, is yet to be established).
- Between January 2012 and December 2016 congregations with *Go For It* grants average more than double the professions of faith of other congregations – and those who identify with the *Go For It* criterion of forming new ecclesial communities average 2.6 times the average of other congregations.
- Congregations with *Go For It* grants are on average four years younger than non-*Go For It* congregations.
- Congregations in receipt of *Go For It* grants for youth work have over 33% more children (under 16s) attending than other congregations.

3.5.6.3 Go For It Fund Reaching the Most Deprived in the Community

The General Assembly had instructed that preference should be given to funding projects for the most deprived in society. Table 3 below illustrates the distribution of projects receiving a *Go For It* grant by deprivation level of the associated parish (as of mid-2017). 60 of the projects (26%) are in the areas with most deprivation, while 28 (12%) are in the least deprived

10% of parishes. The SIMD values are a parish average based on the 2014 Scottish Index of Multiple Deprivation (SIMD). This data is presented graphically on the General Assembly pages on the Church website

(www.churchofscotland.org.uk/about_us/general_assembly/general_assembly_2018).

Table 3: Number of Go For It-Funded Projects and Percentage of Funding by SIMD Decile

SIMD decile	Number of Projects	Percentage of Projects	Amount of funding (£)	Percentage of funding
1 (least deprivation)	28	11.9	501,131	10.6
2	13	5.5	229,827	4.8
3	12	5.1	240,964	5.1
4	17	7.2	369,255	7.8
5	12	5.1	161,175	3.4
6	26	11.1	427,737	9.0
7	20	8.5	364,597	7.7
8	28	11.9	421,964	8.9
9	19	8.1	425,123	9.0
10 (most deprivation)	60	22.5	1,606,770	33.8
	235		4,748,543	

3.5.6.4 Recognition of the Work Done by Go For It-Funded Projects

Projects funded by *Go For It* continue to transform people’s lives and the work being done is now recognised nationally:

- Cranhill Development Trust (CDT) is a community owned and led organisation that delivers services in the local area. The report by HM Inspectors on the work of CDT stated that: “The Trust has a positive life changing, and for some lifesaving, impact on local people.” It goes on to say: “Many participants have an improved sense of purpose, of being part of and in many cases contributing to their community. This increases their self-esteem and wellbeing. Participation reduces isolation, anxiety and for some depression.”

- Two members of staff at Arran Youth Foundations received top honours at the National Youth Worker of the Year Awards 2017: Graeme Johnston Full Time Youth Worker of the Year and Hollie Watkins Part Time Youth Worker of the Year.
- Of course, the main test of the success of a project is how it is viewed by the project participants themselves. St Rollox Parish Church in Glasgow, as part of a wider project, provides English classes for people from a wide range of countries including Iraq, China, Morocco and Kosovo, helping them to establish new lives. Here are two comments from attendees: “The project helps to improve my confidence in speaking in English and in speaking to others. It helps me to meet new people and make friends” and: “Being able to come along to the English class improves my chances of being able to get into College. It also helps me to understand Scottish culture.”

3.5.6.5 Go For It Training Workshops

Go For It continues to develop a range of workshops and events to maximise the impact of its funding. In 2017, *Go For It* ran 20 events attracting over 350 delegates. Evaluation showed that the training consistently met the needs of the participants, scoring 99% and over in meeting planned outcomes. In addition, *Go For It* promoted the fund at a number of different gatherings and events hosted by other departments, Presbyteries, other groups both internal and external to the Church including and at the Scottish Parliament building.

3.5.6.6 Go For It Regulations

The Council is aware that the *Go For It* Regulations (Regulations 4, 2012) were written at the time when the success of the *Go For It* Fund was by no means assured; over five years of operation have convinced the Council of the value of *Go For It*. While future plans and conversations will take place between now and the General Assembly of 2019, with a report on *Go For It* coming to next year's General Assembly, the existing regulations require amendment to ensure the Fund's continuing operation. With this in mind, it is proposed that the span of time defined in the regulations be extended beyond 2017 to enable the fund to function to the end of 2019. The deletion of the clause relating to reporting to the General Assembly in 2016 is also proposed; this evaluation took place, and continuing evaluation of *Go For It* takes place on a regular basis (**Appendix 9**).

3.5.6.7 Developing into the Future

The Council and the *Go For It* Fund Committee continue to work on how *Go For It* can best contribute towards a vibrant, growing ministry of the Church. The *Go For It* Fund Committee hopes that each congregation will be inspired to develop its own local ideas. The *Go For It* Fund is here to help these ideas become reality.

3.5.7 Path of Renewal

3.5.7.1 At the General Assembly of 2017 the Council was instructed '*...in partnership with the Panel on Review and Reform, to initiate an evaluation with a view to making recommendations on the future of this programme and to report back to the General Assembly of 2018.*' This evaluation has been carried out and its findings very much support the continuation of Path of Renewal, and encourage the movement to develop its support network to allow it to grow organically as part of the wider church. This is not the only

programme within the Church which is nurturing a momentum towards growth, but some of its distinctive characteristics are the level of resourcing and support combined with a locally directed approach to mission. The project generates an atmosphere of change, emphasising a missional model of leadership. It has been shown to have a positive morale boosting effect, especially for ministers who have reported feeling hard pressed.

3.5.7.2 Path of Renewal takes a long-term approach and requires ministers and congregations to work with open-mindedness to emerging situations and learning opportunities. Local congregations are provided with a framework which enables them to engage with mission and discipleship without external direction for their course of action. The fact that it is a long-term approach means that time and space is given for learning, development, peer group sharing, and the shaping of a locally determined vision and mission. The fact that there are no blueprints is positive for those who are 'explorers' or 'risk-takers', but may feel more problematic for those who prefer a more programmed approach with fixed outcomes.

3.5.7.3 The Council will be supporting further development of Path of Renewal through full integration into its work with input from Mission and Discipleship Council, allowing its progression to continue as a mainstream piece of work. Funding for Path of Renewal at current levels will continue to the end of 2020 by which time a further review will have taken place.

3.5.8 Fresh Expressions and Joint Emerging Church Group

The Mission and Discipleship Council and the Ministries Council are the key partners in both Fresh Expressions and the Joint Emerging Church Group (JECG). Recently the Panel on Review and Reform has also been involved in the work of the JECG. A summary of the work in 2017/2018 of the both Fresh Expressions and the Joint Emerging Church Group can be found in the Report of the Mission and Discipleship Council to the General Assembly.

3.5.9 Deaf Ministries

The Council continues to support initiatives that will lead to sustainable, culturally-appropriate ministry for those who use British Sign Language (BSL) as their first or preferred language. This has included:

- Supporting the organisation and leadership of a Deaf-led Women's Conference
- Leading regular Signed Singing Workshops
- Working with the Safeguarding Service to fund and resource a project to produce safeguarding information in BSL
- Participating in the work of the Manchester-based BSL Bible Translation team
- Attending the World Presbyterian Deaf Mission Conference
- Developing the active link between the Deaf congregations in Scotland and the Deaf Church in Mombassa, Kenya.

3.5.9.1 There has also been support and advice for those who use English as their first language, and who consider deafness to be a disability:

- Providing awareness training to OLMs and Readers
- Participating in the work of the steering group for the Scottish Churches Disability Group (SCDG)
- Working with the Very Rev Dr Angus Morrison and Mr Tom Sutcliffe on Theologies of Disability
- Continuing to support and advise initiatives such as the speech to text online Sunday services provided by Dalziel St Andrew's, Motherwell.

3.5.9.2 The Church of Scotland's three Deaf congregations (Albany Deaf Church, Edinburgh; John Ross Memorial Church, Glasgow; St John's Church for Deaf People, Aberdeen) continue to keep their cultural identity, but at the same time are all moving towards working more collaboratively within the Presbytery system. For example, Albany Deaf Church and St Andrew's and St George's West in Edinburgh now run a regular bilingual Messy Church, with Deaf and Hearing helpers and leaders.

3.6 Partnership Agreements

There are several partnership organisations for which the Council provides funding support because their aims are consistent with the work of the Council and they are positioned well to address some issues which current capacity within the Council is unable to meet. The Council appreciates these partnerships for the ways in which they enhance the

work of the Council and the resources made available to presbyteries and local congregations as a result

3.6.1 Place for Hope [www.placeforhope.org.uk]

The cornerstones of the work of Place for Hope remain and can be expressed as: *Graciously and effectively transforming conflict and responding to change*. An independent charity since April 2015, Place for Hope continues to affirm the partnership with the Church of Scotland Ministries Council as an ongoing key relationship. The work continues to support and equip ministers and Churches to develop creative and life giving ways to explore and address conflict, shaping a culture that acknowledges difference and demonstrates diversity in love. Place for Hope receives core funding from the Council and also works alongside the World Mission Council

3.6.1.1 The notable areas of growth in 2017 include:

- **Supporting congregations and Churches through times of change and transition:** Between April 2015 and January 2018 mediation, facilitation coaching and awareness raising were offered in 125 situations, 84 of which were directly related to the Church of Scotland. 53 of these involved facilitating conversations in conflict situations sometimes lasting 6 - 9 months with individuals or groups in congregations. Typical themes that emerged were managing change in vacancies, transitions, unions and linkages; bullying and harassment; personnel, staffing or teamwork issues.
- A commission was received to deliver 56 tailored training days between April 2015 and January 2018 for a variety of faith organisations, and the offer of training from a suite of programmes continues for all those in Church leadership. Feedback confirms that these training days are valuable for Presbyteries and committees.
- **Developing new resources and training packages:** In 2017 two new programmes were launched to complement the Growing through Conflict Foundation and Further Skills programmes in supporting congregations through times of change and transition. The 'Bullying and Harassment' programme supports personnel who are being bullied, and equips leaders in churches to notice the signs of bullying and harassing behaviour and respond effectively. The 'Scripture, Spirituality and Conflict' programme was also launched offering resources and support for Church members and leaders who ask: what does the bible say about conflict?

3.6.1.2 One of the founding visions of Place for Hope in 2009 was that 'every place of worship is a place for hope.' This will be built on this year in anticipation of Place for Hope's 10th anniversary in 2019, through a series of events and initiatives designed to strengthen the Church's response to conflict, change and difficult conversations. The Peacemakers' Network provides up-to-date information about developments and events (www.placeforhope.org.uk/peacemaker/join).

3.6.1.3 Key messages from Place For Hope

1. **Early contact is important:** Place for Hope knows that asking for help in times of change and transition takes tremendous courage. They work with people at all stages on the way, even when it may seem that hope is lost. But the earlier the contact, the better.
2. **Relevant for every level:** Place for Hope practitioners are trained to work across the whole Church system: with individuals, groups, Presbyteries, congregations (and their committees) and communities.
3. **Support for Practitioners:** Many Place for Hope Practitioners are ministers or elders in the Church of Scotland, volunteering their time as part of their vocation in ministry. It is important to support these gifted leaders.
4. **Managed well, conflict can transform lives:** 'Conflict opens a path, a holy path, towards revelation and reconciliation' (Reconcile: conflict transformation for ordinary Christians, John Paul Lederach)

3.6.2 Work Place Chaplaincy Scotland [www.wpcscotland.co.uk]

The Council continues to provide funding for Work Place Chaplaincy Scotland (WPCS). Aware of ongoing budgetary pressures for the Council, WPCS have now engaged a professional fund raiser and it is to be hoped that this will see a reduced reliance on Church of Scotland funding for the organisation going forward.

3.6.2.1 WPCS continues to actively engage with approximately 74 Church of Scotland congregations with over 100 volunteer chaplains either in placement or in training. Just under 50% are members of the Church of Scotland. WPCS estimate they have meaningful contact with around 1.2 million people throughout Scotland with training and support at point of delivery free to Church of Scotland congregations

in recognition of the substantial support provided to the organisation through Ministries Council. Training provided includes Active Listening; Building Resilience, Suicide Awareness and Trauma in the Workplace amongst others.

3.6.2.2 WPCS continues to engage on an ecumenical partnership basis and it is to be hoped that this positive work will continue and that the increased profile arising as a consequence will serve to raise awareness of the organisation and its endeavours going forward.

3.6.3 Faith in Community Scotland [www.faithincommunityscotland.org; Facebook/ Twitter @FiCSotland]

Faith in Community Scotland (FiCS) is a charity which works closely with the Church of Scotland and other faith communities who share a common commitment that our greatest concern must be to work alongside people struggling against poverty. FiCS supports the work of the Council through supporting the Priority Areas Strategic Plan for 2017 – 2022:

3.6.3.1 FiCS teams in Glasgow and Dundee work closely with Priority Area congregations, encouraging them to build new friendships and work together in a common cause on issues such as food justice, funeral poverty, job-centre closures and welfare cuts while Priority Areas provides support for project development, volunteering, funding and sustainability. Recent conversations in the *Poverty Truth Commission* and *Fighting for Fairness Commission* in Dundee have addressed issues around extreme inequality. These Commissions remind us that it is people experiencing poverty on a daily basis who are the experts in bringing about real change.

3.6.3.2 Many congregations are concerned about people who have ended up in prison. FiCS works closely with local churches to build communities of hospitality, love and welcome for people leaving prison. They also build links between faith groups, community groups and prison chaplains and other staff, so that when someone is preparing to leave prison, they can be supported by a network of people and groups when they return to live in the community.

3.6.3.3 In addition to the funds received through Ministries Council other funders have added to this and as a result it has been possible to award over £200,000 of grants to faith groups tackling poverty in different ways. A pilot personalised

funding scheme with some faith groups supporting the aspirations of young people in priority areas has also been initiated.

3.6.3.4 Through the community leaders coaching programme and ongoing community development work FiCS builds the resilience of local residents, volunteers, paid staff and faith leaders working in priority areas.

3.6.4 theGKexperience

[www.thegkexperience.org.uk; Instagram: @thegkexperience twitter: @GK_experience]

theGKexperience is a Youth Work Charity founded on the belief that young people are brilliant and that they all deserve the same opportunities in order to enable them to reach their potential. Youth workers and young leaders work together to support young people who face challenges in their everyday lives. Launched in 2012 and developed with close support and partnership from the Council through its Priority Areas Committee, theGKexperience has worked alongside young people and their families from Priority Areas Congregations and Communities, supporting them in their everyday lives. theGKexperience supports the work of Priority Areas in the following ways:

3.6.4.1 Through a long term, relational programme of residential experiences, weekly activities and intensive mentoring and support work is focused on some of the most disadvantaged young people in Scotland. The young people are identified as those who would benefit from bespoke support, often via relationships with families through congregations, chaplaincy and pastoral visiting. Building on previous findings the aim is to increase contact with young people with whom the Church and other organisations struggle to engage and who are often isolated and excluded.

3.6.4.2 Partnerships with local parishes and youth work organisations are nurtured to help them deliver youth work in their particular context - often where local resources are scarce and situations fragile. Volunteers and staff help to run weekly clubs alongside local leaders in a number of settings, increasingly involving new communities and parishes.

3.6.4.3 theGKexperience continues the development of the highly successful Young Leaders Programme “The Young Team” which brings young people of different backgrounds together to develop their leadership skills, as well as grow in

confidence, self-belief, and resilience. In particular, the focus is on identifying with local leaders those who would benefit from this intensive training and personal development programme. There have been huge successes in the lives of these young people and it is hoped there will be more growth in this area, with the young people using their skills in their local communities.

3.6.5 WEvolution [www.wevolution.org.uk]

Bringing people together in its Self-Reliant Groups (SRGs), WEvolution is a registered charity which promotes a way of working alongside communities that is based on trust, self-governance and collective endeavour towards entrepreneurship.

3.6.5.1 This past year, for WEvolution, has been one of endurance, continuing optimism and incremental achievements. Long-term illnesses within a small staff team was a challenge, and whilst this meant it was not possible to grow as many Self-Reliant Groups (SRGs) as hoped, it helped to consolidate and mature the work. Existing groups have continued to maintain their energy and aspirations with a total of 40 income generating activities and over £50K in group savings. There are 45 SRGs operating out of Glasgow, Inverclyde, Dundee and Renfrewshire with 200 people involved in them.

3.6.5.2 The movement is gradually spreading its wings to other places in the UK. Existing partners have started up over 15 SRGs in Gloucestershire and Bristol in England in addition to the ones in Wales and Manchester. Through WEvolution’s influence, the movement is also making its presence felt in Rotterdam and Breda in the Netherlands where the first SRGs have started up amongst refugees and homeless young people.

3.6.5.3 Support from the *International Centre for Social Franchise* (now called ‘Spring Impact’) has enabled WEvolution to embark on a *Strategic Partnerships* programme that will enable it to grow towards its stated aim of becoming a ‘Centre for Excellence’ and provide high-quality training, experience and resources to partners.

3.6.5.4 Securing funding from *Big Lottery Scotland* has helped WEvolution strengthen its team capacity and continue its strong focus on the economic wellbeing of people in our poorest neighbourhoods. Over the last year, WEvolution has achieved yet another aim: two 24/7 hubs in Inverclyde and

Paisley that will operate as creating stations for SRGs. It's been a good year thanks to the support from a number of partners including the Ministries Council. Trishy Gannon who has successfully gone on to establish No. 26, high-end crafts shop on the Gourrock High Street in Inverclyde, writes: *"WEvolution and the SRGs initially was a way to gain friends, maybe get out a bit more, be more social and happy but it has ended up being so much more than that. We have all grown in confidence, gained friends for life and new support networks for the future. Our families have benefited from having mums/ wives who are happier, more fulfilled. Our children are learning how important it is to make your own way in life through seeing their mums producing and selling their own items."*

4. FINANCE

4.1 Annual Stipend and Salary Increase

The Council of Assembly approved the Ministries Council's recommendation for a 1.5% increase in stipends and salaries across the board. This is reflected in the revised scales below. (Section 4.5).

4.1.1 The Council was instructed at the 2017 General Assembly, when reporting the annual salary and stipend increase to the General Assembly of 2018 to:

- state which inflation index has been used in calculating the stipend and salary increase for 2018
- offer a considered opinion on what is the most appropriate inflation index to use when determining the stipends and salaries of the Church in subsequent years; and
- include a commitment to providing cumulative information on how stipend/salary increases (setting 2017 as the base year) have related to the index identified in (i).

4.1.2 The Ministries Finance Committee recognises that the challenge of parish ministry is considerable and any pay decisions must take into account pressures on Parish Ministers. When arriving at its stipend and salary recommendation the Council does take note of the CPI and RPI inflationary indices. However the Council also recognises the need to take into account average wage increases in other sectors and the very significant budgetary pressures faced by the Church. Ultimately, affordability to the organisation has to be key when making decisions on stipend and salary increases and it is this which prevents the Council linking this

decision to an inflationary index (indeed, in some recent years the Council has raised stipends and salaries at rate higher than that of inflation).

4.1.3 The Council seeks Assembly's permission to depart from the section of Deliverance relating to cumulative information on stipend/salary increases with respect to any inflationary measure. This is primarily because a range of factors (e.g. average wages growth, the overall financial situation of the Church as well as different measures of inflation) are critical in arriving at any decision in this area.

4.2 Salaried Ministries

At the General Assembly of 2017 it was agreed that the Council would review the range of salaries attached to each of the salaried ministry posts. This piece of work remains on the Council's agenda and a report will be brought to the General Assembly of 2019.

4.3 Congregational Contributions to the Housing and Loan Fund

4.3.1 Agreement has been reached between the Ministries Council, the Housing and Loan Fund and representatives of the Council of Assembly to suspend Congregational Contributions to the Fund for 2018 to 2021, with a view to reinstating the Contributions in 2022 if required. A review of the Fund's position and the anticipated demand for assistance will be carried out during the first quarter of 2020.

4.3.2 This decision has been taken in the light of the Housing and Loan Fund's currently healthy monetary position, and the considerable financial challenges facing other parts of the Church.

4.3.3 Additionally, to assist in assessing future demand, the Housing and Loan Fund will collaborate with the Ministries Council to carry out research relating to the projected retirement plans of Ministers.

4.4 Visa costs

4.4.1 The Council was instructed at the General Assembly 2017, "...in consultation with the Council of Assembly, to consider the possibility of paying the visa fees and all fees associated with applying for a long-term right to settle and all UK nationality fees of those who are becoming ministers of the Church of Scotland and who are coming to the UK from

outside the European Union and the European Economic Area and report to the General Assembly of 2018.”

4.4.2 The Council has begun to explore the issues raised in this deliverance and is aware that they merit a wider discussion in relation to all paid positions within the church. The Council is also aware of the impact on ministers of meeting the costs involved in relation to visas. At the time of writing the Council continues this work in consultation with the Council of Assembly and will bring a report to a future General Assembly.

4.5 Scales, Allowances and Expenses Rates for 2018

Stipend Scale (+Associate Ministers) 2018

Point 1	£27,044
Point 2	£28,813
Point 3	£30,581
Point 4	£32,351
Point 5	£33,234

Ministries Development Staff Scales 2018

MDS General Scale

Point 1	£24,630
Point 2	£25,435
Point 3	£26,237
Point 4	£27,042
Point 5	£27,843

Team Leader Scale

Point 1	£29,985
Point 2	£30,655
Point 3	£31,324
Point 4	£31,993
Point 5	£32,663

Deacon Scale (*Genuine Occupational Requirement*)

Point 1	£26,237
Point 2	£27,041
Point 3	£27,843
Point 4	£28,647
Point 5	£29,449

Island Allowance

The inner and outer island allowances are held at current levels:

Outer Island Allowance	£1,566
Inner Island Allowance	£616

Travel Expenses 2018

Rates for those providing their own car:

- (a) **reimbursed to ministers and MDS providing their own car for pastoral duties:**
45p per mile for the first 10,000 miles
25p per mile for all additional mileage
Ministers also receive capital reimbursement of £80 per month.
- (b) **reimbursement of travel expenses for students, probationers, Ordained Local Ministers (OLMs), auxiliary ministers and locums:**
45p per mile for the first 10,000 miles
25p per mile for all additional mileage
- (c) **reimbursed to ministers and MDS providing their own motor bike for pastoral duties:**
24p per mile travelled per annum
- (d) **reimbursed to ministers and MDS providing their own pedal bike for pastoral duties:**
20p per mile travelled per annum

4.6 Recommended Pulpit Supply Fee and Expenses

For 2018, in Charges where there is only one diet of worship, the Pulpit Supply Fee shall be a Standard Fee of £60. In Charges where there are additional diets of worship on a Sunday, the person fulfilling the Supply shall be paid £30 for each additional service.

In all cases, Travelling Expenses shall be paid. Where there is no convenient public conveyance, the use of a private car shall be paid for at the standard rate of 45p per mile.

4.7 Removal and Disturbance Allowance

When a Minister is called to a Charge, the congregation(s) to which the Minister is called shall meet the removal costs incurred in transporting the minister’s personal effects into the manse of the Charge. In addition a manse disturbance allowance of up to £1,740 can be paid on production of appropriate receipts.

If a Charge has an average income base of less than £30,000 the Ministries Council will meet the full cost of the removal expenses and disturbance allowance. When a Charge’s average income base is between £30,001 and £60,000 application may be made to the Ministries Council for

assistance in meeting these costs. This assistance may take the form of a grant or loan or a combination of both.

When a minister retires on account of age or infirmity, and in the case of a widow(er) of a Minister who dies in service, the Ministries Council will meet the cost of removal expenses.

4.8 Funerals

Where a congregation calls upon the services of a minister not already in receipt of a stipend, or other suitably qualified person, to conduct a funeral, a fee of £60 may be paid *by the congregation*. On no account should such a fee be charged to the family of the deceased. For the avoidance of doubt, *no fee* may be offered to or received by a serving Parish Minister for the conduct of a funeral service, whether in their own or another parish.

4.9 Vacancy Allowance

For 2018 the Vacancy Allowance has been increased to £933 per month and £1,082 for linked charges. This is sufficient to cover pulpit supply at the increased rate and two days per week pastoral cover at the rate of £315 per month for each day of pastoral cover per week should a vacant congregation choose to engage a locum. The Vacancy Allowance is deducted directly from each vacant charge's Ministries and Mission Allocation.

4.10 Guardianship Allowance

From 1st January 2018 the Guardianship Allowance increases to £933 per month in line with the vacancy allowance. This is sufficient to cover pulpit supply and two days per week of pastoral cover.

4.11 Ministries Development Staff (MDS) Equipment Costs

When an MDS is appointed to a Charge the congregation(s) shall provide the staff member with the equipment required for the job. (Basic equipment being a computer, desk and chair).

If a Charge has an average income base of less than £30,000 the Ministries Council will meet the full cost of any staff equipment expenses, in the form of a grant, up to a maximum of £1,000. Where a Charge's average income base is between £30,001 and £60,000 application may be made to the Ministries Council for a grant to assist in meeting these costs.

Application should be made in writing to The Ministries Council Finance Manager, and a copy of the latest accounts enclosed. The congregation must send in a quotation or estimate for the equipment required, with their application. Receipts must be supplied for all equipment purchased using a grant.

The financial assistance will be in the form of a grant therefore the congregation will retain full ownership of the equipment.

In the event of the MDS member leaving post, the equipment where possible should be retained by the congregation for any future post holders.

In the name of the Ministries Council

NEIL GLOVER (*Convener*)
JOHN DENT (*Vice-Convener*)
DAVID MCLACHLAN (*Vice-Convener*)
ELEANOR MCMAHON (*Vice-Convener*)
SARAH ROSS (*Vice-Convener*)
JAYNE SCOTT (*Secretary*)

Addendum

Allan Sim has served for the last three years as the Council's Finance Convener. He brought a wealth of experience to this role from his professional work as an accountant, in addition to other roles in sport and education. He is also a congregational treasurer and never loses sight of the essential connection between the work of the Council and the financial realities experienced by congregations. Allan has been a stalwart in the life of the Council, calm when difficult decisions need to be made, and an assuring presence when the way forward requires careful thought. His warm nature and competence as a convener has been greatly appreciated by the Finance Committee and Council as a whole. We hope that the end of this term of service gives him a little more time with his wife Anna and the rest of his family and are extremely grateful for all he has done to support the work of the Ministries Council.

In the name of the Ministries Council

NEIL GLOVER (*Convener*)
JAYNE SCOTT (*Secretary*)

Appendix 1

[] CONTINUING PARISH MINISTRY BEYOND THE AGE OF 75 REGULATIONS

Edinburgh, [] May 2018, Session []

The provisions for continuation as a Parish Minister beyond the age of seventy five (75), as referred to in section 33(4) of the Ministry Act (Act II 2000), are as follows:

1. In operating the process set out in these Regulations and making a decision on whether or not to continue the tenure of the Parish Minister in question, the Presbytery shall have primary regard to the mission of the Church, both in the Parish in question and in the Presbytery. The Presbytery shall not take into account any personal reasons put forward by the Parish Minister to support his or her request.
2. The process shall be initiated by the Parish Minister, by lodging with the Presbytery Clerk, not less than six months before the Parish Minister's seventy fifth birthday, a request for consideration in terms of these Regulations. Such a request shall be copied to the Ministries Council for their interest. The process can be terminated at any time by the Parish Minister withdrawing his or her request to have tenure continued.
3. The Parish Minister may request a continuation of his or her tenure as minister of the charge which he or she currently serves for a period of not less than one year and not more than two years from his or her seventy-fifth birthday.
4. Upon receipt of the Parish Minister's request, the Presbytery shall establish a Consultative Committee of three persons, of whom at least one shall be a Minister and one shall be an elder but which shall not include the Presbytery Clerk. If required, the Presbytery may use the Co-operation among Presbyteries Act (Act VI 2002) to fulfil the appointments. The Committee shall choose one of its own number to act as Clerk.
5. The Committee shall consult with all interested parties (including, for the avoidance of doubt, the Session Clerk(s) of the charge and the Presbytery Clerk) and shall take into account the following issues before making a recommendation to Presbytery:
 - (a) The effect upon implementation of the current Presbytery Plan of a continuation of the tenure of the Parish Minister in the current charge;
 - (b) The state of the charge and future plans for the charge, both as assessed and as anticipated through Local Church Review and through the Presbytery's general superintendence of the charge;
 - (c) Whether it is likely to be effective and beneficial for the charge in the longer term if tenure is continued;
 - (d) The opinion of the congregation(s) and its/their office bearers which shall be gauged by meeting with the Kirk Session(s) in the absence of the Parish Minister; and
 - (e) The terms of an Occupational Health Report on the Parish Minister, instructed by the Ministries Council and assessing the fitness of the Parish Minister to continue in post in the current charge for the period for which the request has been made. The terms of the Report shall be kept strictly confidential among the members of the Committee and shall be shared only with the Parish Minister. If relevant to any recommendation made by the Committee, the Report shall be referred to only in terms of being or not being a factor in their decision and no detail shall be shared outwith the Committee.
6. The Committee shall make its recommendation to a meeting of the Presbytery, where the Parish Minister shall be entitled to be heard in his or her interest. The Presbytery meeting shall be held in private and proceedings shall be recorded in a Record Apart. In making its recommendation, and in reaching its decision, the Committee and the Presbytery shall be obliged to have primary regard to the aims set out in paragraph 1 of these Regulations.

7. The Presbytery itself shall decide whether or not to continue the Parish Minister's tenure as Minister of the charge which he or she currently serves and for what period (declaring always that this may be different to the period for which request is made but may not be less than one year or more than two years).
8. Any person with a legitimate interest who is aggrieved by the Presbytery's decision shall have the right to dissent and complain or appeal the decision to the Ministries Appeal Panel by lodging intimation with both the Presbytery Clerk and the Principal Clerk within fourteen days of the decision. The only grounds for dissent and complaint or appeal shall be that there was a material irregularity of process or that the decision was influenced by an incorrect material fact.
9. The process specified in these Regulations may be repeated not less than six months before expiry of the period for which any continuation of tenure is granted.

[] ACT AMENDING THE REGISTRATION OF MINISTRIES ACT (ACT II 2017)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Registration of Ministries Act (Act II 2017), as amended, shall be further amended as follows:

1. *Insert a new section 19(v) as follows:*

"Where an individual is retiring at the age of seventy two (72) or thereafter, in which case Category **O** registration shall not be granted for a full three years but only until the date of his or her seventy-fifth birthday, subject always to the possibility of extension of that Category **O** registration to a date determined in accordance with the Continuing Parish Ministry Beyond the Age of 75 Regulations."

[] ACT AMENDING THE MINISTRIES APPEAL PANEL ACT (ACT VI 2007)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Ministries Appeal Panel Act (Act VI 2007), as amended, shall be further amended as follows:

1. *In the third sentence of section 1, after the words "For the avoidance of doubt", add the words "save as specified in this Act,".*
2. *Add a new sentence at the end of section 5 as follows: "In addition the Ministries Appeal Panel shall hear appeals arising under the Continuing Parish Ministry Beyond the Age of 75 Regulations."*

Appendix 2

[] ACT AMENDING THE LONG-TERM ILLNESS OF MINISTERS ACT (ACT XV 2002)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Long-Term Illness of Ministers Act (Act XV 2002), as amended, shall be further amended as follows:

1. *Add a new definition in section 1:*

"Medical Adviser" means either (1) the minister's own General Practitioner and/or consultant, or (2) an Occupational Health Physician appointed by the Ministries Council."

2. *In section 4(1):*

delete the words “nine calendar months continuously, or has totalled 450 days out of any thirty three month period” and substitute the words “six calendar months continuously, or has totalled 300 days out of any twenty two month period”

delete the existing section 4(1)(b) and substitute the following: “where the Medical Adviser is an Occupational Health Physician appointed by the Ministries Council, the minister shall consult with the Occupational Health Physician and shall give the Occupational Health Physician permission to consult with any medical practitioner or consultant whose opinion the Occupational Health Physician requires in order to prepare his or her own opinion on the likely duration of the minister’s absence; whether the Medical Adviser is the minister’s own General Practitioner and/or consultant, or an Occupational Health Physician appointed by the Ministries Council, the minister shall promptly sign any mandate required for the release of medical files and/or information to the Occupational Health Physician, the Presbytery or the Ministries Council.”

In section 4(1)(e) delete the word “further”.

Add a new section 4(3): “Section 4(1) sets out the standard timeline to be followed. Alternatively, where the requisite medical advice cannot be obtained within a timeframe so as to determine the likelihood of the minister returning to work within three months after the section 4 date, then the “section 5 date” in terms of section 5 below shall be construed so as to be instead a date determined by the Consultative Committee, being a date not later than six months after the section 4 date.”

3. *At the end of section 9 add “Arrangements shall be made for the manse to be vacated within such timescale as appears reasonable in the circumstances.”*
4. *In section 10(1), delete the words “eight weeks” and substitute “three months” and delete the word “shall” and substitute the word “may”.*

5. *Add a new section 13 and renumber section 14 accordingly:*

“Registration of Ministries

Where a pastoral tie is severed in terms of this Act, the minister shall be registered on the Register of Ministry in Category **R** or Category **I**, the decision as to which category being determined by the Presbytery having consulted with the Ministries Council. The normal rights of appeal against the Presbytery’s decision in terms of the Registration of Ministries Act (Act II 2017) shall apply.”

6. *In paragraph 4 of Schedule A, amend the last sentence to read: “At the same time the Ministries Council will make contact with both the minister and the Presbytery to ensure that appropriate pastoral support and advice are in place and to advise regarding the use and terms of this Act.”⁴*

Appendix 3

[] ACT AMENDING THE SELECTION AND TRAINING FOR FULL-TIME MINISTRY ACT (ACT X 2004)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Selection and Training for Full-time Ministry Act (Act X 2004), as amended, shall be further amended as follows:

1. *In section 2 change the heading to “**Vocation Information Day and Initial Screening Interview**” and after the words “shall attend” add the words “Vocation Information Day followed by”.*
2. *In section 4(1), delete the words “sent to the Committee” and substitute the words “completed by the applicant and sent to the Committee by the date determined and supplied by the Council.”*
3. *Change the heading of section 5 to “**Period of discernment and Local Review**”.*
4. *In section 5(1) delete the word “at least three months but not longer than twelve months” and substitute the words “six months”.*

5. *Add a new section 5(3) as follows and renumber subsequent sections accordingly:*

“In addition, before the end of a period of discernment, the Presbytery or the Council may require that an early Local Review takes place. Such a Review shall be undertaken by the same group as specified in section 5(2) but may only reach a decision in terms of section 5(3) (ii), (iii) or (iv) [to be renumbered 5(4) (ii), (iii) and (iv)]. Sections 5(4) and 5(5) shall still apply [to be renumbered 5(5) and 5(6)].”

6. *At the beginning of the section currently numbered as section 5(3), add “Subject to the provisions of section 5(3)”.*
7. *In the section currently numbered 5(3)(ii), after the words “a further period of discernment” add “of such length as may be determined by the Local Review.”*
8. *In the section currently numbered 5(4), after the words “may apply” add “, in each case from one year after the decision of the previous Local Review”.*
9. *Add a new section 6(7) as follows:*

“If the decision at a Committee Review in terms of section 6(4) or at a Ministries Appeal Panel following on from such a Review is to annul the applicant’s attendance at a National Assessment Conference (“Conference A”) and enable the applicant to attend a further National Assessment Conference as if the applicant had not attended Conference A, then additionally and at its sole discretion, the Committee or the Panel shall have the power to direct that for the purposes of section 3(3) of this Act, the applicant shall be treated as having one additional year to complete the prescribed course. Such a direction may be made once only in respect of any particular applicant.”

Appendix 4

[] ACT AMENDING THE ORDAINED LOCAL MINISTRY ACT (ACT IX 2011)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Ordained Local Ministry Act (Act IX 2011), as amended, shall be further amended as follows:

1. *In section 4 change the heading to “**Vocation Information Day and Initial Screening Interview**” and after the words “shall attend” add the words “Vocation Information Day followed by”*
2. *Add a new section 6 as follows and renumber accordingly:*

“Submission of Application Form

- (1) The Council will, on request, issue to each applicant who has fulfilled the requirements as set out in sub-section 4(2) the relevant application form, which shall be completed by the applicant and sent to the Committee by the date determined and supplied by the Council.
 - (2) The Council will inform Presbyteries of applicants within their bounds, the appropriate Presbytery being determined according to section 8(2) of this Act.”
3. *Change the heading of section 6 to “**Period of discernment and Local Review**”.*
 4. *In section 6(1) delete the word “at least three months but not longer than twelve months” and substitute the words “six months”.*
 5. *Add a new section 6(3) as follows and renumber subsequent sections accordingly:*

“In addition, before the end of a period of discernment, the Presbytery or the Council may require that an early Local Review takes place. Such a Review shall be undertaken by the same group as specified in section 6(2) but may only reach a decision in terms of section 6(3) (ii), (iii) or (iv) [to be renumbered 6(4) (ii), (iii) and (iv)]. Sections 6(4) and 6(5) shall still apply [to be renumbered 6(5) and 6(6)].”

6. *At the beginning of the section currently numbered as section 6(3), add “Subject to the provisions of section 6(3)”.*

7. *In the section currently numbered 6(3)(ii), after the words "a further period of discernment" add "of such length as may be determined by the Local Review."*
 8. *In the section currently numbered 6(4), after the words "may apply" add ", in each case from one year after the decision of the previous Local Review".*
 9. *In section 28(1) add the following sentence at the end: "The term "Reader" in this section 28(1) shall be construed to include a Reader in service, a Reader in training and a retired Reader."*
 10. *Delete section 28(2).*
3. *Delete the existing section 7(c) and substitute the following:*

"No Reader who has been not accepted as a candidate in training for either the Ordained Local Ministry or full-time Ministry of Word and Sacrament on three or more occasions may apply for transfer to the full-time Ministry of Word and Sacrament or the Ordained Local Ministry."

Appendix 5

[] ACT AMENDING THE READERSHIP ACT (ACT XVII 1992)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Readership Act (Act XVII 1992), as amended, shall be further amended as follows:

1. *Delete the existing section 7(a) and substitute the following:*

"The provisions of the Selection and Training for Full-time Ministry Act (Act X 2004) shall apply to any Reader wishing to transfer to the full-time Ministry of Word and Sacrament and the provisions of the Ordained Local Ministry Act (Act IX 2011) shall apply to any Reader wishing to transfer to the Ordained Local Ministry; in all cases the Ministries Council shall determine the nature, content and duration of the academic course and practical training to be followed by a Candidate. The term "Reader" in this section 7(a) shall be construed to include a Reader in service, a Reader in training and a retired Reader."
2. *Delete the existing section 7(b).*

Appendix 6

[] ACT AMENDING THE ADMISSION AND RE-ADMISSION OF MINISTERS ACT (ACT IX 2002)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Admission and Re-admission of Ministers Act (Act IX 2002), as amended, shall be further amended as follows:

1. *Add the following definitions in section 1:*

"(x) a "Certificate of Eligibility" has the meaning given in section 6(b)(i)
(x) a "Temporary Certificate of Eligibility" has the meaning given in section 6(b)(ii)
(x) an "OLM Certificate of Eligibility" has the meaning given in section 6(b)(iii)"
2. *Amend section 6(a) by adding the words "or a Temporary Certificate of Eligibility" at the end of the first sentence:*
3. *Delete the existing section 6(b) and substitute the following:*

"Subject to the provisions of the Vacancy Procedure Act (Act VIII 2003) section 27, the various Certificates which may be granted by the Committee shall be as follows:
(i) a "Certificate of Eligibility" entitles the holder to apply for charges and appointments open to ministers of the Church of Scotland, including team ministry posts as defined in section 16(2)(a) of Act VII 2003. Admission to the status of minister of the Church of Scotland shall take effect at the point of admission to membership of Presbytery, which, in the case of a Licentiate, shall

involve ordination. Certificates of Eligibility shall be valid for three years from the date of issue.

- (ii) a “Temporary Certificate of Eligibility” entitles the holder to apply for charges and appointments open to ministers of the Church of Scotland, including team ministry posts as defined in section 16(2)(a) of Act VII 2003, but to hold any such post for an initial period of three years only. The following shall also apply to the holder:
 - (a) The Certificate shall entitle the holder to hold a post for period of three years provided that post commences within thirty six months of the date on which the Temporary Certificate of Eligibility is granted.
 - (b) At the request of the congregation where the holder is called or appointed and with the concurrence of the Presbytery and the Council, the initial period of three years may be extended for one further period of not more than three years.
 - (c) The holder, if inducted to a charge, shall be granted a seat in Presbytery.
 - (d) The holder shall retain status as a minister in their denomination of origin. Admission to the status of minister of the Church of Scotland shall only take effect if the holder makes application to the Council for such status. Such an application shall be considered at a one day Admissions Panel and the paperwork considered shall be as specified by the Council, to include an application form and references. At least one reference shall be provided from a person with knowledge of the holder’s current post.
 - (e) Any employment contract which the holder enters into shall have a condition that it is an essential requirement for the person to hold a Temporary Certificate of Eligibility.

- (f) The holder of a Temporary Certificate of Eligibility whose Certificate expires without him or her having successfully applied to be admitted to the status of minister of the Church of Scotland shall have no further right to apply for or hold charges or appointments open to ministers of the Church of Scotland, including team ministry posts as defined in section 16(2)(a) of Act VII 2003.

- (iii) An “OLM Certificate of Eligibility” entitles the holder to serve in the Church of Scotland in accordance with the provisions of the Ordained Local Ministry Act (Act IX 2011).”

4. *Delete the existing section 6(c).*

Consequential amendments - Vacancy Procedure Act (Act VIII 2003) (as amended)

- 5. *Amend section 18(4) by deleting the first sentence and substituting “The holder of a Certificate of Eligibility or of a Temporary Certificate of Eligibility, in either case in terms of Act IX 2002.”*

- 6. *Delete the existing section 20 and substitute the following:*

“Temporary Certificates of Eligibility

A minister who holds a Temporary Certificate of Eligibility shall, if inducted to a charge, be inducted for a period of three years only, extendable on one occasion only in accordance with the provisions of section 6(b)(ii) of Act IX 2002.”

Consequential amendments - Registration of Ministries Act (Act II 2017)

- 7. *Delete the existing section 34 and substitute the following:*

“The Ministries Council shall compile and maintain three supplementary lists, **G**, **D** and **T**, as specified below, which shall be considered to stand apart from the Register of Ministry.

- (1) List **G** shall contain the names of individuals who were previously Ministers of Word and Sacrament or Deacons of the Church of Scotland but who voluntarily demitted their status.
 - (2) List **D** shall contain the names of individuals who were previously Ministers of Word and Sacrament or Deacons of the Church of Scotland but who were judicially deprived of status.
 - (3) List **T** shall contain the names of individuals who currently hold Temporary Certificates of Eligibility issued under the Admission and Re-admission of Ministers Act (Act IX 2002)."
8. *Add a sentence at the end of the existing section 35 as follows:*
"Any individual recorded on list **T** who wishes become a Minister of Word and Sacrament of the Church of Scotland, must make application in accordance with the Admission and Re-admission of Ministers Act (Act IX 2002)."

Appendix 7

Table of projected advisory numbers of full-time EVUIVALENT ministers in 2023

Data as at 2 January 2018. The figures for each presbytery in columns j, k and m are estimates, with significant variations likely in practice, especially in smaller and medium sized presbyteries. Figures in columns c to m are full-time equivalent. Interim and Transition Ministers in post are included with Parish Ministers. Pioneer Ministers are included within MDS Ministers. The 2 congregations, 2 mission initiative and 2.0 FTE Ministers for the deaf are excluded, being outwith presbytery plans.

a	b	c	d	e	f	g	h	i	j	k	l	m
Pres	Congregations	Charges now	Charges in latest plan	Parish Mins. now	Mins. in MDS & PM posts	Mins. in locally funded posts	Total e,f,g	Under 65 yrs attend 2023	Pro rata adj.	Est. Mins. end 2023	Pro-rata 70 vacancies	Short-fall excluding 70 vacancies
1	70	67	65.5	59	2	3	64	46.5	11.8	58.3	2.4	4.8
2	26	22	22	17	1	0	18	8	3.3	11.3	1.5	9.2
3	46	34	30	27	1	0	28	19	5.2	24.2	0.9	4.9
4	26	13.7	13.7	11.7	0	0	11.7	6.7	2.2	8.9	0.6	4.2
5	14	8	7	6	0	0	6	2	1.1	3.1	0.3	3.6
6	16	10.5	10.5	7.8	0	0	7.8	4.8	1.4	6.2	1.0	3.2
7	19	12	11	8	0	0	8	6	1.5	7.5	0.9	2.6
8	33	20	19.9	15.5	0	0	15.5	6	2.9	8.9	1.3	9.7
9	19	10	10	8	0.2	0	8	7	1.5	8.5	0.6	0.9
10	48	32	32	22	0	0	22	13	4.1	17.1	2.7	12.3
11	25	23	17	13	0	0	13	7	2.4	9.4	2.7	4.9
12	27	20	17	15	0	0	15	12	2.8	14.8	1.5	0.7
13	21	16	15	12	0	0	12	6	2.2	8.2	1.2	5.6
14	48	44	38	30	1	0	31	20	5.7	25.7	3.6	8.7
16	125	121	98	97	2.4	1.5	101	66.5	18.6	85.1	5.3	7.5
17	76	59	53.5	45.5	0	1	46.5	28	8.6	36.6	3.7	13.2
18	32	21.5	17.5	16.7	0	0	16.7	11.7	3.1	14.8	1.1	1.6
19	56	30	28	18	0.6	0.4	19	10	3.5	13.5	3.3	11.2
22	35	31.5	26	19.5	1	0	20.5	11	3.8	14.8	3.3	8.0
23	46	33	31	24	2.2	0	26.2	19.2	4.8	24.0	3.0	4.0
24	24	20	19.5	14.5	0	0	5	6	2.7	8.7	1.5	9.3
25	23	22	21	17	0	0	17	11	3.1	14.1	1.2	5.7
26	33	21	15	11	0	0	11	6	2.0	8.0	1.9	5.0
27	20	12	11	9	0	0	9	4	1.7	5.7	0.9	4.4
28	36	23.8	22.5	19.1	0.4	1	20.5	11	3.8	14.8	1.4	6.3

29	35	28	23	17	0	0	17	7	3.1	10.1	2.4	10.5
30	33	23.5	20.5	19.5	1	0	20.5	14	3.8	17.8	1.2	1.5
31	33	32.5	29.5	27.5	0	0	27.5	16	5.1	21.1	1.5	6.9
32	20	17	15.5	13	0	1	14	8	2.6	10.6	1.2	3.7
33	28	25	25	21	0	0	21	11	3.9	14.9	0.9	9.2
34	34	23	21	11	0	0	11	2	2.0	4.0	2.7	14.3
35	28	19	19	12	0	0	12	5	2.2	7.2	2.1	9.7
36	11	6	6	4	0	0	4	3	0.7	3.7	0.6	1.7
37	25	20	19.5	16	0	2	18	13	3.3	16.3	0.9	2.3
38	15	8	8	6	0	0	6	4	1.1	5.1	0.3	2.6
39	21	16	15.9	10	0	0	10	5	1.8	6.8	1.8	7.3
40	14	10	7	7	0	0	7	2	1.3	3.3	0.9	2.8
41	10	8	8	5	0	0	5	5	0.9	5.9	1.2	0.9
42	8	8	7	6	0	0	6	4	1.1	5.1	0.6	1.3
43	6	3.7	3.7	3.7	0	0	3.7	3	0.7	3.7	0.3	-0.3
44	11	9.5	7.5	5	0	0	5	4	0.9	4.9	0.7	1.8
45	20	11.7	10.7	7	0	0	7	5	1.3	6.3	1.1	3.3
46	13	7	7	3	0	0	3	1	0.6	1.6	0.9	4.6
47	7	6	6	5	1	0	6	4	1.1	5.1	0.3	0.6
48	16	14.8	12.5	0	0	9.8	9.8	3.8	1.8	5.6	0.9	6.0
	1332	1023.7	923.9	742.0	13.8	19.7	775.5	468.2	143.0	611.2	70.0	242.7

Appendix 8

[] ACT AMENDING THE VACANCY PROCEDURE ACT (ACT VIII 2003)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the Vacancy Procedure Act (Act VIII 2003), as amended, shall be further amended as follows:

1. Amend section 6(2) by adding the following words at the start: "Subject always to section 6(3),".
2. Add a new section 6(3) as follows:

"A ministerial member of Presbytery who has in the past served as an Interim Moderator in the charge is not subject to the disqualification set out in section 6(2) if one of the following conditions applies:

- (i) The person was discharged as Interim Moderator at least two years prior to time of applying for the vacancy, or
 - (ii) Intimation of the request to be discharged as Interim Moderator was given to the Presbytery Clerk prior to permission to call being given."
3. *Amend 18 (5) to read:*

"For the avoidance of doubt anyone who has served as an Interim Moderator in the current vacancy may not be eligible to apply or to be considered as an applicant in terms of section 6(2) of this Act unless the conditions set out in section 6(3) apply."

Appendix 9

I REGULATIONS AMENDING THE 'GO FOR IT' FUND REGULATIONS (REGULATIONS IV 2012) (AS AMENDED)

Edinburgh, [] May 2018, Session []

The General Assembly hereby enact and ordain that the "Go For It" Fund Regulations (Regulations IV 2012) (as amended), shall be further amended as follows:

1. *In the existing section 6 delete "2017" and substitute "2019".*
2. *Delete the existing section 9 and substitute:*

"9. The Ministries Council will report annually on the Fund to the General Assembly and will be responsible for monitoring the ongoing effectiveness of the Fund."

References

- [1] The remit of Ministries Council is "the enabling of ministries in every part of Scotland, giving special priority to the poorest and most marginalised, through the recruitment, training and support of recognised ministries of the Church and the assessment and monitoring of patterns of deployment of those ministries."