

## NOMINATION COMMITTEE MAY 2018

### Proposed Deliverance

#### The General Assembly:

1. Receive the Report.
2. Encourage the Council of Assembly to develop an Information Technology and Communication strategy, in connection with its work on the National Offices, which will enable wider use of technological options to overcome barriers for participation of Council and Committee members in the work of the Church. *(Section 3.3)*
3. Appoint the Very Rev Dr John Chalmers as Convener of the World Mission Council. *(Section 4.2)*
4. Appoint the Rev Jennifer Adams as Convener of the Panel on Review and Reform. *(Section 4.2)*
5. Make alterations to Standing Committees and Councils as set forth in the Report. *(Section 6)*

### Report

#### 1. BACKGROUND

**1.1** The Nomination Committee identifies ministers, deacons, elders and members to serve on the Church's national Councils and Committees. Each autumn, the Committee invites the submission of names from Kirk Sessions, Presbyteries, Ministers, The Guild, Councils, Committees and individuals with a view to bringing forward nominations to the General Assembly for approval. On behalf of the Church, the Committee would like to thank all of those who serve in this way, bringing their gifts, experience and vision to the various strands of work as illustrated within this Volume of Reports.

**1.2** Whilst the Committee is able to bring forward names to fill all of the vacancies for the 2018-2019 session, Commissioners are invited to promote this avenue of service to a wider audience to ensure that these bodies are continually renewed with fresh thinking and energy. In section 3.2 of this Report, the Committee highlights that there may be around half of our Church members who do not know they are eligible to serve in this way, and a good number who may just be lacking the confidence to apply. A word of encouragement might be all that is needed to prompt someone to get involved in this area of the Church's life. In particular, we are always keen to receive nominations for younger people and under-represented groups. Commissioners will find a Nomination Committee pro-forma in their pigeon-holes during the General Assembly, and we would like to invite you to approach someone new to nominate by the closing date of 30 November.

#### 2. NOMINATION PROCESS TO LEGAL BODIES

Last year's General Assembly instructed the Council of Assembly to facilitate conversations among the Nomination Committee, the Legal Questions Committee and senior officers of the Church to recommend whether a better alternative method may be put in place for the nomination of persons to serve on Church bodies dealing with specific legal matters. A report on this work is contained within the Report of the Council of Assembly (Section 11.2). The Nomination Committee is content with the proposed way of working,

given the particular challenge of attracting nominations from the wider church to these bodies.

### 3. BARRIERS TO INVOLVEMENT

**3.1** The General Assembly of 2015 instructed the Committee, in partnership with the Council of Assembly and other relevant Councils or Committees, to explore the barriers involved for people in employment and students in becoming members of a Council or Committee and how these can be minimised to allow greater participation and diversity and report back to a future General Assembly. The Committee brought interim reports to the General Assembly in 2016 and 2017 and has continued to consider the matter in the course of this session. The following two pieces of work have been progressed in this regard.

#### 3.2 Survey

**3.2.1** A short questionnaire was carried out in a sample group of congregations, asking people to indicate (1) whether they were aware of the national Councils and Committees of the Church and of the opportunities for service in these areas; (2) what would encourage them to serve on these bodies; and (3) what would discourage them from serving. From the 386 submissions received, it was noted that 52% of the contributors did not know they were eligible to serve on the national bodies of the Church. This point could quite easily be addressed through greater efforts at a local, regional and national level to promote this avenue of service, to seek out people with particular gifts and experience and to encourage their involvement.

**3.2.2** As for the factors which encourage and discourage involvement, the responses were as follows:

<b>This would encourage me to serve</b>	<b>%</b>
More information	37%
Local meetings	24%
Confidence I can make a contribution	37%
Video conferencing	17%
<b>This would discourage me from serving</b>	
Getting to Edinburgh for meetings	41%
Timing of midweek meetings	24%
Lack of time	48%
Expense	22%

#### 3.3 Use of Technology

**3.3.1** Particular attention has been given to the question of whether the use of video and audio conferencing technology would help remove some of the barriers to participation. Such methods of communication are now familiar and accessible to most of us. A number of the national Councils and Committees already make use of video-conferencing for smaller meetings, thereby increasing access for members and reducing travel time and costs. At present, there are two rooms within the National Offices equipped for such meetings, but there is clearly scope for expanding this provision.

**3.3.2** The Committee is mindful of the continuing work by the Council of Assembly to bring forward proposals for the future development and use of the Offices in Edinburgh. The provision of meeting spaces which are fit for purpose in the 21<sup>st</sup> Century will, we anticipate, be a key part of that work. In this regard, the Committee asks the General Assembly to encourage the Council of Assembly to develop an Information Technology and Communication strategy which will enable wider use of technological options to overcome barriers for participation of Council and Committee members in the work of the Church.

**3.3.3** Notwithstanding these longer term plans, the Committee would wish to encourage all of the national

bodies to make greater use of the technological solutions which are currently available.

**3.4** The Committee continues to hold the view that barriers to participation will only be fully addressed when the Church examines its meeting culture.

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#### **4. CHARITY GOVERNANCE**

**4.1** The Nomination Committee is charged by the Assembly with implementing an open recruitment process for new Trustees of the Unincorporated Councils and Committees, in line with the General Assembly's determination in 2010.

**4.2** The Committee noted that the Convener of the World Mission Council is due to retire this year and that the Convener of the Panel on Review and Reform will be standing down at the General Assembly. In light of the fact that the incumbents will become members of the Council of Assembly and charity trustees for the Unincorporated Councils and Committees, the Nomination Committee engaged with the World Mission Council and the Panel on Review and Reform to ensure that their processes for identifying nominations for Convener were robust and transparent and that due account was taken of the skills and qualities needed for charity trusteeship as well as for convening these bodies. The Committee wishes to draw the Assembly's attention to the nomination of the Very Rev Dr John Chalmers as Convener of the World Mission Council and the Rev Jennifer Adams as Convener of the Panel on Review and Reform.

**4.3** With regard to the process for filling the other trustee vacancies, the Nomination Committee arranged for an advertisement to be placed in *Life and Work* and on the Church's website, seeking applications on two occasions in the year. Interviews for shortlisted candidates were held, with the Nomination Committee providing the chair and members of the interview panel and the Convener and Secretary of the Council of Assembly attending as observers. The nominations are contained within Section 6 along with a proposed reappointment. The Nomination Committee wishes to thank the applicants who so willingly submitted themselves to a rigorous recruitment exercise.

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#### **5. STATISTICAL INFORMATION**

**5.1** The Committee provides some statistical details to the Assembly as a means of highlighting and encouraging the engagement of the Church as a whole with the Nomination Committee process.

**5.2** Approximately 3,000 e-mails inviting nominations were sent out to Ministers, Session Clerks, Presbytery Clerks, the National Office of the Guild, members of the Nomination Committee and Secretaries of Assembly Councils and Committees.

**5.3** These letters produced a total of 177 proposed nominations, broken down as follows (with some individuals proposed for more than one committee, and some forms supported by more than one category eg Minister and Kirk Session):

- 62 nominations from Ministers (compared with 45 last year and 52 in 2016), with 37 being approached;
- 13 nominations from Kirk Sessions (compared with 32 last year and 9 in 2016), with 6 being approached;
- 16 nominations from Presbyteries (compared with 38 last year and 17 in 2016), with 12 being approached;
- 2 nominations from the Guild (compared with 4 last year and none in 2016), with 1 being approached;
- 9 nominations from Nomination Committee members (compared with 6 last year and 7 in 2016), with 6 being approached;
- 86 nominations from Councils and Committees (compared with 82 last year and 102 in 2016), with 79 being approached.

**5.4** A total of 130 vacancies required to be filled this year.

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#### **6. NOMINATIONS FOR APPOINTMENT TO COUNCILS AND COMMITTEES**

**6.1** The following two reappointments can only be made if the General Assembly agree to suspend Standing Order 122. It is anticipated that the Business Convener will arrange for that question to be put to the Assembly at an appropriate point in the proceedings.

**6.1.1** The Committee wishes to nominate Morag Ross QC for a second term, for four years, as one of the Conveners of the Judicial Commission.

**6.1.2** The Committee wishes to nominate the Rev Helen Jamieson for a second term, for two years, as one of the Vice-Conveners of the Appeals Committee of the Commission of Assembly.

**6.2** The Committee recommends the following appointments:

\* denotes second term

### Appeals Committee of the Commission of Assembly

*Vice-Convenor Appointed* Helen Jamieson\* (Carlisle: St Andrew's) (2 yrs) *subject to the General Assembly suspending Standing Order 122*

Philip Brodie\*, Alan Hamilton, *Conveners*  
Helen Jamieson\*, Grahame Lees, *Vice-Conveners*

### Assembly Arrangements Committee

*Convenor Retiring* Judith Pearson (Aberdeen: Queen's Cross)  
*Convenor Appointed* Fiona Smith (Inverness: Ness Bank)  
*Vice Convenor Appointed* Donald McCorkindale (Ardgour and Kingairloch l/w Morvern l/w Strontian)  
*Death of Minister* Jennifer Macrae  
*Ministers Retiring* Kristina Herbold Ross, James Stewart  
*Minister Resigning* Alexander Horsburgh  
*Ministers Appointed* Sheila Kirk (Deer) (3 yrs), Alison Mehigan (Nairn: Old), James Stewart\* (Perth: Letham St Mark's)  
*Member Appointed* J Graeme Roberts (Aberdeen: Ferryhill)

Fiona Smith, *Convenor*  
Donald McCorkindale, *Vice-Convenor*

### Audit Committee

*Convenor Retiring* Grant Macrae  
*Convenor Appointed* Andrew Croxford (Carnock and Oakley)

Andrew Croxford, *Convenor*

### Chaplains to HM Forces Committee

*Convenor Retiring* Gordon Craig  
*Convenor Appointed* Marjory Maclean (Abernyte l/w Inchtute and Kinnaird l/w Longforgan)

*Ministers Retiring* Colin Brockie, Donald Prentice, Graham Smith, Steven Thomson

*Minister Resigned* Louis Kinsey

*Ministers Appointed* James Aitchison (Aberdalgie and Forteviot l/w Aberuthven and Dunning), Daniel Connolly (Locum, Largoward), Shuna Dicks (Cults), William McLaren (Dundee: Stobswell)

*Members Retiring* Stuart Bridges, Richard Campbell-Doughty  
*Members Appointed* Morag Crawford DCS (Rosyth), Eric Fraser (St Andrews: St Leonard's)

Marjory Maclean, *Convenor*  
Carolyn Macleod, *Vice-Convenor*

### Church Art and Architecture Committee

*Ministers Retiring* Alison Mehigan  
*Ministers Appointed* Gordon Armstrong (Paisley: Oakshaw Trinity) (3 yrs), Susan Cord (Killearnan l/w Knockbain) (2 yrs)  
*Member Retiring* Andrew McCreath  
*Members Resigning* Paul Goode, Wayne Pearce  
*Members Appointed* Nicola Donaldson (Cupar: Old and St Michael of Tarvit), Andrew McCreath\* (Aberdeen: Midstocket)

William Hogg, *Convenor*  
James Alexander, *Vice-Convenor*

### Church and Society Council

*Ministers Retiring* Muriel Pearson, Bruce Sinclair  
*Ministers Appointed* Karen Hendry (Yoker), Peter Johnston (Aberdeen: Ferryhill), Muriel Pearson\* (Glasgow: Cranhill)  
*Members Retiring* Allan Gordon, Dan Gunn, David Johnson, Marjorie Paton, Charles Smith  
*Members Resigned* Jean Forrester, Gordon Mackay, Hazel Watson, Rhoda Wright  
*Members Appointed* David Blackwood (Edinburgh: Mayfield Salisbury), William Doak (Bishopton), Rebecca Gebauer (Glasgow: Wellington), David Johnson\* (Dumfries: Maxwelltown West), Duncan Logie (Glasgow: Wellington), Gary Noonan (Troon: Portland), Marjorie Paton\* (Auchterarder) (2 yrs), Charles Smith\* (Banff) (3 yrs)

Richard Frazer, *Convenor*  
Pauline Edmiston, Wendy Young, *Vice-Conveners*

## Council of Assembly

*Vice-Convener Retiring* Catherine Coull  
*Vice-Convener Appointed* David Watt  
*Minister Resigned* John Ferguson  
*Member Retiring* John Corrigan  
*Members Appointed* John Corrigan\* (Stewarton: John Knox),  
Alison Fenton (Giffnock: South), Norma Rolls (Edinburgh:  
Palmerston Place)

Sally Bonnar, *Convener*  
David Watt, *Vice-Convener*

## Ecumenical Relations Committee

*Convener Retiring* Alison McDonald  
*Convener Appointed* Alexander Horsburgh (Dalkeith: St  
Nicholas' Buccleuch)  
*Vice-Convener Resigned* Calum MacLeod  
*Vice-Convener Appointed* Kevin Mackenzie (East Kilbride:  
Westwood)  
*Minister Retiring* Stephen Fulcher  
*Minister Appointed* John McMahon (West London Mental  
Health Trust)  
*Member Retiring* Marjorie Paton  
*Member Appointed* Pauline Weibye (Edinburgh: Craigmillar  
Park)

Alexander Horsburgh, *Convener*  
Kevin Mackenzie, *Vice-Convener*

## Iona Community Board

*Minister Retiring* David McLachlan  
*Ministers Appointed* David McLachlan\* (Glasgow: Langside),  
Alan Miller (Stirling: Church of the Holy Rude l/w Stirling:  
Viewfield Erskine)  
*Member Retiring* Fiona Cunningham

Alan Kimmitt, *Convener*

## Judicial Commission

*Conveners Retiring* Robert Brodie, Morag Ross  
*Conveners Appointed* Richard McFarlane (St Andrews: Holy  
Trinity), Morag Ross\* (Edinburgh: Portobello and Joppa) (4yrs)  
*subject to the General Assembly suspending Standing Order 122*  
*Vice-Convener Retiring* David Lunan  
*Vice-Convener Appointed* William Hewitt (Kilmarnock: St  
Andrew's and St Marnock's)  
*Ministers Retiring* Richard Baxter, Alan Dunnett, Kenneth

Elliott, Neil Gardner, Alan Greig, Alexander Horsburgh,  
Douglas Irving, Victoria Linford, Ian McLean  
*Minister Appointed* Catherine Beattie  
*Elders Retiring* Catherine Coull, Helen MacKenzie, Hugh  
Mackintosh, Susan Pym, James White  
*Elder Appointed* Alan Cox

Richard McFarlane, Morag Ross\*, *Convener*  
William Hewitt, Colin Renwick, *Vice-Conveners*

## Judicial Proceedings Panel

*Ministers Retiring* Dorothy Anderson, David Arnott, David  
Clark, George Cowie, Thomas Riddell  
*Ministers Appointed* Dorothy Anderson\* (Alloa: Ludgate), Gary  
Peacock (Irongray, Lochrutton and Terregles), Thomas  
Riddell\* (Linlithgow: St Michael's)  
*Elders Retiring* John Anderson, Morag Crawford DCS, Alan  
Dewar, Richard Henderson, Nigel Lawrie, Richard McFarlane,  
Catherine Mappin, Anne Mulligan DCS  
*Elders Appointed* John Anderson\* (Edinburgh: Duddingston),  
Morag Crawford DCS\* (Rosyth), Alan Dewar\* (Edinburgh:  
High (St Giles')), Richard Henderson\* (Edinburgh: Balerno),  
Nigel Lawrie\* (Largs: Clark Memorial), Richard McFarlane\* (St  
Andrews: Holy Trinity), Anne Mulligan DCS\* (Edinburgh:  
Mayfield Salisbury)

## Legal Questions Committee

*Vice-Convener Retiring* Alistair May  
*Vice-Convener Appointed* Barbara Finlayson (Edinburgh: St  
Andrew's and St George's West)  
*Member Retiring* Robert Hynd  
*Member Appointed* Richard Henderson (Edinburgh: Balerno)

George Cowie, *Convener*  
Barbara Finlayson, *Vice-Convener*

## Life and Work Advisory Group

*Member Retiring* Stuart Wilson  
*Member Appointed* Stuart Wilson\* (Kilmacolm: Old)

John Ferguson, *Convener*

## Ministries Council

*Vice-Convener Re-appointed* John Dent\* (Dundee: Logie St  
John's (Cross)) (1 yr)  
*Ministers Retiring* Sarah Brown, Jonathan Fleming, Alison  
Meikle, Andrew Morrice, Andrea Price

*Ministers Resigned* Rolf Billes, Dorothy Granger  
*Ministers Appointed* John Butterfield (Stromness), Stella Campbell (Skene), Aftab Gohar (Grangemouth: Abbotsgrange), Ruth Halley (Logie), Alan Hamilton (Bearsden Killermont), Ute Jaeger-Fleming (Edinburgh: Leith Wardie) (2 yrs), Nathan McConnell (Dundee: Downfield Mains) (2 yrs), Andrew Morrice\* (Dunfermline: East) (2 yrs), Fraser Penny (Dunkeld), Donald Scott (Chaplain, HMYOI Polmont)  
*Members Retiring* David Alexander, Allan Sim, James White  
*Members Appointed* David Alexander\* (Uddingston: Viewpark) (2 yrs), Barbara Finlayson (Edinburgh: St Andrew's and St George's West) (3 yrs), Catriona Munro (Stirling: St Columba's), Elspeth Smith (Cupar: Old and St Michael of Tarvit) (2 yrs), Dot Weaks (Perth: North)

Neil Glover, *Convener*  
John Dent\*, David McLachlan, Eleanor McMahon,  
Sarah Ross, *Vice-Conveners*

### **Mission and Discipleship Council**

*Vice-Conveners Retiring* Daniel Carmichael, Jamie Milliken  
*Vice-Conveners Appointed* Peter Gardner (Presbytery of Glasgow), Lynne McEwen (Strathbrock)  
*Ministers Retiring* Elizabeth Fisk, John Orr  
*Ministers Appointed* Stephen Ogston (Luce Valley)  
*Members Retiring* Joanna Love DCS, Andrew Morrison, Mary Ritchie  
*Member Resigning* Moira Land  
*Members Appointed* John Cunningham (Stornoway: High), Paul Goode (Earlston) (2 yrs), James Houston (Lochmaben) (1 yr), Richard Lloyd (Dalgety), Joanna Love DCS\* (Glasgow: Colston Milton), David McFie (The United Church of Bute) (1 yr), David Nicolson (Glasgow: St George's Tron)

Norman Smith, *Convener*  
Martin Fair, Peter Gardner, Lynne McEwen, *Vice-Conveners*

### **Nomination Committee**

*Ministers Retiring* Robert Craig, Charles Finnie, Stephen MacDonald, George Shand  
*Ministers Appointed* Robert Calvert (Dundee: The Steeple), Mark Foster (Edinburgh: Pilrig), Andrew Gardner (Brussels), Alan Greig (Insch-Leslie-Premnay-Oyne *member*), Malcolm Kinnear (Kinlochleven l/w Nether Lochaber), William Wishart (Edinburgh: St Martin's)  
*Members Retiring* Ann Bowie, John Cunningham, David Lloyd  
*Members Appointed* Mary Gargrave DCS (Glasgow:

Carnwadric), Isabella McDerment (Glasgow: Scoutstoun), Ian Russell (London: St Columba's)

Lynsey Kimmitt, *Convener*  
John Collard, *Vice-Convener*

### **Panel on Review and Reform**

*Convener Resigning* Graham Duffin  
*Convener Appointed* Jennifer Adams  
*Vice-Convener Appointed* Christine Cavanagh (Bearsden: Killermont)  
*Minister Retiring* Keith Mack  
*Minister Resigned* Joanne Hood  
*Ministers Appointed* Andre Groenewald (Edinburgh: Balerno) (1 yr), Keith Mack\* (Dalkeith: St John's and King's Park)  
*Member Retiring* Joanne Kennedy  
*Member Resigned* Merlyn Ball  
*Member Appointed* Joanne Kennedy\* (Hamilton: South)

Jennifer Adams, *Convener*  
Christine Cavanagh, *Vice-Convener*

### **Presbyterial Commission**

*Convener Appointed* Roddy John Macleod (Edinburgh: Greyfriars Kirk)  
*Vice-Conveners Appointed* Jonathan Brodie (Edinburgh: Canongate), Andrew Stevenson (Glasgow: Newlands South), Keith Stewart (Dirleton)

David Burns, Roddy John Macleod, Ian Miller, *Conveners*  
Jonathan Brodie, Graeme Dalgleish, Shona Haldane, Andrew Stevenson, Keith Stewart, *Vice-Conveners*

### **Registration of Ministries Committee**

*Minister Resigning* Marjory Maclean  
*Minister Appointed* William McLaren (Dundee: Stobswell)

Neil Dougall, *Convener*  
Hazel Hastie, *Vice-Convener*

### **Safeguarding Committee**

*Convener Re-appointed* Karen Campbell\* (Edinburgh: Marchmont St Giles') (1yr)  
*Ministers Retiring* Douglas Irving, David Logan  
*Ministers Appointed* Arthur Christie (Presbytery of Dunfermline) (3 yrs), Fiona Reynolds (Monifieth)  
*Members Retiring* Elizabeth Garrity, John Pears

*Members Appointed* Alison MacVie (Benbecula), John Pears\* (Kirkintilloch: St Mary's)

Karen Campbell\*, *Convener*  
Caroline Deerin, *Vice-Convener*

### **Social Care Council**

*Vice-Convener Retiring* Hugh Stewart

*Vice-Convener Appointed* Thomas Riddell (Linlithgow: St Michael's)

*Death of Minister* Arrick Wilkinson

*Minister Retiring* Sheila Moir

*Ministers Resigned* David Sutherland, Erica Wishart

*Minister Appointed* Sheila Moir\* (Maxton and Mertoun l/w Newtown l/w St Boswells)

*Members Retiring* Jo Elliot, David Matheson, Grant Petrie, Susan Pym, William Wallace

*Members Resigned* Heather Dickson, Alasdair MacRae

*Members Appointed* Jo Elliot\* (Edinburgh: Greyfriars Kirk), Christine Johnson (Edinburgh: Liberton), Shona MacKay (Lenzie: Union), David Matheson\* (Dumfries: St Mary's-Greyfriars') (1 yr), David Nicholson DCS (Cumbernauld: Kildrum) (2 yrs), Paula Roots (Edinburgh: Kirkliston)

Bill Steele, *Convener*  
Irene McGugan, Thomas Riddell, *Vice-Conveners*

### **Theological Forum**

*Minister Retiring* Kenneth Jeffrey

*Minister Appointed* Hector Morrison (Highland Theological College)

*Member Appointed* Andrew Torrance (St Andrew's: Holy Trinity)

Donald MacEwan, *Convener*  
Sarah Lane Ritchie, *Vice-Convener*

### **World Mission Council**

*Convener Retiring* Iain Cunningham

*Convener Appointed* John Chalmers (Dunfermline: Abbey)

*Vice-Convener Retiring* Susan Brown

*Vice-Convener Appointed* Alan Miller (Stirling: Church of the Holy Rude l/w Stirling: Viewfield Erskine)

*Ministers Retiring* Edmund Gatima, Kleber Machado, Miller Milloy, Barbara Ann Sweetin

*Minister Resigned* Graham McGeoch

*Ministers Appointed* Edmund Gatima\* (Aberdeen: Torry St

Fittick's), Alisa McDonald (Kingswells), Kleber Machado\* (Corby: St Ninian's), Barbara Ann Sweetin\* (Forfar: East and Old)

*Members Retiring* Ian Macaulay, Charles Munn, Roy Nelson  
*Members Appointed* Jenni Barr (Dunblane: Cathedral), John Bradley (Glasgow: Wellington), Chris Fett-Worsfold (St Andrews Lhanbryd and Urquhart), William Gray (Torrance), Peter Kershaw (Pardovan, Kingscavil and Winchburgh) (1 yr), George Russell (Edinburgh: St Andrew's and St George's West)

John Chalmers, *Convener*  
Maureen Jack, Alan Miller, *Vice-Conveners*

*In the name of the Committee*

LYNSEY KIMMITT, *Convener*  
JOHN COLLARD, *Vice-Convener*  
MARTIN SCOTT, *Secretary*