

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

Church Offices, 121 George Street, Edinburgh EH2 4YN

Wednesday 7 December 2016

MINUTE

PRESENT:

Convener: Rev Neil Glover

Vice-Conveners: Rev Colin Brough
Dr John Dent
Rev Dr Marjory MacLean
Rev Derek Pope

Members: 31 others recorded in the Register of Attendance

Staff in Attendance: Jayne Scott plus 9 staff as recorded in the Register of Attendance

Also in Attendance: Mr John Finch, Ministries Support Officer, Mr David Williams, Go For It Fund Manager and Mrs Elaine McCloghry, Human Resources Manager

Apologies: Apologies were noted in the sederunt

ACTION

29 Opening Worship

The Convener opened the meeting with worship, welcomed those present and expressed his appreciation for the high attendance in what was a busy time with a long agenda. Mr John Finch, who had recently started in post as Ministries Support Officer with the Priority Areas staff team, was in attendance and introduced to Council. Apologies were noted.

30 Minute of the Ministries Council meeting held on 31 August - 1 September 2016

The Minute of the Ministries Council meeting held on Wednesday 31 August - Thursday 1 September 2016 was approved.

31 Matters Arising

Any matters arising were otherwise on the agenda.

32 Convener's Report

Council received the *Convener's Report MC3-01* and points were discussed as set out in the report.

32.1 Governance Issues: A request from a Council member had been made for clarity around the policy for Council employees sitting as members on the Council. It should be noted that this relates to the position of Council employees such as Ministries Development Staff, Interim Ministers and Transition Ministers, and not to Council Staff who are employees of the Central Services Committee and do not sit as voting members of Council committees and task groups. The Governance Group Convener confirmed that Council employees may sit as Council members but with the recommendation that a record of potential conflicts of interests be created and maintained. Furthermore the Church Solicitor advised that those with conflicts of interests in connection with recommendations on stipends and salaries may be part of the early stages of discussions but should not be involved in relation to the Council's final decision. Further details will be brought to the February Council meeting.

NG

32.2 Path of Renewal Steering Group: With Vice-Convener, Rev Colin Brough, due to complete his term on Council in May 2017 the Rev Graham Astles offered to sit on the Path of Renewal Steering Group as a representative of Ministries Council. Mr Astles would therefore no longer sit on the Chance to Thrive Steering Group. It was noted that the other Council representatives on the Group were Rev Sarah Ross and Rev Tony Stephen.

32.3 Decisions Under Powers: At the Autumn overnight Council meeting, Council gave powers to the Convener and the Rev Dr Marjory MacLean to take any necessary decisions on behalf of Council prior to our December meeting. Council homologated the following decisions:

- a) Rev Thomas MacIntyre appointed as Ministries Council representative on the Church and Society Council's Education Committee Review Group.
- b) Rev Mike Goss appointed as Ministries Council representative on the Panel on Review and Reform's Review of Ordained Local Ministers.
- c) Mr Daran Golby, for the period of Catherine Skinner's secondment to Council of Assembly, to sit on the Special Arrangements Committee and the Pensions Working Group.

32.4 Vision for Diaconate: Council noted the ongoing work of a group of Deacons in discerning and articulating a vision for the Diaconate. Miss Marion Stewart DCS, Diaconate Council appointed member of Council, thanked the Convener for attending the January Diaconate Council meeting and for being part of the discussions around a vision for the Diaconate.

32.5 Tomorrow's Calling: *Take A Pew* continues to generate positive responses and many visits to the Tomorrow's Calling microsite. Initial response to the Church's Advent Calendar videos had been positive. Members were invited to send comments on the videos to Mr Daran Golby, Depute Council Secretary (Acting).

Going forward Ministries Council will seek to maintain and develop focus on ministerial recruitment as one of the principal aims of the Decade for Ministry, with a view to fully integrate social media marketing with the other work in the area of vocations and recruitment. There will be conversation with representatives of the Council of Assembly regarding the internet presence of the Church of Scotland as a whole.

32.6 Risk Register: The Risk Register for Ministries (MC3-02) was received by Council and has been added to the Central Risk Register for the Church. Further work would be done on this by the Risk and Resilience Group. It was noted that Mr Daran Golby, Depute Council Secretary (Acting), was a member of the Group and would receive training to understand the coding on the Risk Register and would be in a position to offer explanation of coding to members at the February Council meeting. Mr Golby would present any high level risks to Council as and when necessary or when invited to in the future.

DG

32.7 Protection of Vulnerable Groups (PVG) Scheme: The small number of Ministers still to become a member of the scheme was a serious cause of concern for the Council and work was ongoing to address this as a matter of urgency.

DG

32.8 Presbytery Conferences: Presbytery representatives present at the October 2016 conference noted that work was ongoing and agreed that the topics would not be ready for discussion again in January 2017 as had been intended. The January Presbytery Conference was therefore cancelled. A decision was yet to be made on whether there was a need for Ministries Council to host an Autumn 2017 Presbytery Conferences and this would be considered further at the February Council meeting.

32.9 Pensions: Council agreed that the Ministries Pensions Working Group continues to be given powers to consult with and make recommendations to Pensions Trustees with

respect to technical pensions decisions on behalf of Ministries Council as the Employing agency.

32.10 Pensions – Defined Benefit Schemes: With the Ministers and Missionaries scheme being in surplus agreement had been reached with the Pensions Trustees that no further payments towards deficit repair would be made from November 2016 onwards.

Following negotiation it was agreed that Ministries Council would pay a lump sum of £160k into the Ministries Development Staff (MDS) Scheme by 1 January 2017. This would be monies that would have been otherwise paid into the Ministers Scheme. Thereafter it was agreed that the yearly deficit repayment would remain the same as the previous three years of £52k per annum rising thereafter in 2020 to £100k per annum. This would be subject to future negotiation.

There was ongoing work with respect to Benefit Review (formally known as Rectification) with a number of issues identified in both the MDS and Ministers and Missionaries Schemes. It was anticipated that there would payments made to a small number of Pensioners and details were still to be confirmed. Monies will be taken from the surplus in the Ministers and Missionaries Scheme and therefore would not impact upon the budget of the Ministries Council. Due to the complex and technical nature of the work involved in these schemes Ministries Council as the Employing Agency was receiving support from both PricewaterhouseCoopers (PwC) as well as external Pension Lawyers in addition to the Church Solicitor.

Mrs Catherine Skinner, as part of her secondment as Head of Strategic Projects, remained the lead person in respect of Pensions on behalf of Ministries Council.

32.11 Communications: It was noted that photographs of Council Members were available on the Ministries Council pages of the Church of Scotland website and members agreed that professional biographical information could be made available also.

32.12 Council Membership: Council noted that 11 members were due to complete their term on Council in May 2017. This included 3 Vice-Conveners: for Priority Areas, Education & Support and Partnership Development plus the Finance Committee Convener.

Following discussion agreement was reached on the names to be put forward by Ministries Council to the Nomination Committee for appointment and reappointment with the exception of the name for Vice-Convener for Education & Support. Council agreed to remit this decision to a small group and the Rev Mike Goss and Rev Andrea Price offered to sit on this group to assist the Convener. It was highlighted that there was a need for wider geographical spread and Council would support the Nomination Committee with their responsibilities for ensuring balance of membership.

NG

Decisions were required in terms of incoming Leader's for Training Task Group and Interim Ministries Task Group. Suggestions should be passed to the Convener.

It was noted that the Council of Assembly had set a maximum of 2 years of service for co-opted members whereas the Ministries Council constitution allows for annual reappointment of co-opts for up to a maximum of 3 years. Members expressed concerns that 2 years was not sufficient given the time taken to learn and understand the work of a committee or group. The Convener agreed to raise this with the Council of Assembly at their December meeting.

NG

Council agreed to the appointment and reappointment of co-optees contained in paper MC3-03 which satisfied the parameters contained in the current constitution document for Ministries Council allowing for co-opts to serve for up to a maximum of 3 years.

33 General Assembly Report 2017

Council received papers on *Ministry Vision and Ministry Hubs MC3-05 & 06* drafted by the Convener in consultation with others. The text will form the introduction to the Council's

Report to the General Assembly. Rev Dr Marjory MacLean was invited to chair discussion on the two papers.

Ministry Vision – A definition of ministry is needed in order for Council to know how to train people and to define the forms of ministries which fall within the remit of the Council. There have been various attempts to define what ministry is and the *Ministry Vision* paper sets out what will not change and affirms that. In addition to being a reference point for Council the vision would be presented to the wider Church with an invitation for them to own it. The vision is offered as a ‘living document’ alongside ongoing work such as Pioneer ministry and the work of the Re-thinking Initial Training (RIT) Project Group. A small group will be created to report into the Strategic Planning Group to bring ideas forward for the February meeting.

Ministry Hubs – Further to conversations and enthusiasm for the concept of Hub-style ministry the Council would seek to offer some possible templates for this. Examples of current and past Hubs will be explored along with analysis of financial incentives.

It was noted that the term ‘Hub’, which was now embedded following the 2016 General Assembly and Council of Assembly Roadshows, may imply that there is a centre. Members agreed to continue under the heading of ‘Hub’ acknowledging that the intention would be to bring a group of people together in a non-hierarchical sense as a cluster or grouping.

The Council, whilst being realistic about the falling numbers in ministry along with financial pressures, will work with others to grow, to encourage and to reach out to one another. Hubs would benefit from different styles of staffing but not less staff. Council should be positive about the opportunities which exist and aim to look out together rather than manage decline within.

The Convener noted the points raised on both papers and would welcome further comments. Further work would be done to edit these papers and details will be brought back for consideration by Council in February as part of the General Assembly Report.

Dr MacLean thanked the Convener for the significant amount of work done in drafting these papers.

NG

34 Presbytery Planning Review Group

Council noted the progress of the Presbytery Planning Review Group (PPRG) as contained in a written report (MC3-04).

Rev Tony Stephen, Leader of the PPRG, gave a presentation on the work of the group. It was noted that in 2010 the Council reported a deficit and invited Presbyteries to plan 1,000 full time equivalent posts, to include Ministers and Ministries Development Staff (MDS) as this was thought to be financially sustainable. These posts would be allocated based on population and then applying weightings based on geography or Priority Area status. There was an assumption made on the number of vacancies and that there would be enough Ministers of Word and Sacrament to staff the plans. 2016 figures show that there are less than the 1,000 Ministers and MDS available which Presbyteries have planned for.

Following discussion Council:

- affirmed that more Adjustment was not the appropriate response to the realities of the current situation and encouraged PPRG to recommend the best way of communicating this;
- noted that better information may help Congregations and Presbyteries to face the realities, and encourage the PPRG to continue to gather information and recommend the best way to communicate this; and
- affirmed that there was a need for the Council to continue an approach of support and enabling.

Mr Stephen reported that the opinion of the Group was that the current work would be completed in time to bring recommendations to Council in February for inclusion in the report to the General Assembly.

The Group was encouraged to further consider the *Emerging Themes* described in the written report and to explore where these fit with existing work but also with the potential of being more radical. Council was happy with the general direction of the themes, in particular where it was acknowledged that a Church closure was the right thing to do, how to help people towards 'better endings'.

35 Finance

35.1 Management Accounts October 2016: Mr Allan Sim, Ministries Finance Convener, reported that the *Ministries Council Management Accounts to October 2016 MC3-07a & b* show a negative variance of £160k on the budgeted deficit. Gains on investments and property of £68k brought the final deficit to £1,583k. Key variances were stated in the commentary. Updated forecasts to the year-end show a negative variance of £200k but it was thought that this would reduce with gains on investments and property.

Ministry numbers had been difficult to predict with the full time equivalent number of parish ministers as at 31 October 2016 being 767, 23 more ministers than originally budgeted.

35.2 Budget 2017: The Council of Assembly endorsed the 1% rise in stipends. As this falls outwith the ringfence the Council of Assembly has responsibility to confirm how this will be funded. The increase has been built into the Budget *MC3-08a & b*. There may be further revisions to the budget with details of any changes brought back to Council.

35.3 Work Place Chaplaincy Scotland (WPCS): The Memorandum of Understanding with WPCS was due for renewal. No business case was presented to Ministries Finance Committee and without further details of WPCS reserves the Committee was unable to make a recommendation. It was noted however that, with a 12 month notice period for any changes to the level of funding for WPCS, there was some urgency with the recommendation for 2018 funding from Ministries Council. Mr Brian Porteous declared an interest.

The Council Secretary explained that WPCS 2015 accounts showed a large surplus in reserves had built-up due to the level of funding by Ministries Council. The 2017 payment will be £417k and separately £145k to support the training provision from WPCS. The funding from Council had always been on the basis that WPCS would source funding from others but Ministries Council is the significant funder with only a few others. In conversation with Rev Iain McFadzean, Director of Work Place Chaplaincy, Mrs Scott had flagged that WPCS should anticipate a significant reduction in future funding. This funding sits outwith the ringfence and Council would seek to renegotiate a reduction of up to £150k with the possibility of phasing for the 2018 payment. With further more informed discussions regarding finance Council agreed to this in principal.

The Council of Assembly will lead on conversations with the Housing and Loan Fund regarding their high level of reserves and the Ministries Council payments to the Fund. Rev Ian Taylor, Housing and Loan appointed member of Council, explained that Ministries Council was the conduit to pass on money from Congregations as per previous arrangements. It was noted that the Fund had returned money in 2015 but with clear agreement that there would be no change to future payments without discussion.

The Ministries Finance Committee was unable to take a view as had not been part of ongoing discussions. Council agreed that the monthly payments towards the total 2017 amount of £400k should continue alongside conversations organised by the Council of Assembly early in 2017.

35.4 Contribution to Refugee Project: The refugee project was initially set up to run for ten months from January to October 2016. Following a paper prepared by the Church

and Society Council to the Council of Assembly in June 2016, it was agreed to continue funding the project for a further period up to March 2017 and thereafter funding only the Coordinator's post to May 2020 with external funders being sought for a part-time Development Worker post from April 2017. The Council of Assembly has requested contributions from Council reserves to fund the balance of project expenditure to May 2020. This has been split pro rata based on general and designated reserve levels held by the Ministries, Mission and Discipleship and World Mission Councils. Details of figures were provided in papers *MC3 – 09a & b*.

Members queried how this project fits with the remit and aims of the Council and also expressed concerns that this request came with no business case and after much work had been done on the Ministries Council budget. Following discussion the Council agreed to the recommendation of the Ministries Council Finance Committee that the Ministries Council approves the overall contribution of £117,757 and that this should be paid in instalments on request from the Stewardship and Finance Department.

35.5 Pulpit Supply Fees: A request was made at the 2016 General Assembly, for Ministries Council to re-visit pulpit supply rates. Information provided in paper *MC3-10* explained that the additional budget required for the increased rate from 2018 based on 2016 demand would be £188k. Council agreed to the recommendations of the Ministries Finance Committee as follows:

- That the rate be increased from £55 to £60 per service and from £15 to £30 for an additional service.
- That a third service, or any further services, would be up to the local congregation to fund.
- That the recommended mileage rate for pulpit supply be increased from 25p to 45p per mile.
- That the pulpit supply fee be revisited in 3 years i.e. for the 2020 General Assembly.
- That any changes to the Pulpit Supply rate would come into force from 1 January of 2018 in order to minimise disruption to vacancy allowance calculations and to allow congregations time to budget for the increase.

Details of the increase would be reported to the General Assembly in 2017.

Furthermore, due to the magnitude of the sums involved, the Ministries Council Finance Committee do not recommend putting all vacant congregations on the linked charge rate of vacancy allowance at this stage. Council concurred with this.

35.6 Review of Restricted Reserves: Council received detailed information on restricted reserves (*MC3-11a & b*) and noted that further work will be done to look at the restricted reserves.

35.7 HR and Payroll System Project: The contract with the provider has been signed. Council will be asked to contribute to costs and details would be received in due course.

35.8 Dunfermline East Business Case: A Business Case template had been prepared for internal and external use and Mrs Elaine Macadie, Ministries Finance Manager, will ensure that this template compliments the forms used by the Council of Assembly. Following sight of the details the Ministries Finance Committee would be in a position to inform Council on this case.

EM

36 Staffing

Ministries Council staff present at the meeting were asked to leave with the exception of the Council Secretary and Mrs Carron Lunt, Administration Manager. This was to allow for discussions around changes for staff which had been implemented in October. Mrs Elaine McCloghry, Human Resources Manager, was welcomed to the meeting and was in attendance

to explain the process which was followed and to answer any questions. A note of this discussion is recorded in the Record Apart.

The Council of Assembly Staffing Group has oversight of staffing matters with the Council Secretary being responsible for ensuring that the business of Council is properly resourced. Mrs McCloghry confirmed that due process was followed and resulted in the work of the Education & Support section of the Council being separated to become two sections: Vocations & Support and Education & Training.

It was agreed that Council would receive a current outline of staffing structure. Should the structure change in the future Council will receive an update.

Mrs Catherine Skinner began a 12 month secondment with the Council of Assembly from 17 October 2016 as Head of Strategic Projects. Mr Daran Golby will act as the Depute Council Secretary for Ministries Council during the secondment.

Miss Naomi Dornan, started in post as Administrator in the Priority Areas team on 10 October 2016. Mr David Williams, who started as Go For It Fund Manager on 24 October, was in attendance during the Council's lunch break and was introduced. As reported earlier Mr John Finch was appointed as Ministries Support Officer in the Priority Areas team and his start date was 31 October.

37 Education and Support

Written report *MC3-12* providing an overview of the work of the section was received along with a verbal report from the Rev Dr Marjory MacLean, Education & Support Vice-Convenor.

37.1 Committee and Task Group Membership: In addition to the succession planning for the Education & Support Vice-Convenor and Training Task Group leader raised earlier Council also noted that the Committee had discussed the need for more Council and co-opted members on the Pastoral and Vocational Care Task Group.

37.2 Funding of Candidates Who Attract International or RUK (Rest of UK) Fees: Council noted the ongoing concerns as set out in the report from the Committee and the work being done in relation to fee funding. This would be brought back to a future Council meeting.

37.3 The Diaconate: The Committee welcomed the work being done by the Diaconate working group to define a vision for the Diaconate which would help to inform other conversations around future training requirements. Council noted the distinct role played by Deacons in the life of the Church.

37.4 Re-thinking Initial Training: Dr John Dent, Chair of the Project Group, presented an *Update Report MC3-13* with an overview of the work of the group.

Dr Dent will present a report in February which will outline the case for triggering a change programme for the Initial Ministerial Education (IME) programme based upon collated reports. Further budgetary work will be required for the February report to ensure that sufficient resource is attributed to this change programme and it was anticipated that further resource would be required.

37.5 Deliverances:

Youth Ministry – This deliverance sits with the Mission and Discipleship Council. Some work on the theology of ordination to Youth Ministry is required and the Mission and Discipleship Council has been asked for a definition of the role in order for the Committee to make any proposals around training.

Funding for Part-Time Postgraduate Study – Mr David Plews, Education & Training Secretary, in discussion with Mrs Elaine Macadie, Ministries Finance Manager, may have identified a Trust which could be used for funding for postgraduate study by Church of Scotland ministers. The

Trust would require a change of purpose and advice had been sought on the process for this from the Law Department. Council gave agreement to continue along the lines as set out in tabled paper *MC3 – 25*.

37.6 Vocations: The Committee discussed the future of Volunteering Vocations and Vocations Champions in light of a larger review of strategy for recruitment.

The structure and merits of the Volunteering Vocations scheme were acknowledged and the Committee wished to continue supporting this with awareness of demands in terms of staff and money. Council noted that recruitment to the Volunteering Vocations scheme will go ahead this year and that details of a longer-term plan would be brought to Council.

Vocations Champions are appointed regionally by Presbyteries and resourced nationally. There would be further discussions on this with a meeting due to take place with the Champions.

37.7 Pastoral and Vocational Care Task Group: Council noted upcoming conferences hosted by the Pastoral Team: Pre-retirement in January, Renewing Ministry in February and Presbytery Chaplains in March. Council members were invited to consider whether they were eligible to attend the Renewing Ministry conference on 20-24 February 2017. Further information was available on the event from the Rev Marjory McPherson, Vocations & Support Secretary or Mrs Gabrielle Dench, Pastoral Support Manager.

37.8 First Five Years (FFY): Council received the FFY Report *MC3-14* which outlined the critical need for additional support for ministers in the first five years. 2017 will see a transformation of the current conference programme and will respond to the FFY consultation feedback. Council affirmed the revised strategy. It was noted that the report did not include information on drop-out rate and further discussions were needed. It was suggested that it would also be useful to look at those who serve in several charges in their early years of ministry and the reasons for them moving on. Council noted the request to develop the 2018 budget. There would be exploration of how to meet the costs for Continuing Ministerial Development for those in their FFY as they are not eligible for funding through the Study Leave scheme.

37.9 Communications Project: This project will look to improve communication and resources for those in ministry as set out in paper *MC3-15*.

Initially a Learning Management System (LMS) portal was planned to manage the content created by Ministries Council for those in ministry, however, due to timescales and complex build models, the online portal has been delayed and a microsite will be developed in the interim.

A publication will launch, initially in print format with a digital version available on the dedicated website. In time, readers will be able to choose which format they prefer. The fortnightly Ministerial Development eNews launched in October 2016 highlights events, Ascend project updates, Study Leave opportunities and good news stories.

37.10 Resilience in Ministry: The Rev Professor Leslie Francis from Warwick University and a small working group from the Council have developed a survey to be sent to all paid ministers, deacons and locums early in 2017. The survey entitled “Resilience in Ministry” draws on the core ideas with details offered in paper *MC3-24*. Council members were asked to promote the questionnaire and encourage others to complete it in order to support this important work and to maximize the number of responses and therefore the effectiveness of this research.

38 Priority Areas

Written report *MC3-16* providing an overview of the work of the section was received along with a verbal report from the Rev Derek Pope, Priority Areas Vice-Convener.

38.1 Chance to Thrive Report: Council noted the Final Evaluation of the Chance to Thrive Programme Summary Report MC3-17 and the positive outcomes for the Congregations involved. The recommendations contained in the report for the Church, the Scottish Government and for local authorities, will be built into the development of the programme.

38.2 The Big Conversation Report: A summary of the findings of the annual conversation to begin planning for 2017 onwards held on 9-11 November was offered in paper MC3-18. It was disappointing to note that less than half of the Priority Area congregations were represented.

38.3 Priority Areas Beyond 2017 – A More Excellent Way: A short life working group was set up to consider the ideas in paper MC3-19 presented by the Priority Areas Vice-Convener and to look at how these could be integrated into future plans. This insight is for the whole of the Church and calls for radical change to commit to an agenda of working ‘with’ people in partnership and not ‘for’ them.

39 Partnership Development

Written report MC3-20 providing an overview of the work of the section was received along with a verbal report from the Rev Colin Brough, Partnership Development Vice-Convener.

39.1 Pioneer Ministries: An update on recruitment and appointments made for Pioneer ministry was noted. Research Scotland has been working with the Pioneer Ministry Project Group on monitoring and evaluation and a process had been put in place.

39.2 New Charge Development: The co-option of the Rev Andrea Boyes to the NCD Task Group was agreed earlier under Council Membership. Council noted the intention to raise the following charges to full status, to the February meeting of the Council: Glasgow Robroyston; East Kilbride: Greenhills (Church Extension) and Dunfermline: East.

The Task Group intends to undertake a revision of the review material for NCD Charges, which dates back to 2000, and would hope to involve staff from Research Scotland in this exercise.

39.3 Interim Ministries Task Group: With increasing demand for both Interim and Transition Ministries the Task Group wish to enter discussion with the Council’s Strategic Planning Group and Finance Committee about the possibility of increasing the establishment for both Interim and Transition Ministries. Proposals for change will come to February Council.

39.4 Presbytery Planning Task Group: Following discussion of the issues described in paper MC3-21 Council agreed that the Task Group should be asked to refine the process of reviewing those charges on reviewable tenure, now Reviewable Charges, and bring a revision of the guidance back to Council.

39.5 Partnership Development Review Group: The process for review to be carried out by the group was set out in paper MC3-22. The group will bring a report to February Council.

40 Strategic Planning

40.1 Ministries Council Autumn Overnight Meeting Feedback: Feedback out of the Council overnight meeting will be brought to the February Council meeting.

41 Ministries Council Meeting Dates:

Noting that the meeting rooms in the Church Offices were not suitable for the number of people expected to be in attendance at future Council meetings nor for the requirements of meetings in terms of layout, noise and poor air conditioning, alternative venues would be

sought for future meetings.

Council meeting dates for 2017-2018 were agreed as follows:

Thursday 22 June 2017 (to follow the Diaconate Conference, 19-21 June)

Wednesday 30 – Thursday 31 August 2017

Wednesday 25 October 2017

Wednesday 6 December 2017

Wednesday 14 February 2018

Wednesday 21 March 2018

- 42 Date of Next Meeting** – The next meeting of the Council will take place on Wednesday 15 February 2017 at 10.30am.

The Convener thanked those present for their contributions and the meeting closed with the Grace.

.....

Convener

.....

Date

.....

Secretary

.....

Date