



INFORMATION FOR POTENTIAL NEW MEMBERS IN 2025

NAME OF STANDING COMMITTEE/AGENCY: Faith Action Programme Leadership Team	
CONVENER/CHAIR:	Rev Tommy MacNeil
VICE-CONVENER(S):	Rev Dr Karen Campbell, Rev Alistair Cumming, Rev Jonathan Fleming, Emma Jackson & Rev David Clarkson
SECRETARY:	Kay Cathcart
<p>REMIT: The Leadership Team will seek to shape and then implement the instructions, policies, priorities and strategic objectives of the General Assembly relating to the Faith Action Programme. In so doing it will work with the Assembly Trustees, Presbyteries and other parts of the Church to achieve a collaborative approach with the purpose of nurturing the people of the Church in their witness, worship and service.</p> <p>In particular, the Leadership Team will seek to deliver the objectives of the Faith Action Programme over the period 2023-2028 which are to:</p> <ul style="list-style-type: none"> i. Build and launch an integrated training programme for members of local churches/congregations/communities, carrying in the first instance resources for faith, life and mission. ii. Create pathways that attract and allow the Church of Scotland to recruit the required number of leaders for the recognised ministries for which they are suited and called. iii. Establish a programme to develop and support congregations/churches/communities to grow in the Christian faith, to develop national and international partnerships with the local and world church, to deliver missional activity throughout the year and to establish nationally 100 new worshipping communities. iv. Establish and deliver with all Presbyteries a comprehensive programme of support to equip all those responsible for evolving fresh forms of worship, including digital ministry, alongside continued support for developing best practice in existing worship. v. Contribute to public life and social justice on behalf of the Church of Scotland. vi. Deliver the Presbytery Mission Plan Act – with a configuration of ministries and congregational estates which is sustainable and affordable. vii. From 2024 decrease annually, by amounts agreed through the Assembly Trustees’ budgeting process, the operating costs of national programmes as work is devolved or ended, and generate income to fulfil the Programme and further the wider work of the Church. 	



SKILLS AND EXPERIENCE SOUGHT AT THIS TIME:

We need people

- Who are passionate about mission
- Who seek to live life in the way of Jesus and through the life of the Spirit
- Who will commit to sharing this work in the company of others

Experience (**NB we are not expecting people to have experience of all of these**)

- Of having tried new things within the life of the Church
- Of mission – in congregations, with individuals, in other organisations
- Of prophetic witness and social change
- Of training, discipleship, development – seeing how people grow
- Of business, money and enterprise
- Of charity governance

Skills

- Change and strategic planning
- Theological reflection
- Courage to ask the most important questions
- Deep curiosity as to the ideas of other people
- Committees and how to navigate them

EXPECTATIONS OF MEMBERS:

It is hoped that meetings of this group will be characterised by honest, inspiring, passionate and rigorous discussion.

To enable this, there is an emphasis on

- Good preparation (and papers being delivered to members in good time)
- Valuing the presence of each member
- Openness to new ways of thinking
- Commitment to creative approaches

Induction and training are provided.

MEMBERSHIP AND ANTICIPATED VACANCIES:

NB: a completed Nomination Form must be submitted by all proposed nominees

1 Convener

5 Programme Group Leaders (who serve as Vice-Conveners of the Leadership Team)

12 members appointed through a presbytery nomination process

4 members appointed through the Nomination Committee

1 member from each of the Theological Forum and the Ecumenical Relations Committee

It is anticipated that there will be one member vacancy among those appointed through the Nomination Committee and three Vice-Convener vacancies.



FREQUENCY, TIMING AND VENUE OF MEETINGS:

include mention of any particular day(s) of the week when meetings would fall and whether meetings will be attended online and/or in person

5-6 meetings per year.

DETAILS OF SUB-COMMITTEES/GROUPS:

include frequency, timings, venue and any particular day(s) of the week when meetings would fall

Other than Programme Group Leaders, members of this group are not members of any subgroups. However they may attend other groups to gain understanding of the work.

FURTHER DETAILS:

See details on the [Assembly Trustees](#) webpage including:

- [An update Report on the work of the D10 Group, March 2021](#)
- [Extended version of the Report of the D10 Group, which shows the Group's detailed working \(an Appendix to the Trustees' Report to the General Assembly May 2022\)](#)
- [The Trustee's Report to the General Assembly May 2023](#)
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Also see the [Faith Action Plan](#) webpage



INFORMATION FOR POTENTIAL NEW MEMBERS IN 2025

NAME OF STANDING COMMITTEE/AGENCY:

Mission Programme Group

CONVENER/CHAIR:

Rev Jonathan Fleming

REMIT:

This group offers strong leadership to the Church in

- Discerning and understanding how best the Church can shape its life around mission
- Equipping, inspiring, resourcing and supporting the local church

The group has particular responsibility for

- Engaging with congregations through international education and support.
- Exploring new ways of being Church.
- International partnership support.
- Developing the Church’s ministry and mission in Priority Areas.
- Informing worship, both traditional and digital, and developing a digital strategy.
- Supporting the work of the Education and Schools Group and the Gaelic Group.
- Supporting Ministries through pastoral care provision.

Relationships with other bodies are a key part of this group’s work – these include the other Programme Groups, the General Trustees and CrossReach.

SKILLS AND EXPERIENCE SOUGHT AT THIS TIME:

Experience (**NB we are not expecting people to have experience of all of these**)

- Current or recent experience of the local church living out the Five Marks of Mission within its community and beyond
- Developing understanding of the theology of mission
- Experience of missional planning at presbytery and national level
- Understanding of worship
- Passion regarding the Church’s commitment to those experiencing poverty
- Experience of new approaches to church life

Skills

- Leadership
- Strategic planning
- Project planning
- Collaboration
- Creativity
- Active listening
- Mediation



EXPECTATIONS OF MEMBERS:

It is hoped that meetings of this group will be characterised by honest, inspiring, passionate and rigorous discussion.

To enable this, there is an emphasis on

- Good preparation (and papers being delivered to members in good time)
- Valuing the presence of each member
- Openness to new ways of thinking
- Commitment to creative approaches

Induction and training are provided.

MEMBERSHIP AND ANTICIPATED VACANCIES:

NB: a completed Nomination Form must be submitted by all proposed nominees

One Programme Group Leader and four members, with co-opting powers.

It is anticipated that there will be a Programme Group Leader vacancy to be filled with a start date of June 2025.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

include mention of any particular day(s) of the week when meetings would fall and whether meetings will be attended online and/or in person

6 to 8 meetings per year for members. The expectation is that the meetings will last 2hrs maximum and be held online where possible.

The Programme Group Leader is expected to attend the meetings as detailed above along with additional half-day Faith Action Programme Leadership Team meetings as required. These meetings are also held in person.

DETAILS OF SUB-COMMITTEES/GROUPS:

include frequency, timings, venue and any particular day(s) of the week when meetings would fall

Sub-groups will aim to meet during the allocated Programme Group meeting time.

Short-term project groups may be set up to focus on specific elements of the work; participation would be optional.

FURTHER DETAILS:

See details on the [Assembly Trustees](#) webpage including:

- [An update Report on the work of the D10 Group, March 2021](#)
- [Extended version of the Report of the D10 Group, which shows the Group's detailed working \(an Appendix to the Trustees' Report to the General Assembly May 2022\)](#)
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INFORMATION FOR POTENTIAL NEW MEMBERS IN 2025

NAME OF STANDING COMMITTEE/AGENCY: People and Training Programme Group	
CONVENER/CHAIR:	Rev David Clarkson
REMIT: This group has responsibility for <ul style="list-style-type: none"> - The recruitment, training and support of those in the recognised ministries of The Church of Scotland - The training, discipleship and support of members and elders of The Church of Scotland <p>The group has key partnerships with a number of bodies, including presbyteries and academic partners.</p>	
SKILLS AND EXPERIENCE SOUGHT AT THIS TIME: Experience (NB we are not expecting people to have experience of all of these) <ul style="list-style-type: none"> • Training for mission and discipleship at a local level • Theological education • Recognised ministry training (including academic training) • Recruitment <p>Skills</p> <ul style="list-style-type: none"> • Leadership • Strategic thinking • Education • Collaboration • Creativity • Active listening • Diplomacy and mediation 	
EXPECTATIONS OF MEMBERS: It is hoped that meetings of this group will be characterised by honest, inspiring, passionate and rigorous discussion. To enable this, there is an emphasis on <ul style="list-style-type: none"> - Good preparation (and papers being delivered to members in good time) - Valuing the presence of each member - Openness to new ways of thinking - Commitment to creative approaches <p>Induction and training are provided.</p>	



MEMBERSHIP AND ANTICIPATED VACANCIES:

NB: a completed Nomination Form must be submitted by all proposed nominees

One Programme Group Leader and four members, with additional co-opting powers. Each member is responsible for an area of the existing Implementation Group.

It is anticipated that there will be a Programme Group Leader vacancy to be filled with a start date of June 2025.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

include mention of any particular day(s) of the week when meetings would fall and whether meetings will be attended online and/or in person

6 to 8 meetings per year for members. The expectation is that the meetings will last 2hrs maximum and be held online where possible.

The Programme Group Leader is expected to attend the meetings as detailed above along with additional half-day Faith Action Programme Leadership Team meetings as required. These meetings are also held in person.

DETAILS OF SUB-COMMITTEES/GROUPS:

include frequency, timings, venue and any particular day(s) of the week when meetings would fall

Sub-groups will aim to meet during the allocated Programme Group meeting time.

Short-term project groups may be set up to focus on specific elements of the work; participation would be optional.

FURTHER DETAILS:

See details on the [Assembly Trustees](#) webpage including:

- [An update Report on the work of the D10 Group, March 2021](#)
- [Extended version of the Report of the D10 Group, which shows the Group's detailed working \(an Appendix to the Trustees' Report to the General Assembly May 2022\)](#)
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INFORMATION FOR POTENTIAL NEW MEMBERS IN 2025

NAME OF STANDING COMMITTEE/AGENCY: Presbytery Mission Plan Implementation Group	
CONVENER/CHAIR:	Rev Dr Karen Campbell
REMIT: This group has responsibility for <ul style="list-style-type: none"> - Advising on bases of adjustment and reviewable charges - Maintaining documentation of Presbytery plans and associated records, including publicly available information and how the data collated from Presbytery Plans can be stored and accessible for use by relevant parties in strategic planning and development - Monitoring annual evaluation and development plans - Signing off Presbytery Mission Plans every five years - Dealing with requests from Presbyteries for revisions of their plan - Working to support Presbyteries in implementing Mission Plans and other areas relating to adjustment and informing the appropriate bodies of the resources, experience and support that PMPIG can provide along with how they might shape thinking around realistic planning for the future with Presbyteries - Working with Presbyteries and liaising with the General Trustees in the classification and use of buildings and applications for work at buildings - Monitoring all aspects of Guardianships - Monitoring the overall patterns and trends in Mission Planning - Undertaking policy development for Mission Planning in partnership with all relevant parties - Taking such actions as required to carry out duties and functions, including but not limited to offering advice, consulting with, and issuing guidance to the national Church, Presbyteries and Congregations 	
SKILLS AND EXPERIENCE SOUGHT AT THIS TIME: Experience (NB we are not expecting people to have experience of all of these) <ul style="list-style-type: none"> • Who are passionate about mission • Of mission – in congregations, with individuals, in other organisations • Of having tried new things within the life of the Church • Of Presbyteries and how they work Skills <ul style="list-style-type: none"> • Change and strategic planning • Courage to ask the most important questions • Committees and how to navigate them, particularly Church Committees • A basic knowledge of Church Law as it relates to Mission Planning 	
EXPECTATIONS OF MEMBERS: It is hoped that meetings of this group will be characterised by honest, inspiring, passionate and rigorous discussion. To enable this, there is an emphasis on <ul style="list-style-type: none"> - Good preparation (and papers being delivered to members in good time) - Valuing the presence of each member 	



- Openness to new ways of thinking
- Commitment to creative approaches

Induction and training are provided.

MEMBERSHIP AND ANTICIPATED VACANCIES:

NB: a completed Nomination Form must be submitted by all proposed nominees

One Programme Group Leader and four members, with additional co-opting powers.

It is anticipated that there will be one member vacancy and a Programme Group Leader vacancy to be filled with a start date of June 2025.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

include mention of any particular day(s) of the week when meetings would fall and whether meetings will be attended online and/or in person

The Presbytery Mission Plan Implementation Group meets monthly, normally on the third Thursday, online using MS Teams. One or two meetings each year will be in person meetings, and other deputation visits to Presbyteries will occasionally take place on site with travel to different parts of the country. Meetings normally last between 2 to 2 ½ hours.

DETAILS OF SUB-COMMITTEES/GROUPS:

include frequency, timings, venue and any particular day(s) of the week when meetings would fall

Monthly meeting for Programme Group Leader with General Trustees, Law Department, and Principal Clerk.

Other regular meetings with Presbytery Planning Conveners and the Office of the General Assembly.

FURTHER DETAILS:

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- [The Trustee's Report to the General Assembly May 2023](#)
- [Faith Action Programme Leadership Team Report 2024](#)
- [Faith Action Programme Leadership Team - Additional Information](#)
- [Act 8, 2021, Presbytery Mission Planning](#)
- [Resources for Presbytery Mission Planning](#)

Also see the [Faith Action Plan](#) webpage



INFORMATION FOR POTENTIAL NEW MEMBERS IN 2025

NAME OF STANDING COMMITTEE/AGENCY: Public Life and Social Justice Programme Group	
CONVENER/CHAIR:	Emma Jackson
SECRETARY:	David Bradwell
<p>VISION AND REMIT</p> <p>Vision: Our vision is for the Church of Scotland to be empowered with knowledge, understanding and courage to respond to and pursue issues of social justice and public life both within the Church and in wider society, using our distinct Christian voice to influence policies and decision making.</p> <p>Remit: Proclaiming Good News Work with the Mission Support Programme Group to support the activities of presbyteries and congregations in engaging with national and international issues of justice, peace and the integrity of creation, with a priority for inclusion of those who are marginalised or struggle against poverty.</p> <p>Engaging Policy Contribute to public life by developing and sharing the witness of the Church with government, parliament, ecumenical partners, faith groups, and civil society, and support the exchange of information and opinions between national institutions and presbyteries and congregations.</p> <p>Speaking Truth Provide a space in which to explore theologically, reflect, discuss and respond as a Church to important public matters that arise.</p>	
<p>SKILLS AND EXPERIENCE SOUGHT AT THIS TIME:</p> <p>Experience (NB we are not expecting people to have experience of all of these)</p> <ul style="list-style-type: none"> • Relevant experiences that support the aims and values of the group • An understanding of advocacy • An understanding of the Church’s role in politics, society, public service and how theology and experience can be brought to bear on the Church’s public witness • An awareness of social issues that congregations and communities face • Willingness to speak boldly on matters of importance to church within society <p>Skills</p> <ul style="list-style-type: none"> • Leadership • Media proficiency • Collaboration • Flexibility • Theological reflection • Campaigning and advocacy • Communications • Active listening 	



- Diplomacy

EXPECTATIONS OF MEMBERS:

It is hoped that meetings of this group will be characterised by honest, inspiring, passionate and rigorous discussion.

To enable this, there is an emphasis on

- Good preparation (and papers being delivered to members in good time)
- Valuing the presence of each member
- Openness to new ways of thinking
- Commitment to creative approaches

Induction and training are provided.

MEMBERSHIP AND ANTICIPATED VACANCIES:

NB: a completed Nomination Form must be submitted by all proposed nominees

One Programme Group Leader and four members with co-opting powers.

At the time of writing the group has one vacancy, but this may be filled before the 2025 General Assembly. We strongly welcome applications which will be considered if this vacancy is not filled, or if another vacancy should arise during the course of the year.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

include mention of any particular day(s) of the week when meetings would fall and whether meetings will be attended online and/or in person

Meetings take place every two months, online and on a midweek evening, usually 7-9pm.

There is a possibility that once a year the group will have an in-person day meeting, probably in Edinburgh on a day to suit members.

Ad hoc meetings, appointments and contributions to be agreed with members according to availability and willingness to help more.

There may be occasional meetings with other Programme Groups or with the Faith Action Programme Leadership Team as required, which will be arranged in consultation with group members.

DETAILS OF SUB-COMMITTEES/GROUPS:

include frequency, timings, venue and any particular day(s) of the week when meetings would fall

Short-term project groups may be set up to focus on specific elements of the work; participation would be optional.

The Programme Group is currently responsible for two Sub Groups – the Society Religion and Technology (SRT) Reference Group and Integrity: the Violence Against Women and Girls Task Group.



FURTHER DETAILS:

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Principles upon which our vision is grounded upon:

- Reformed teaching should sustain witness and guide the process; constantly renewed and reformed by the Spirit
- Jesus Christ proclaimed the kingdom of God, recognising the inherent value and connectedness of all lives, which compels us to bring good news to the poor and release to the captive. God is active, redeeming creation with acts of justice and mercy. The Spirit gives courage to work with others to transform church and society and develop and protect justice, peace and the integrity of creation.
- We acknowledge the authority of the Word of God as contained in the Scriptures for our faith and life.
- Responsibility of the Church to make a social witness and develop policy which guides that witness – to remain true to our tradition, biblical foundation, theological heritage and contemporary practice we must not fall silent but speak faithfully, truthfully, persuasively, boldly, urgently, and always with a spirit of humility and desire to learn.
- Full priesthood of all believers and that God alone is Lord of the conscience; we can and do live with contradictory convictions, and the manner of how we live in communion with difference is itself a witness to the wider world. Disagreement is not necessarily a mark of sin but a mark of diversity within the body of Christ. Our task is to develop ways of making conflict constructive by developing a collegial, consultative and communal process.
- Presbyterian structure is based on the ancient church traditions of the need for the church to order its common life and gives coherence and direction to the witness of the community; public issue positions emerge from the struggle of people of the church engaged in the world, gathered in governing bodies and open to the Spirit. By vote the body tests the group's discernment of the Spirit's prompting. Presbyterian structures edify and persuade through pastoral care, prophecy, nurturing, teaching, challenging and empowering.
- As the Church of Scotland, we have a particular heritage and contemporary responsibility to the people and nation of Scotland, as expressed in the Articles Declaratory and in many years of active contribution to national and public life – which is still looked for by decision-makers and others whose words and actions have power to influence and inform.



INFORMATION FOR POTENTIAL NEW MEMBERS IN 2025

NAME OF STANDING COMMITTEE/AGENCY: Resource and Presence Programme Group	
CONVENER/CHAIR:	Rev Alistair Cumming
REMIT: The group will have responsibility for: - Ensuring that net revenues are maximised through the resources available within the Faith Action Programme - The business output for Life and Work - Maximising the use of furlough properties - Overseeing the place and business output of John Knox House/Scottish Storytelling Centre - The Communications strategy for FAPLT	
SKILLS AND EXPERIENCE SOUGHT AT THIS TIME: Experience (NB we are not expecting people to have experience of all of these) <ul style="list-style-type: none"> • Business management in either commercial, governmental or third sectors • Project management • Finance • Corporate/charity governance • Communications Skills <ul style="list-style-type: none"> • Leadership • Working in a multi-disciplinary team • Financial management • Business analysis • Forecasting and business planning • Marketing • Diplomacy and mediation 	
EXPECTATIONS OF MEMBERS: It is hoped that meetings of this group will be characterised by honest, inspiring, passionate and rigorous discussion. To enable this, there is an emphasis on <ul style="list-style-type: none"> - Good preparation (and papers being delivered to members in good time) - Valuing the presence of each member - Openness to new ways of thinking - Commitment to creative approaches Induction and training are provided.	



MEMBERSHIP AND ANTICIPATED VACANCIES:

NB: a completed Nomination Form must be submitted by all proposed nominees

One Programme Group Leader and four members with co-opting powers.

This year the group has one vacancy and would welcome applications, which will be considered for the current vacancy and any others that arise.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

include mention of any particular day(s) of the week when meetings would fall and whether meetings will be attended online and/or in person

4 to 6 meetings per year for members. The expectation is that the meetings will last 2hrs maximum and be held online where possible.

The Programme Group Leader is expected to attend the meetings as detailed above along with additional half-day Faith Action Programme Leadership Team meetings as required. These meetings are held in person.

DETAILS OF SUB-COMMITTEES/GROUPS:

include frequency, timings, venue and any particular day(s) of the week when meetings would fall

Sub-groups will aim to meet during the allocated Programme Group meeting time.

Short-term project groups may be set up to focus on specific elements of the work; participation would be by agreement.

FURTHER DETAILS:

See details on the [Assembly Trustees](#) webpage including:

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