



The Church of Scotland

REPORTS, DECISIONS,
LEGISLATION AND
MINUTES

Jesus said:
Follow Me!

**AND I WILL
MAKE YOU FISH
FOR PEOPLE**

**And immediately
they left their nets
and followed him.**

General Assembly 2020

www.churchofscotland.org.uk/ga

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**HER MAJESTY'S LETTER
TO THE
GENERAL ASSEMBLY
OF THE
CHURCH OF SCOTLAND**

Right Reverend and Well Beloved, We Greet You Well.

We gladly renew on this Occasion Our pledge to preserve and uphold the rights and privileges of the Church of Scotland. In doing so, We acknowledge, with Gratitude to Almighty God, the Church's steadfast witness to the Christian faith and its services to our people in Scotland and in many lands overseas.

The Covid-19 pandemic has challenged every aspect of our common life and has caused much suffering and heartbreak.

We greatly admire the ways in which the Church of Scotland has responded to these difficult days. Care has been offered to the bereaved whose grieving has been constricted by restrictions on funerals while churches have kept open their doors to feed the poor and offer safe space to the children of key workers. Many congregations have taken their worship on-line and touched the lives of people who did not in normal times attend church services. The Kirk's care workers have remained faithful in sustaining the services upon which so many older people and their families depend.

We know that the dangers posed by the coronavirus are not yet over and we commend the Church as she seeks ways in which she can be true to her calling in the present while looking to the future. We wish those who lend the Church wisdom and foresight at this pivotal point in her history and may your faith and courage be strengthened during the days ahead and through the times to come.

And so, praying that the blessing of Almighty God may attend your deliberations, We bid you heartily farewell.

ELIZABETH R

**ANSWER
TO
HER MAJESTY'S LETTER**

TO THE QUEEN'S MOST EXCELLENT MAJESTY

May it please Your Majesty We, Your Majesty's loyal subjects convened in General Assembly, have received with pleasure Your Majesty's gracious letter to us.

We greatly value Your Majesty's continuing pledge to maintain the historic rights and privileges of the Church of Scotland. Your Majesty and His Royal Highness the Duke of Edinburgh continue to be in our prayers.

We are very grateful for your Majesty's concern and prayers for the people of Scotland in these days of pandemic. The loss of so many lives and the diminution of so much of our shared life are indeed heavy burdens which have pressed down on the spirits of everyone.

Your Majesty's acknowledgement of the Church's response to the current emergency is much appreciated. These recent months have indeed brought us difficult days of grieving and pain. As your Majesty has sympathetically perceived Covid-19 has increased the sorrow of the bereaved and harshly tested the health and well-being of individuals and communities.

Your Majesty has remarked that the life of the church has been irrevocably changed as we have stretched towards different methods of worshipping while missing the close fellowship of the congregation gathered for praise. We are resolved to sustain the new friendships which have been created through on-line services even as we approach difficult decisions about Church buildings and finance.

Your Majesty has commented on how the Church has been able to exercise care for our neighbours in extreme need. We are glad to have this opportunity to serve those who have been hardest hit and we are encouraged to know that your Majesty has recognised the good which has lightened the darkness of these times.

It has become clear that it will be some time before daily life can return to a settled pattern and some sense of normality. It is an encouragement to us to receive your Majesty's good wishes for the challenges which still lie ahead. We will indeed require the gifts of wisdom and foresight, faith and courage if we are to be true to our calling as the Church of Scotland.

Finally, we commend to the unfailing grace and protection of Almighty God, Your Majesty and His Royal Highness the Duke of Edinburgh and as we begin our deliberations we pray that God will continue to bestow favour upon Your Majesty, that you may long reign over us.

Your Majesty's most faithful and loyal servants.

THE MINISTERS, ELDERS AND DEACONS OF THE CHURCH OF SCOTLAND CONVENED IN GENERAL ASSEMBLY

Signed in our name, in our presence and at our appointment by the Right Reverend Dr Martin Fair, Moderator of the General Assembly on this 3rd day of October 2020.



The Church of Scotland

PART 1-
REPORTS

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General Assembly 2020

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GENERAL ASSEMBLY 2020

Reports

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ASSEMBLY BUSINESS COMMITTEE

October 2020

Proposed Deliverance

The General Assembly:

1. Receive the Report.
2. Approve the Order of Business (*Order of Proceedings*).
3. Appoint the Rev Colin Renwick to act as Precentor until the end of May 2021.
4. Appoint Mr Roy Pinkerton to index the verbatim record.
5. Suspend certain Standing Orders for the duration of this Assembly and endorse the alternative arrangements proposed by the Committee, as detailed in section 6.7 of the Report.

Report

1. INTRODUCTION

The preventative measures to limit the spread of the Covid-19 Coronavirus necessitated that the General Assembly scheduled to meet in May 2020 was cancelled. In order to effect essential decisions two Commissions of Assembly were called respectively in May and July, and this remote access General Assembly has been called to process a limited Order of Proceedings. The Committee is grateful to Sanctus Media and Ocus Media who have enabled our ability to connect remotely as we journey into new ways of meeting, debating and decision making.

The Assembly Business Committee was formed at GA 2019 within the context of wider restructuring and radical action and has already been considering how a leaner but effective General Assembly might operate. Covid-19 restrictions have accelerated that process, and in May 2021 the committee will bring far-reaching plans for the size, shape and duration of the General Assembly drawing on the lessons of recent months. While we are still navigating new technologies, and with limited time, it is necessary to restrict the business before us to the essential.

2. THE VERY REV COLIN SINCLAIR

It was always going to be 'a year with a difference', but Colin could not have anticipated that his year in office would end as it did in lockdown. After preparatory months, his time started in earnest as he moderated GA2019 through its business of radical change and structural reform. As an ambassador of the Church, Colin, often accompanied by his wife Ruth, made many Church, Guild, Presbytery and Community visits where he was able to open doors, and open hearts. Beyond Scotland, visits took him to London, Zambia and Ghana.

In the closing months of the year amid Covid-19 restrictions, Colin and Ruth rose to the emerging situation as scheduled events, including the visits to the Presbyteries of Inverness and Dundee, gave way to online meetings, prayers and reflections.

The Church is deeply indebted to Colin for the service he gave to the Church during a memorable and challenging year.

3. THE RIGHT REVEREND DR MARTIN FAIR

Four months into his year, Martin Fair has been the Moderator for a time such as this; building on Colin's online leadership, he has helped us all to realise the potential of the Webinar, YouTube, Facebook and other online facilities. In 'It's a Fair Question' he has considered difficult issues helpfully and sensitively, and in the Week of Prayer led us with thoughtful words, music, images and suggested actions. Martin's pastoral phone calls to ministers have been greatly appreciated, as have been the 'pulpit supply' videos of Sunday Worship led by him and others. Online meetings with sister churches, faith groups and community groups have filled a diary that for a time looked as though it might be rather quiet. We wish Martin well as he continues in this role.

4. THE PRECENTOR

The Committee is grateful to Rev Colin Renwick who had been appointed to be Precentor at the General Assembly scheduled for May 2020. In consultation with the then Moderator Designate he had begun planning for that occasion, and we are delighted that he is willing to serve in this capacity, if circumstances permit, in May 2021.

5. PRESBYTERY REPRESENTATION

The Presbytery returns show that there are in all the Presbyteries 1,035 charges, whether vacant or not and that there are 197 other ministers (excluding retired ministers) who are members of Presbyteries. Representation is calculated for each Presbytery in accordance with Act III 2000 and the total number of Commissioners is made up as follows: 344 ministers, 344 elders and 15 deacons.

6. PROPOSED AMENDMENTS TO STANDING ORDERS

6.1

The Committee has various proposals to amend Standing Orders and these are explained below. According to Standing Order 128, proposals to alter the Standing Orders (other than SO113) should be contained in the Report of the Legal Questions Committee. Therefore, the explanation for the proposed changes follows, with the proposed amended text being set out in Appendix A, but the proposed sections of deliverance actually effecting the changes to the Standing Orders are set out in the Report of the Legal Questions Committee. Where the text in Appendix A is in bold, it indicates new (or substantially new) wording.

6.2 SO 33.1.

It is proposed that the Legal Questions Committee be added to the list of bodies which have the right to appoint a corresponding member in terms of SO 33.1.(a). Work has also been done to redraft this SO to make it easier to understand.

6.3 SO 33.3.

The Committee was instructed by the Assembly of 2019 to bring forward amendments to Standing Orders to ensure that each Assembly Trustee is included as a corresponding member of the General Assembly when not otherwise a commissioner. A proposal for change was submitted to the Commission of Assembly held in November 2019. The Committee now thinks this wording can be slightly improved and proposes the wording set out in Appendix A.

6.4 SO 39

The Committee wishes to ensure that the Assembly is

given accurate answers to questions from those who understand the matter best, and believes that it should become easier for staff associated with Committees and Fora to be able (at the initiative of the Convener) to answer a question.

Presently this requires consent from the Convener of the Procedure Committee before the debate opens, hence it is proposed to change this so that only the Moderator's permission at the time is needed.

6.5 SO 56

The operation of SO 56 as currently drafted has been problematic, and substantially redrafted text is put forward which it is hoped will bring clarity to the situation where a proposed motion has budgetary implications. The suggested text also includes the right for the Assembly Trustees to comment on such proposals.

6.6 References to "in print" and "bound" documents

The Standing Orders contain various references which presume the use of hard copy documents being produced "in print" and also to "bound" documents. With increased use of electronic options and the move towards a paperless Assembly, the Committee believes that these references are anachronistic and therefore seeks approval for a generic section of deliverance (to be proposed in the Report of the Legal Questions Committee) which would instruct the Clerks to update this terminology throughout the Standing Orders for the Assembly of 2021, for example by removing "in print" and just leaving "in proper form", or by referring to "production", "inclusion" or "circulation" of "documents", rather than of "papers".

6.7 Suspension of Standing Orders for a video-conferenced General Assembly

The holding of a General Assembly by video-conference has not been planned but rather has become necessary in the current circumstances. Some aspects of the Standing Orders are not appropriate in the situation in which we find ourselves. A section of deliverance has therefore been included to suspend aspects of certain Standing Orders for this General Assembly only. These are as follows:

Section	Standing orders to be suspended	Comments
II Conduct of Business	SOs 10 – 11: Election of a Moderator and reading the Commission to the Lord High Commissioner SO 18: Appointment of a Selection Committee SO 21: Celebration of Holy Communion SO 25: Appointment of a Panel of Tellers SO 30: Lord High Commissioner’s address to close	<i>The Moderator has been elected by the Commission of Assembly minuted 5 May 2020. The Assembly Business Committee agreed that other matters normally part of an Assembly will not be included in this shortened, video-conferenced Assembly.</i>
	SO 26: Printing of Acts of Assembly	<i>The Assembly Business Committee agreed that the list of Acts (proposed) will be prepared and sent out with Assembly papers.</i>
IV Committee Reports and Overtures	SO 41: Timing is that Committee Reports “shall” be transmitted to Clerks of Assembly no later than a date in February.	<i>The Assembly Business Committee agreed that reports should be submitted by 24 August.</i>
VI Order Of Debate	SO 105: Taking the Vote: “standing in their places” can’t be applied. System for electronic voting is to be approved by Assembly Business Committee.	<i>Alternative voting arrangements have been approved by the Assembly Business Committee for use at this Assembly.</i>
	SO 106 - 110: Dissents	<i>Alternative arrangements for dissents have been approved by the Assembly Business Committee for use at this Assembly.</i>

In the name of the Committee
DONALD MCCORKINDALE, *Convener*
SUSAN PYM, *Vice-Convener*
GEORGE J WHYTE, *Secretary*

Appendix A

SO 33.1.

- a) Each of **the following bodies** shall have the right to appoint for each day of the General Assembly, **one** member or staff-member to act as a Corresponding Member: Assembly Trustees, Faith Nurture Forum, Faith Impact Forum, Social Care Council, Committee on Church Art and Architecture, Central Services Committee, Ecumenical Relations Committee, General Trustees, Church of Scotland Guild, Trustees of the Housing and Loan Fund, the Nomination Committee, Safeguarding Committee, Stewardship and Finance Committee, the Church of Scotland Pension Trustees, the Theological Forum and the **Legal Questions Committee**.
- b) Each **such body** will advise the Assembly Business Committee not less than one week before the commencement of the General Assembly of the name of the Corresponding Member appointed for each day. The names of Corresponding Members appointed under this Standing Order shall be contained within the Assembly Papers.

SO 33.3.

The Assembly Trustees (including **the Chair of the General Trustees as an Assembly Trustee ex officio**), **being the** Charity Trustees of the Unincorporated Councils and Committees of the General Assembly, shall also be Corresponding Members when not Commissioners.

SO 39

Guest Speakers. Where any Committee wishes that one of its members or staff members, not being a Member of Assembly, should have an opportunity of addressing the Assembly in connection

with the discussion of its Report, the Convener shall **seek the permission of** the Moderator; **for the avoidance of doubt, such permission may be sought during a debate**. Where any Committee wishes that a person, not being a Member of Assembly or member or staff member of that Committee, should address the Assembly, the Convener shall submit the name of such person for

approval to the Assembly Business Committee before the Assembly opens, or to the Procedure Committee during the sittings of the Assembly, and the decision of the Assembly Business Committee or Procedure Committee shall be final, unless the Assembly themselves shall resolve in terms of SO 129 hereof to dispense with the observance of Standing Orders in respect of that particular matter.

SO 56

Proposals with Budgetary Implications. Prior to making any proposal, Commissioners should give due consideration as to whether this will incur the use of additional resources or affect the incoming resources for the Church's work, ie whether the proposal has budgetary implications. Advice on any proposal can be sought from the General Treasurer. A proposal with budgetary implications must be in the hands of Commissioners in proper form (for example, as a Proposed Deliverance, Notice of Motion, or Crave of a Petition). Specifically, to ensure sensible budget controls:

- a) Any proposal which involves new or additional expenditure whether of a one-off or recurring nature, must be accompanied by a statement specifying where funding will be found, whether by a reduction of existing costs; funding external to the Church or by an increase in the total amount to be met by congregations.
- b) Any proposal which results in a potential reduction in income, including a reduction in the total to be met by congregations, must be accompanied by a statement of where replacement funding will be found or expenditure reduced to compensate for the reduction in the income.

The Assembly Trustees shall have the right to comment upon any proposal in category (a) or (b) before any decision is taken.

LEGAL QUESTIONS COMMITTEE

October 2020

Proposed Deliverance

The General Assembly:

1. Receive the Report.
2. Amend Standing Orders 33.1, 33.3, 39 and 56 as detailed in section 1 and Appendix A of the Report of the Assembly Business Committee. (*Section 1 – Amendments to Standing Orders*).
3. In view of increased options for electronic delivery of documents as explained in section 1.6 of the Report of the Assembly Business Committee, instruct the Clerks to amend the Standing Orders for the Assembly of 2021 so as to remove mentions of “printing” or “bound” documents”. (*Section 1 – Amendments to Standing Orders*).
4. In relation to Youth Representatives:
 - (a) Amend Standing Order 35(ii) as detailed in section 2.2 of the Report; and
 - (b) Instruct the Faith Nurture Forum to devise a suitable process for selecting the additional ten Youth Representatives from the applications received and report to the General Assembly of 2021. (*Section 2 – Youth Representation at the General Assembly*).
5. Pass an Act amending the Registration of Ministries Act (Act II 2017) as set out in Appendix A (*Section 3 – Registration of Ministries and Appendix A*).
6. Pass an Act amending the Vacancy Procedure Act (Act VIII 2003) as set out in Appendix B (*Section 4 – Vacancy Procedure and PVG Scheme Membership and Appendix B*).
7. Pass an Act amending the Appeals Act (Act I 2014) as set out in Appendix C (*Section 5 – Appeals Committee of the Commission of Assembly and Appendix C*).
8. Pass an Act amending the Commission of Assembly Act (Act VI 1997) as set out in Appendix D

(Section 6 – Commission of Assembly and Appendix D).

9. Note that (1) the Vacancy Protocol and (2) the arrangements for Presbyteries and Kirk Sessions to meet and vote by video-conferencing or audio-conferencing or a combination of the two, agreed by the Commission of Assembly on 7 July 2020, have proved useful and continue these arrangements until the General Assembly of 2021 (*Section 7 – Vacancy Protocol and Video-conferenced Presbytery and Kirk Session Meetings*).
10. In relation to congregational meetings:
 - (i) Agree that until the opening day of the next General Assembly it shall be permissible for a Presbytery to effect adjustment in terms of the Appraisal and Adjustment Act (Act VII 2003) (“the Act”) where a Basis of Adjustment has been considered and voted upon by the congregation(s) involved in the manner specified in the Congregational Meetings on Bases of Adjustment Protocol set out in Appendix E, provided that the adjustment process otherwise complies with the terms of the Act.
 - (ii) Agree that until the opening day of the next General Assembly it shall be permissible for the Delegation of Assembly to issue a Unitary Constitution in terms of the Congregational Constitutions Act (Act XIX 1964) where the congregation(s) has/have agreed to adopt that Constitution in the manner specified in the Congregational Meetings for Adopting the Unitary Constitution Protocol set out in Appendix F.
 - (iii) Agree that the Protocols set out in Appendices E and F may subsequently be amended as directed by the Committee, acting reasonably and in the interests of all parties (*Section 8 – Congregational Meetings and Appendices E & F*).

Report

1. AMENDMENTS TO STANDING ORDERS

1.1 The Report of the Assembly Business Committee contains various proposals to amend Standing Orders. The details, including the proposed amended text of the Orders, are set out in full in there, in section 6 and Appendix A to the Report. In line with Standing Order 127, the section of deliverance to amend Standing Orders is however contained in the Report of this Committee.

2. YOUTH REPRESENTATION AT THE GENERAL ASSEMBLY

2.1 The Committee was given the remit: *“to consider a new method of Presbytery youth representation at the General Assembly, including exploration of how to compensate for the loss of the ten National Youth Assembly representatives”*.

2.2 After brief consultation with delegates at the final National Youth Assembly (“NYA”) held in August 2019, the Committee considered various options. It is recommended that the Standing Orders be amended by deleting Standing Order 35(ii), which provides for the NYA to appoint ten of its number to attend the General Assembly and substituting the following: *“A further ten persons between the ages of eighteen and twenty-five on the opening day of the General Assembly shall be appointed as Youth Representatives to each Assembly, such Representatives to be selected by the Faith Nurture Forum in terms of a process prescribed by that Forum and the names passed to the Clerks of Assembly by 31 March each year”*. Standing Order 35(i), which provides for each Presbytery to send one Youth Representative to the General Assembly, would remain.

2.3 In time, it might be possible to move to a method of overall appointment of Youth Representatives which simply involves the appointment of the same number of Youth Representatives from each Presbytery. With the Presbyteries being in flux over the next few years, such a method would result in an imbalance until the planned Presbytery restructuring is completed. However, we recommend that the method of appointing Youth Representatives is kept under review.

2.4 If the Assembly accepts the Committee’s

proposal in the meantime, we would invite the Assembly to instruct the Faith Nurture Forum to devise a suitable process for selecting the additional ten Youth Representatives from the applications received.

3. REGISTRATION OF MINISTRIES Change to the Rules of Procedure

3.1 The Rules of Procedure for the Registration of Ministries Committee (RoM Committee) are found in Schedule 1 to the Registration of Ministries Act (Act II 2017) (“the RoM Act”). The RoM Act provides that the Legal Questions Committee has power to amend the Rules, subject to such amendments being reported to the following Assembly.

3.2 The Committee has agreed that a change should be made to the Rules, as follows: instead of Rule 3(4), which provides that a member of the Committee shall not sit to hear an application from a person from their own Presbytery, the Rule now requires that conflicts of interest be declared and appropriately dealt with.

Changes to the RoM Act itself

3.3 In addition some changes are proposed to the RoM Act itself, to deal with issues which have arisen in practice. In particular, the role of the Recruitment Sub-Committee of the Safeguarding Committee in risk assessing applicants for Category O registration returning from suspension requires some reinforcing. A proposed amending Act can be found in Appendix A.

4. VACANCY PROCEDURE AND PVG SCHEME MEMBERSHIP

4.1 In light of experience, the Committee has been asked to draft amendments to the Vacancy Procedure Act (Act VIII 2003) to provide that a Call cannot be sustained until a minister is a member of the PVG Scheme. The proposed amendments can be found in Appendix B.

5. APPEALS COMMITTEE OF THE COMMISSION OF ASSEMBLY

5.1 Currently the Appeals Committee of the Commission of Assembly, the body which hears appeals against decisions of Presbyteries (mainly Presbytery Planning appeals in practice), has two Conveners and two Vice-Conveners. Experience has shown that it would be

useful to have an additional Convener and Vice-Convener, and amendments are proposed to section 9 of the Appeals Act (Act I 2014) to achieve this. These are set out in Appendix C.

6. COMMISSION OF ASSEMBLY

6.1 The Commission of Assembly Act (Act VI 1997) under "Meetings" enables the Committee to call a meeting of the Commission on its own initiative and under "Powers" states that such a Commission can *"dispose of any matter affecting the interests of the Church at home and abroad when the Church would be adversely affected by postponing consideration until the time of the next General Assembly."*

6.2 In light of the cancellation of the General Assembly of May 2020, the Committee agreed to call a Commission on two occasions, in May 2020 and for 7 July 2020. Minutes of these Commissions will be circulated to Commissioners and submitted to the Assembly.

6.3 The Committee was also mandated by the General Assembly of 2019 to call a Commission in relation to the following remits: (1) *"to consider proposals from the Assembly Trustees....for a name, structure, remit and membership of the two new groupings..."* (these being the bodies which became the Faith Nurture Forum and the Faith Impact Forum), and (2) *"to bring to the Commission....a clear description of the role and composition of the Audit Committee, including a requirement that the Chair of the Audit Committee is not an Assembly Trustee"*. The Commission met on 21 November 2019 and the minute will be circulated to Commissioners and submitted to the Assembly.

6.4 The current Commission of Assembly Act provides that the Commission is appointed at the closing of a General Assembly and continues in office until the next Commission is appointed. In practice this has sometimes meant that a Presbytery has not been fully represented at a Commission, when an appointee is unwell or even perhaps has subsequently passed away. An amendment to the Act is proposed, as set out in Appendix D. This would enable a substitute person to be appointed in these limited circumstances. Wording has also been inserted to cover the situation where an appointee is subsequently

administratively or judicially suspended, or demits status. As a matter of policy, the Committee does not believe that substitution should be otherwise permitted, as then it might be possible to select attendees according to the nature of the business, which is not, the Committee suggests, the spirit in which the Commission is appointed.

7. VACANCY PROTOCOL AND VIDEO-CONFERENCED PRESBYTERY AND KIRK SESSION MEETINGS

7.1 At the Commission of Assembly held on 7 July 2020, it was agreed as follows:

- 1 Agree that until the opening day of the next General Assembly it shall be permissible for a Presbytery to sustain a Call by following a vacancy process which follows the terms of the Ministers and Deacons in Civil Partnerships and Same Sex Marriages Act (Act I 2015) and the Vacancy Procedure Act (Act VIII 2003) save only to the extent that those are altered by the Protocol set out in the Report.
- 2 Agree that the Protocol set out in the Report may subsequently be amended as directed by the Legal Questions Committee but only to the extent necessary to reflect changes in civil legislation.
- 3 *Agree that until the opening day of the next General Assembly both Presbyteries and Kirk Sessions may meet and vote by video-conferencing or audio-conferencing or a combination of the two, provided that the principles stated in the Protocol set out in the Report shall be adhered to by all involved.*

7.2 The Committee understands that these arrangements have been useful to local parties and proposes that they continue until next year's General Assembly.

8. CONGREGATIONAL MEETINGS

8.1 At the Commission of Assembly held on 7 July 2020, a Protocol was agreed so that despite the coronavirus pandemic and the restrictions it imposes upon travelling, gathering and meeting, vacancy process could continue. It is apparent that similar problems exist in the adjustment process, and also in the adoption

of new unitary constitutions, in both cases because congregational meetings in person cannot be held due to the pandemic.

8.2 The Committee has prepared two further Protocols to address these problems. These follow the same general format as the Vacancy Process Protocol and are set out in Appendices E and F. As with the Vacancy Process Protocol, they will subsist until the next General Assembly.

8.3 The first Protocol (Appendix E) relates to the adjustment process. The Committee is conscious that the congregational meeting to agree the terms of a Basis of Adjustment would normally allow for any member or adherent to ask questions and for all present to hear the answers before they are called upon to vote. It is thought that such a meeting is difficult to replicate; clearly a video-conferenced meeting would be the nearest substitute but it is thought that with the numbers and variety of persons involved, such a meeting is unlikely to be possible in practice. The approach taken has been to substitute a “questions and answers” document”, prepared from questions asked by members and adherents of the congregation, and then to issue a ballot paper by email or hard copy. It is recognised that this strays some way away from the Act’s provision for a meeting in person.

8.4 The second Protocol (Appendix F) deals with the approval of Unitary Constitutions. Here the method suggested is a straightforward ballot. As with approval of Bases of Adjustment, it is first suggested that both Kirk Session(s) and the Presbytery approve this method of proceeding in the congregation(s) in question.

8.5 The view has been taken that at the moment there is no urgent need to provide a Protocol to approve the sale of buildings as most such sales are authorised by a Basis of Adjustment approved through the processes of Act VII 2003.

8.6 The Committee offers these Protocols on the understanding that it is for the Assembly to take a view on whether these, the best that the Committee believes can be proposed, are in fact sensible ways of proceeding. The alternative would be to continue, as is currently the case in practice, to be unable to approve Bases of

Adjustment or new Unitary Constitutions until meetings in person are possible.

9. EXAMINATION OF RECORDS

9.1 In accordance with the arrangements set in place by the General Assembly of 2000, the Legal Questions Committee has examined the relevant records of Assembly Councils and Committees for 2019. These have been found, generally, to be in order with suggestions for improvements in consistency of pagination and other minor matters being made to the Convener and Secretary of each Council and Committee.

In the name of the Committee
S GRANT BARCLAY, *Convener*
BARBARA R FINLAYSON, *Vice-Convener*
GEORGE J WHYTE, *Secretary*

Appendix A

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

Edinburgh, [] October 2020, 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. *In section 23, add at the end* “and (iii) where an individual completes a transfer from one type of ministry to another in terms of the Transfer Between Ministries Act (Act V 2019), the individual concerned may promptly be re-categorised accordingly on the Register of Ministry”.
2. *Add a new section 28(1)(iv):* “invite the Recruitment Sub-Committee, as defined in the Safeguarding Act (Act II 2018), to comment on the application and adhere thereafter to the recommendations of that Sub-Committee”.
3. *In section 28(3), delete the words* “if the applicant has not served in a Category **O** appointment within the preceding three years”.
4. *In Schedule 2, add a new paragraph (i) at sub-section (1) as follows and renumber accordingly thereafter:* “the determination of the Presbyterial Commission, the Discipline Tribunal and/or the Judicial Commission, as the case may be”.
5. *In Schedule 2, delete the existing paragraph 2(2)(i) and substitute the following:* “the determination of the Presbyterial Commission, the Discipline Tribunal and/or the Judicial Commission, as the case may be”.

Appendix B

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

Edinburgh, [] October 2020, 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. Delete the existing section 18 and substitute the

following:

- (1) “18. Eligibility for Election
 - (a) The following categories of persons, and no others, are eligible to be nominated, elected, and called as ministers of parishes in the Church of Scotland, but always subject, where appropriate, to the provisions of Act IX 2002:
 - (b) A minister holding Category **O** registration, in terms of the Registration of Ministries Act (Act II 2017);
 - (c) A minister who has applied for Category **O** registration, whose application is currently under consideration, provided that before the call can be sustained or the minister in question inducted, Category **O** registration must have been granted;
 - (i) A licentiate of the Church of Scotland who has satisfactorily completed, or has been granted exemption from, his or her period of probationary service.
 - (ii) A Graduate Candidate holding a Graduate Candidate’s Certificate in terms of section 22 of Act X 2004.
 - (d) The holder of a Certificate of Eligibility or of a Temporary Certificate of Eligibility, in either case in terms of Act IX 2002. The holder of a Certificate of Eligibility who is a national outside the European Economic Area and Switzerland shall be eligible to apply for charges only in terms of section 27 of Act VIII 2003.
2. Notwithstanding section (1) above, the following categories of persons shall not be eligible to be apply for vacancies:
 - (a) Anyone who has served as an Interim Moderator in the current vacancy unless the conditions set out in section 6(3) apply.
 - (b) A person who is the subject of ongoing

proceedings being undertaken in accordance with the Discipline of Ministry Act (Act III 2001) or the Discipline Act (Act I 2019).

(c) A person who is not a member of, or cannot become a member of, the PVG Scheme, as defined in the Safeguarding Act (Act II 2018)."

2. Add a new paragraph (d) to subsection 21(3) as follows:
"In the case of all ministers, this shall include evidence of membership of the PVG Scheme, as defined in the Safeguarding Act (Act II 2018), or of application for such membership."
3. *Amend section 29(1) to delete the word "and" in the second line, insert a comma in its place and add "and evidence of membership of the PVG Scheme, as defined in the Safeguarding Act (Act II 2018)" at the end of the section.*
4. *Amend section 29(2) to delete the word "and" in line five, insert a comma in its place and add "and evidence of membership of the PVG Scheme as defined in the Safeguarding Act (Act II 2018)" at the end of the second sentence.*
5. Delete the existing section 30(4) and substitute:
"No Call shall be sustained until the following evidence has been laid before the Vacancy Procedure Committee: (i) that the new minister has Category **O** registration, in the form of a certified extract from the Register of Ministry, and (ii) that the new minister is a member of the PVG Scheme, as defined in the Safeguarding Act (Act II 2018)."

Appendix C

[] ACT AMENDING THE APPEALS ACT (ACT I 2014) (AS AMENDED)

Edinburgh, [] October 2020, Session []

The General Assembly hereby enact and ordain that the Appeals Act (Act I 2014), as amended, shall be further amended as follows:

1. Delete the existing sections 9(1) and 9(3) and substitute the following:
"9. Conveners and Vice-Conveners of the

Commission of Assembly

(1) The General Assembly, on the nomination of the Nomination Committee, and in accordance with the Standing Orders of the General Assembly, shall appoint up to six persons to be Conveners and Vice-Conveners of the Appeals Committee of the Commission of Assembly, all of whom shall be qualified to practise as lawyers or shall be persons experienced in the law and practice of the Church.

(3) In the event that (i) none of the Conveners nor Vice-Conveners is able to attend a sitting of the Appeals Committee of the Commission of Assembly, or (ii) all of the Conveners and Vice-Conveners disqualify themselves from the hearing of a particular appeal, the Appeals Committee of the Commission of Assembly may choose their own convener from their own number to moderate that sitting (or the hearing of a particular appeal within that sitting, as the case may be), provided always that the same person shall continue to act as convener throughout the hearing of any given appeal. Any such person chosen to act as convener shall either be a person qualified to practise as a lawyer or shall be a person experienced in the law and practice of the Church."

Appendix D

[] ACT AMENDING THE COMMISSION OF ASSEMBLY ACT (ACT VI 1997) (AS AMENDED)

Edinburgh, [] October 2020, Session []

The General Assembly hereby enact and ordain that the Commission of Assembly Act (Act VI 1997), as amended, shall be further amended as follows:

1. At the end of section 2, add the following:
"Where a minister or elder designated under section (a) is unable to attend a meeting of the Commission due to ill-health or subsequent decease, or has, after the date of appointment, been administratively or judicially suspended or has demitted status, the Presbytery in question may appoint a substitute and shall provide to the Clerks of Assembly, at least seven days in advance

of the date of the meeting of the Commission, the name and other required details of the substitute appointee. Substitutions shall not be permitted in any other circumstances. A minister shall be substituted for a minister and an elder for an elder. Substitutes need not have been Commissioners at the General Assembly which appointed the Commission."

Appendix E

The Congregational Meetings on Bases of Adjustment Protocol (v1, [3 October] 2020)

In light of the coronavirus pandemic and the restrictions it imposes on daily activities such as travelling, gathering and meeting, and with the intention of enabling the Church's adjustment processes to continue despite the pandemic and thus promote the vitality and well-being of congregations, and notwithstanding the provisions of the Appraisal and Adjustment Act (Act VII 2003) ("the Act"), section 13(2), **it is agreed that it shall be permissible for a Presbytery to proceed to effect adjustment in terms of the Act where, instead of a congregational meeting in person, a Basis of Adjustment has been considered and voted upon by the congregation(s) involved in the manner set out in this Protocol**, and provided that the adjustment process otherwise complies with the terms of the Act:

Before this Protocol can be used:

- After the process set out in section 13(1) of the Act has been completed, the sets of office bearers of each congregation involved must have met under section 13(2) of the Act under the convenership of a member of the Presbytery appointed to this task and must have voted upon the Basis of Adjustment, and each set of office bearers must have voted in favour of the Basis in question;
- Thereafter (and this meeting may follow on immediately from the individual ones held above), the Presbytery (or its appropriate Standing Committee), must meet with the Kirk Session(s) involved to consider the full circumstances of the proposed adjustment and to decide whether the Protocol should be used for the specific Basis of

Adjustment; this Protocol may only be used where the outcome of such a meeting is agreement that it is appropriate for the congregation(s) in question to consider and vote upon the Basis of Adjustment in line with this Protocol; if the Presbytery and all Kirk Session(s) involved are not so agreed then the Protocol may not be used for the adjustment matter in question;

If it is agreed at the meeting between the Presbytery and the Kirk Session(s) involved that the Protocol can be used for the Basis of Adjustment in question, then the process shall be as follows:

- intimation to all members and adherents of the congregation(s) of the intended process as set out in this Protocol must be given as follows: at physical or online worship, by placing on the website and social media if used, and by email or letter and/or by phone, so as to ensure that all members and adherents of the congregation(s) receive intimation of the intended process in some form or other, declaring for the avoidance of doubt that a mixture of intimation methods may be agreed by the Kirk Session(s);
- in such intimation a period of 14 days must be specified within which members and adherents may submit to the Kirk Session(s) questions about the Basis of Adjustment which they wish to have answered;
- a "questions and answers" document must thereafter be prepared by the Presbytery (or its appropriate Standing Committee), in conjunction with the Kirk Session(s), to accompany the Basis of Adjustment when it is to be voted upon;
- the Basis of Adjustment and the "questions and answers" document must be circulated in hard copy or by email to all members and adherents eligible to vote along with the ballot paper, declaring that there may be a combination of circulation methods depending on recipient;
- the ballot papers must be prepared and circulated in such a manner as to enable verification of eligibility to vote;

- the ballot papers must be returned (by email, post or hand-delivery) to the Presbytery Clerk or other delegated official within 14 days of their date of issue and all votes must be counted and the result announced in circumstances which are open and transparent and which promote trust and confidence in the outcome; the Kirk Session(s) shall agree the method(s) by which the result shall be intimated;
- prior to the Presbytery meeting at which a decision is made on the adjustment in question, the Presbytery's Standing Committee must see and approve a report as to the use of this Protocol in the congregation(s) in question, which report should contain the "questions and answers" document, the ballot paper used and a note of the votes cast for and against;
- for the avoidance of doubt:
 - the Presbytery meeting thereafter at which the decision on adjustment is made may be held in accordance with the decision of the Commission of Assembly on 7 July 2020 (ie by video and/or audio conference or by a combination of the two and/or with some persons physically present) and any congregation directly involved in the matter must be cited to appear (by video or audio conference or in person);
 - nothing in this Protocol affects the ability of the Presbytery in terms of section 13(2) of the Act to effect adjustment;

And provided further that detailed Guidance for Presbyteries and Kirk Sessions reflecting this Protocol may be issued by the Principal Clerk, which Guidance may be updated from time to time at the direction of the Legal Questions Committee.

Appendix F

The Congregational Meetings on Adopting the Unitary Constitution Protocol (v1, [3 October] 2020)

In light of the coronavirus pandemic and the restrictions it imposes on daily activities such as travelling, gathering

and meeting, and with the intention of enabling congregations to adopt the Unitary Constitution even where a meeting to pass a Resolution to do so, or to agree a Basis of Adjustment which provides for it, has not been possible, and thus promote the vitality and well-being of congregations, and notwithstanding the provisions of the Congregational Constitutions Act (Act XIX 1964) ("the Act"), section 6, **it is agreed that it shall be permissible for the Delegation of Assembly to issue a Unitary Constitution in terms** of the Congregational Constitutions Act (Act XIX 1964) ("the Act") where the congregation has/have agreed to adopt that Constitution in the manner set out in this Protocol:

Before this Protocol can be used:

- The Kirk Session involved must first have met and voted in favour of the adoption of the Unitary Constitution;
- Thereafter (and this meeting may follow on immediately from the individual one(s) held above), the Presbytery (or its appropriate Standing Committee), must meet with the Kirk Session involved to decide whether the Protocol should be used for the congregation in question; this Protocol may only be used where the outcome of such a meeting is agreement that it is appropriate for the congregation in question to vote upon the adoption of the Unitary Constitution in line with this Protocol; if the Presbytery and all Kirk Session involved are not so agreed then the Protocol may not be used for the congregation in question;

If it is agreed at the meeting between the Presbytery and the Kirk Session involved that the Protocol can be used for the congregation in question, then the process shall be as follows:

- intimation to all members and adherents of the congregation of the intended process as set out in this Protocol must be given as follows: at physical or online worship, by placing on the website and social media if used, and by email or letter and/or by phone, so as to ensure that all members and adherents of the congregation receive intimation of the intended process in some form or other, declaring for the avoidance of doubt that a mixture

of intimation methods may be agreed by the Kirk Session;

- a ballot paper asking whether the recipient is for or against adoption of the Unitary Constitution must be circulated in hard copy or by email to all members and adherents eligible to vote, declaring that there may be a combination of circulation methods depending on recipient;
- the ballot papers must be prepared and circulated in such a manner as to enable verification of eligibility to vote;
- the ballot papers must be returned (by email, post or hand-delivery) to Session Clerk within 14 days of their date of issue and all votes must be counted and the result announced in circumstances which are open and transparent and which promote trust and confidence in the outcome; the Kirk Session
- shall agree the method(s) by which the result shall be intimated; prior to the Presbytery meeting at which the Presbytery is to decide whether or not to concur in the decision of the congregation, the Presbytery must see and approve a report as to the use of this Protocol in the congregation in question, which report should contain the ballot paper used and a note of the votes cast for and against;
- for the avoidance of doubt:
 - the Presbytery meeting thereafter at which the decision on whether or not to concur in the decision of the congregation may be held in accordance with the decision of the Commission of Assembly on 7 July 2020 (ie by video and/or audio conference or by a combination of the two and/or with some persons physically present);
 - where a new Unitary Constitution is to be adopted in terms of a Basis of Adjustment, the Congregational Meetings on Bases of Adjustment Protocol shall be used rather than this Protocol;

Presbyteries and Kirk Sessions reflecting this Protocol may be issued by the Principal Clerk, which Guidance may be updated from time to time at the direction of the Legal Questions Committee.

And provided further that detailed Guidance for

REPORT OF THE FAITH NURTURE FORUM

October 2020

Proposed Deliverance

The General Assembly:

1. Receive the Report.

2. Note the progress made to the creation of the new agency.

3. Note the proposal to keep Heart and Soul under review (Section 1.2).

4. Pass an Act amending the Selection and Training for Full-Time Ministry Act (Act X 2004) as set out in Appendix I (Section 4.2.1 and Appendix I).

5. Pass an Act amending the Ordained Local Ministry Act (Act IX 2011) as set out in Appendix II (Section 4.2.1 and Appendix II).

6. Pass an Act amending the Admission and Re-admission of Ministers Act (Act IX 2002) as set out in Appendix III (Section 4.3 and Appendix III).

7. Pass an Act amending the Discipline Act (Act I 2019) as set out in Appendix IV (Section 4.3 and Appendix IV).

8. Pass the Restricted Certificates of Eligibility Regulations as set out in Appendix V (Section 4.3 and Appendix V).

9. Pass an Act amending the Vacancy Procedure Act (Act VIII 2003) as set out in Appendix VI (Section 4.4 and Appendix VI).

10. Pass an Act amending act amending the Admission and Re-Admission of Ministers Act (Act IX 2002) as set out in Appendix VII (Section 4.4 and Appendix VII).

11. Pass an Act amending the Selection and Training for Full-Time Ministry Act (Act X 2004) as set out in Appendix VIII (Section 5.3 and Appendix VIII).

12. Pass an act amending the Ordained Local Ministry Act (Act IX 2011) as at Appendix IX (Section 5.3 and Appendix IX).
13. Pass an act amending the Readership Act (Act XVII) 1992 as set out in Appendix X (Section 6.1.4 and Appendix X).

14. Affirm the priorities outlined for the Forum's work (Section 7).

15. Instruct the Forum to work with the General Trustees to effect the transfer of CARTA to be part of the General Trustees, and thank and discharge the Committee on Church Art and Architecture and its members (Section 8).

16. Note the content of Appendix XI, a summary of the work of the predecessor Councils, Mission and Discipleship, and Ministries, covering the months between the 2019 General Assembly and when they were discharged on 31 December (Section 10 and Appendix XI).

Report

1. INTRODUCTION

1.1 Setting the Scene

1.1.1 There are many positives in the coming together of Ministries and Mission and Discipleship, building on what has gone before. In these early months of its life, the Forum has been reviewing the wide range of work which the predecessor bodies bring to the mix. That review and reflecting has also led to a sense of what has priority and what might be laid down.

1.1.2 The Forum recognises the need to equip inspirational leaders and disciples to support the Faith Action Plan outlined in the report of the Assembly Trustees. Alongside this is the clear need for recruitment; for ongoing vocational guidance; and lifelong learning for all God's people.

1.1.3 At this stage in the life of the Church of Scotland some will be called on to lead worship and to be creative as they do so; some will take up the mantle of pastoral care; others the nurturing of disciples who are confident in sharing their faith. This goes beyond the recognised ministries of Minister, Deacon, and Reader, recognising that the challenge is there to equip the whole people of God while recognising distinctive callings and gifts which individuals have. Along with our colleagues in Faith Impact, we are exploring an integrated programme of learning and development, education and training to nurture and equip God's people in delivering mission in context.

1.1.4 The Forum will have at its heart a commitment to work using smaller groups than has been the practice, to be more agile and fleet of foot. It cannot be otherwise with the reduction from over 100 members in the two predecessor bodies to a Forum of fifteen members. Small implementation groups, with normally no more than five members, working to clear remits, with staff operating under clearly understood delegated powers can make a difference. The Special Commission's intent was to entrust staff

with greater responsibility and accountability. As Presbytery Planning and new ways of being church are rolled out, the new Presbyteries will have a key role in developments and the evolving relationship between presbyteries and Faith Nurture is critical as we move forward.

1.1.5 The General Assembly of 2019, and the Commission of General Assembly in November 2019, recognised the need for us to work in a different way. The smaller implementation groups mentioned above are but one aspect of this. With the reduction in membership compared to the previous bodies, the challenge of remaining in touch with the local church is one to which the Forum is alive.

1.1.6 With the arrival of lockdown, a further freeze on activity took place. At time of writing, the budget for the last few months of 2020 is being reframed, with much activity taking place online. The move to a new way of working will continue and the Forum will continue to examine its workload and budget lines carefully.

1.2 Heart and Soul

1.2.1 Heart and Soul took place as an online event on the afternoon of Sunday 17th May 2020. The event lives in the creative tension as a showcase for a number of congregations and the agencies of the Church along with others, while yet being something which is difficult to evaluate in terms of long-term impact.

1.2.2 The Forum recognises the need for something new and that learning should be taken from the online event of 2020. Discussions should continue about the possibility of a further Heart and Soul event in the run up to Christmas 2020, as has been suggested by the Heart and Soul Board. Alongside this, further reflections on other experiences from this time of pandemic will take place with appropriate stakeholders about Heart and Soul for 2021 and a decision about holding Heart and Soul in 2021 will follow in due course.

2. LEGACY ISSUES FOR THE FORUM

2.1 The Vacancy Procedure Act, (Act VIII 2003); the Appraisal & Adjustment Act (Act VII 2003).

2.1.1 The General Assembly of 2017 instructed the then Ministries Council to consider the place of both the Vacancy Procedure Act, (Act VIII 2003), and the Appraisal and Adjustment Act (Act VII 2003). On the one hand, the Council was asked to review the Vacancy Procedure Act, given the length of vacancies, and the place of call within that Act, and on the other hand there was a sense that the Appraisal and Adjustment Act needed a substantial revision or replacement. These were both reported on in the Remits booklet issued following the 2017 General Assembly. Now, in the summer of 2020, the context against which these deliverances were passed looks very different. There are now just over 700 ministers in charges, against a target of 850 charges agreed as a result of the planning round of 2012. Movement towards this number of 850 has stalled; the number of charges at 31 December 2018 reported to the General Assembly of 2019 as being eligible to call a minister was 979. The reality too is that this number of 850 is unaffordable.

2.1.2 It is true to say that a vacant Church without a minister is still a Church, and while the Christian community does not cease to exist in a vacancy, vacancies are becoming lengthier, and the impact of Covid-19 on the wider finances of the Church, and the consequences for many of our buildings, are not yet fully known. There is a clear need to determine what is an affordable number of ministers and Ministries Development Staff (MDS), and this information will be used to inform the legislation on Presbytery Planning, and, to a lesser extent, vacancy process. More frequent meetings are taking place with the General Trustees, and staff from Faith Nurture have been involved with the Assembly Trustees' Augmented Presbytery Planning Group. The Forum will report on both of these Acts to the 2021 General Assembly in more detail.

3 CAPABILITY PROCEDURE

The Special Commission on Ministerial Tenure and the Leadership of the Local Church asked the then Ministries Council to engage with Ministerial Development, and to explore the development of a Capability Process for the ordained ministry. The Ministries Council had been instructed to bring proposals to the General Assembly of 2019; this did not happen. Much work has nevertheless gone on in the background, drawing on the experiences of other churches in this area, and the Forum will report back to the General Assembly of 2021.

4. GO FOR IT

As part of the transitioning process of Go For It, an impact evaluation on the seven years' work of Go For It was requested by the General Assembly of 2019. The findings of the report, independently conducted by external researchers with thanks to Go For It Fund grant-holders who participated in the survey and interviews, will help towards assisting the Church of Scotland in its future missional work. This can be found on the Church's website https://www.churchofscotland.org.uk/__data/assets/pdf_file/0009/69129/Go-For-It-Fund-Impact-Evaluation-Report-June-2020.pdf.

4.1 AGE LIMITS IN RECRUITMENT

4.1.1 It was agreed by the General Assembly of 2019 to increase the age limits for recruitment/training, in line with the increasing state retirement age, for inducted full-time ministers of Word and Sacrament (FTMWS), and Diaconal ministry. This means completion of all training 10 years in advance of an individual's state retirement age. [There are no age limits in place for Ordained Local Ministry or Readership.] Legislation was passed by General Assembly of 2019 on this basis, which retained the expectation of 10 years post-qualifying service, commensurate with level of investment.

4.1.2 The Faith Nurture Forum received a deliverance at the General Assembly of 2019 to consider applying discretionary flexibility in the age by which an applicant must complete the required course. The Forum has considered this but retains the age limits as set out and passed by the General Assembly of 2019 for the reasons explained.

4.1.3 The Forum encourages anyone who is exploring a call to service to do so at their earliest possibility, and reminds those who are not able to pursue a call to FTMWS, due to age, that they can explore a call to Word and Sacrament in Ordained Local Ministry.

4.2 RECRUITMENT AND SUPPORT LEGISLATIVE MATTERS

4.2.1 Appeals Framework

4.2.1.1 Following the Recruitment Review as reported to the General Assembly of 2019, further work has been done to allow a consistent approach to appeals across the Discernment & Assessment and Admissions processes.

4.2.1.2 The Faith Nurture Forum brings forward revisions to Act X 2004, and associated revisions to Act IX 2011 to ensure that the Assessment Conference has the authority to make Accept/Non-Accept decisions, and that any Appeal should be heard by the Ministries Appeal Panel [MAP]. The revisions also update terminology used in the processes and remove the opportunity to request a Committee Review before a MAP.

4.2.1.3 In the formation of the Faith Nurture Forum, the Committee Review is no longer reflected in the structure, although this is not the prime reason for seeking this revision. The revisions allow for consistency of approach and act to reduce unnecessary layers of Appeal. The revisions are consistent with the appeals process in the Admission and Re-admission of Ministers Act. (Act IX 2002)

4.2.1.4 The proposed changes to the legislation can be found at Appendix

I, and also impact on the Ordained Local Ministry Act (Act IX 2011); the proposed amendments to this Act can be found at Appendix II.

4.3 INTERNATIONAL PRESBYTERY OVERTURE – RESTRICTED CERTIFICATE OF ELIGIBILITY

4.3.1 The Faith Nurture Forum received the following instruction at the General Assembly of 2019:

4.3.2 Instruct the (Ministries) Council**, jointly with the Legal Questions Committee, and in consultation with the International Presbytery, to consider whether to bring forward proposals for a Scheme whereby for charges in the International Presbytery it would be possible to introduce a minister who is not a minister of the Church of Scotland, or otherwise falling within the provisions of s.18 of Act VIII 2003 (as amended), to a charge in the International Presbytery on his/her being granted by the Council a Restricted Certificate of Eligibility covering only charges in the International Presbytery, such Certificate being obtainable through an expedited procedure approved by the Recruitment Task Group of the Council, and otherwise subject to the provisions of s.6(b)(ii) (A) to (F) of Act IX 2002 (as amended).

4.3.3 In responding to the Overture endorsed by General Assembly of 2019, we have sought, in consultation with the International Presbytery and Legal Questions Committee, to offer a pragmatic response which also protects the established schemes for Admissions into the Church of Scotland and retains appropriate accountability within Presbyterian governance.

4.3.4 The proposed revisions allow a new process for gaining a Restricted Certificate for a specific appointment within the International Presbytery. This would allow a minister, retaining status in their own denomination, to apply, and subsequently be introduced as minister of that charge for 3 years, extendible on further application to 6 years. For the avoidance of doubt,

the applicant would not be able to apply for any other charge or appointment under this Restricted Certificate.

4.3.5 We now bring forward amendments to the Admission and Re-admission of Ministers Act, Act IX 2002, and Discipline Act (Act I 2019) to enable this and to instruct the International Presbytery to discharge their duties in accordance with the revisions. The legislation is found at Appendix III and IV.

4.3.6 We also ask the General Assembly to agree a new regulation, in order to allow the International Presbytery to exercise its responsibility in oversight of such applicants and ministers. The regulation is found at Appendix V.

4.4 VACANT CHARGES AND APPLICANTS FROM OUTWITH THE EEA AND SWITZERLAND

4.4.1 Section 27 of the Vacancy Procedure Act (Act VIII, 2003) currently stipulates that vacant congregations seeking to consider applicants from outwith the EEA and Switzerland must wait six months, and consider eligible applicants, before being given permission by, and listed by, the Presbytery as being eligible to consider those from outwith the EEA and Switzerland.

4.4.2 The United Kingdom will leave the European Union on 31st December 2020, and as part of the Forum's regular contact with United Kingdom Visas and Immigration, we have been advised that there will no longer be a requirement for vacant congregations to fulfil the Resident Labour Market Test.

4.4.3 As a result, the Forum seeks to make changes to the Vacancy Procedure Act (Act VIII, 2003), and to amend the Admissions and Readmissions Act (Act IX, 2002) by deleting reference in that Act at section 6(b) to Section 27 of the Vacancy Procedure Act (Act VIII, 2003). The details of these amending Acts can be found at Appendices VI and VII.

4.4.4 The Forum will issue an update to the

guidance for Interim Moderators in December 2020.

5. EDUCATION AND TRAINING

5.1 Introduction

5.1.1 Our current candidate and probationer cohorts are full of life and vision for the ministry of the church in Scotland. They continue to benefit from the wealth of knowledge and experience demonstrated by all those involved in their education and training experience.

5.2 Candidates' Finance

5.2.1 Candidates for the full-time ministries are required to make substantial financial sacrifices to enter training, yet retain their prior financial commitments and incur new financial burdens which they are struggling to meet. There is a growing perception that training for ministry is only for those who can afford it; applications to the hardship funds are increasing and candidates are withdrawing from training for financial reasons.

5.2.2 In the light of these pressures, the Faith Nurture Forum has implemented an increase in candidate funding to £15,000 per annum with effect from 1 Sept 2020, and sees this as a significant contribution to candidates' welfare and well-being.

5.2.3 Alongside this, the Forum will continue to utilise restricted funds to alleviate student hardship and arrange the payment structure to ensure regular payments are phased evenly across three years of academic study.

5.3 Annual Candidate Appraisal

5.3.1 The candidate review process was assessed in 2019. A consultation was run in quarter 2 of 2019 with the following primary stakeholder groups: recently ordained ministers (68% participation rate), Presbytery Assessors and Training Task Group Assessors (96% participation rate) and training officers (100% participation rate). It revealed a number of factors, including the following:

- Inconsistency of candidate and assessor experience

- Increasing lack of availability of Presbytery and Task Group assessors due to other commitments
- A financially and administratively burdensome process

5.3.2 The Forum brings proposals for a new appraisal process as set out in the amendments to Act X, 2004, sections 20-22, and Act IX (2011) sections 15-17 (see Appendices VIII and IX). This process will take the form of a meeting to support and encourage the candidate, confirm their progress has been satisfactory, seek clarification where required, and set formation and learning goals for the following year through a facilitated conversation and discussion. Co-convened by a Presbytery representative and a Forum staff member, these meetings will build on existing partnerships with Presbyteries, as we appraise candidates together in a robust, consistent and fair way.

5.3.3 In order to follow best practice and to ensure there are no surprises at the Annual Appraisal, the paperwork will be assessed prior to the meeting with explicit reference to the second and third dimensions of formation in the Formation Framework, and a recommendation will be made to the Forum and Presbytery. The nature of this recommendation will be reflected in the constitution of the meeting that takes place, ensuring a robust appraisal process, a sustainable use of resources including the utilisation of Forum staff and due governance in difficult cases. The Annual Appraisal will primarily focus on the central dimension of formation and the ministerial formation of the candidate.

- 5.3.4 Recognising that:
- 5.3.4.1 the initial course meeting is a short information sharing session primarily between the training team staff member and the candidate;
 - 5.3.4.1 and that the most meaningful welcomes by Presbyteries happen locally,

with no substantive decisions being made at this meeting, the Forum recommends that Presbytery be no longer in attendance at this initial course meeting.

5.3.5 Presbyteries are encouraged to continue to welcome candidates in ways that suit their own context. Confirmation of Presbytery nomination will continue to be received via Presbytery returns.

5.3.6 The success of the 2018/19 interim review pilot, which adopted the successful ministerial development conversation coaching model along with a consultation with the supervising minister and Presbytery representative, will be continued.

- 5.3.7 The process as a whole will:
- 5.3.7.1 Ensure a robust student-focused and supportive approach
 - 5.3.7.2 Focus on ministerial formation in line with the Formation Framework
 - 5.3.7.3 Ensure a consistent approach for all candidates
 - 5.3.7.4 Encourage Presbytery to welcome candidates in a personal way suited to their particular context
 - 5.3.7.5 Reduce the burden on already pressed Presbytery assessors
 - 5.3.7.6 Reduce burdensome administrative processes
 - 5.3.7.7 Utilise the skills and experience of the training officers
 - 5.3.7.8 Reduce costs

5.3.8 Stage two of the development of the appraisal process for candidates will see the relationship between Presbyteries and candidates further strengthened through the development of the role of a formation supervisor, which is being piloted in the 2020/21 session. The formation supervisor will be an individual from the same Presbytery as the candidate who will accompany them throughout training and complement the

role of the placement supervisor: they will focus on ministerial formation and the placement supervisor will focus on the tasks and skills of ministry. They will report on the candidate's yearly progress and represent Presbytery at the annual appraisal. An evaluation of the pilot and a recommendation regarding the roll-out of formation supervision will be brought to the General Assembly in 2021.

6. PARTNERSHIPS AND DEVELOPMENT

6.1 READERSHIP AND ORDAINED LOCAL MINISTRY (OLM) AND AUXILIARY MINISTRY

6.1.1 The Ministries Council worked with a Readership Working Group and an OLM Working Group to review in-service practices, deployments and legislation. These groups have benefited from the contributions of representatives from each of these ministries and the oversight of the Rev Dr Kenneth Fleming, Coordinator for New and Emerging Ministries.

6.1.2 The work from both of these working groups has resulted in a review and recommendations of changes to both ministry handbooks and legislation. The handbooks have been updated.

6.1.3 The changes to the Readership Act (Act XVII, 1992) can be found at Appendix X. These changes include more intentional oversight by Presbyteries, with particular regard to maintaining an up-to-date roll of Readers, as well as revisions to the Appeals Process, to bring it into line with other recognised ministries.

7. FAITH NURTURE PRIORITIES

7.1 Presbytery Planning

7.1.1 As the Church begins the slow process of emerging from the pandemic restrictions, the stark reality of the challenges facing the Church are increasingly evident. Anecdotal feedback indicates that a number of churches will not reopen for public worship, and the high number of vacancies is a well-known fact. Alongside this, progress towards the number of charges envisaged in the 2012 Planning Round has slowed dramatically.

7.1.2 Work on financial modelling supports a move away from the 2011 estimates to a more credible understanding of how many buildings we need and how many ministers the Church can afford.

7.1.4 Presbyteries are required to review Presbytery Plans annually, and to report to the Faith Nurture Forum that this has taken place. The Forum, and the Assembly Trustees, will be scrutinising this information carefully, and Presbyteries are encouraged to be robust in implementing and reviewing their plans, in order to shape the Church for mission and growth in a sustainable manner. The Forum and the Assembly Trustees will report further to the 2021 General Assembly on progress towards more realistic planning assumptions.

7.2 NEW WAYS OF BEING CHURCH

7.2.1 Recognising the challenge around numbers of ministers of word and sacrament, and the missional challenge of engaging as a national Church, the Church of Scotland will look very different in 2030. The General Assembly of 2019 agreed to work towards the establishment of 100 new worshipping communities by the year 2030, and work is underway in developing networks of learning communities. Alongside this, work continues in exploring hubs and multidisciplinary teams.

7.2.2 The Forum recognises the need to equip inspirational leaders and disciples to support the Faith Action Plan outlined in the report of the Assembly Trustees. Alongside this is the clear need for recruitment; for ongoing vocational guidance; and lifelong learning for all God's people.

7.2.3 If there are to be less than 600 ministers of word and sacrament, Church will have to be done differently, while still recognising that for many inherited church still makes sense and is robust in many places. That is not the picture everywhere, and the Church continues to learn from what can be done with little or no resource.

The development of learning communities and Fresh Expression Incubators will be critical in exploring new ways of being Church, which will engage across the generations, recognising the age groups which are missing in many of our churches. Lessons learned about digital worship; gathering online; livestreaming; and the resourcing of this, both in terms of skills development, and financial investment in the kit needed, will be a priority for the life of the Church in these coming months and years.

7.2.4 Conversations are taking place with those involved in Presbytery Planning at a national level and also within those Presbyteries interested in exploring new ways of being church. Existing initiatives, such as Future Focus and Weekend of Invitation, as will work with the General Trustees on developing well equipped spaces in the right places, although it is also recognised that many of these new worshipping communities may not require premises in their early lives. The challenges of technology, and online worship, will also be a priority in terms of how the Forum and the wider Church supports the local.

7.3 EDUCATION AND TRAINING

The reduction in candidate numbers in recent years has been recognised by previous General Assemblies, and has to be seen against a backdrop of five different academic partners offering different approaches and different subjects. The creation of Faith Nurture, from the Mission and Discipleship and Ministries Councils, has allowed space to consider the bringing together of different programmes from these bodies. The work under the banner of the Radical Action Plan has recognised the need for an integrated approach to education and training. Such an integrated approach would allow for equipping for service at a local level, allowing people to be discipled and to be disciples, leading worship, caring, and also allowing for a progression should people feel a sense of vocation to develop these gifts and skills further, whether to deepen their own understanding, or to progress into one of the recognised ministries of the Church.

A single, integrated training programme needs to be established as a matter of urgency, and this will be a priority for the Forum.

8. CARTA

8.1 The Church's Committee on Art and Architecture (CARTA) continued to provide advice to the General Trustees and individual congregations- a total of 245 cases were considered during 2019.

In reporting to the General Assembly of 2019, mention was made of the intention to recruit an Audio-Visual Adviser, who would work with congregations as they assess their needs in this area. The Forum is happy to report that following a rigorous recruitment process, Mr John Turner was appointed to this role, and he can be approached through the Church Offices.

8.2 The location of CARTA in the structures of the Church was considered at last year's General Assembly and, in the light of other decisions around what belongs appropriately within the Faith Nurture Forum, the Forum proposes the relocation of CARTA to sit within the General Trustees.

8.3 In line with the move to smaller governance structures, it is also proposed that, alongside the transfer of the function, the Committee's life would come to an end. It would be for the General Trustees to consider the role of the specialist advisers, e.g. Stained Glass, and Organs, and how that expertise could be utilised in the future. Accordingly, the Committee would be thanked and discharged.

8.4 The role of CARTA is advisory in every respect, with the final decisions lying with the General Trustees, apart from consideration of sale or disposal of communion ware. With this in mind, and in the light of the General Trustees' Programme for Well Equipped Spaces in the Right Places, it makes sense for CARTA to sit within the General Trustees. It is proposed that this transition take place with effect from 1st January 2021.

9. FINANCIAL INFORMATION AND ALLOWANCES

9.1 Finance

9.1.1 The Ministries Council, at the General Assembly of 2019, had committed to examining

the range of allowances, and the Forum offers the review of allowances, stipends, and salaries in the following paragraphs.

Queries have been made about whether it is appropriate for those providing pulpit supply to be paid less than the organist providing cover. Similarly, questions have been raised as to the alignment between the remuneration paid to someone not in receipt of a stipend who conducts a funeral, and the pulpit supply fee, alongside some anecdotal evidence of what celebrants charge. The Forum would argue that this is not a useful basis for comparison.

The reality is that any increase in pulpit supply or change to the remuneration for funerals would be a cost to the local church rather than one which is borne by central funds.

The Ministries Council at last year's General Assembly increased island allowances by just under 15%.

9.1.2 The Forum does not wish to increase the financial pressures on local congregations, and, at a time when work is being done by the Assembly Trustees to review the Ministry and Mission system, it would seem premature to review these allowances at this time. The Forum will continue to keep these figures under review and will report back to the General Assembly of 2021. The Forum is also mindful of unintended consequences; the effects of the decision to increase pulpit supply mileage, to be more equitable, was an additional unexpected burden which was being met at a local level. The effects of this were particularly acute in the rural context where such mileage is significantly higher than in towns or in an urban setting.

9.2 Stipends and Salaries

In order to attempt to address the fact that stipends and salaries were recognised as having fallen marginally behind CPI inflation over the past five years the increase approved for 2020 was once again 2% which compared favourably with the December CPI rate announced by the

Bank of England as 1.3%. Taking this into account, the following scales have been applied in 2020: Stipend Scale (including Associate Ministers) 2020

Point 1	£28,137
Point 2	£29,977
Point 3	£31,817
Point 4	£33,658
Point 5	£34,577

Ministries Development Staff Scales 2020

MDS General Scale

Point 1	£25,624
Point 2	£26,462
Point 3	£27,297
Point 4	£28,135
Point 5	£28,968

Team Leader Scale

Point 1	£31,197
Point 2	£31,893
Point 3	£32,589
Point 4	£33,286
Point 5	£33,982

Deacon Scale (Genuine Occupational Requirement)

Point 1	£27,297
Point 2	£28,135
Point 3	£28,968
Point 4	£29,804
Point 5	£30,639

Island Allowance

This allowance was increased significantly in 2019 and so remains the same for 2020.

Outer Island Allowance: £1,798
Inner Island Allowance: £707

Travel Expenses 2020

As noted previously, any increase in this allowance would be borne at the local level and therefore, whilst the review of Ministry and Mission is ongoing, no change is proposed to any of the allowances which would have a detrimental impact on local finances. The travel expenses payable remain as:

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

- (b) Ministers also receive capital reimbursement of £80 per month.

reimbursement of travel expenses for students, probationers, 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

9.3 Recommended Pulpit Supply Fee and Expenses

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.

9.4 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 Faith Nurture Forum 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 Faith Nurture Forum 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 Faith Nurture Forum will meet the cost of removal expenses.

9.5 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.

9.6 Vacancy Allowance

For 2020 the Vacancy Allowance remains at £933 per month and £1,082 for linked charges. This is sufficient to cover pulpit supply 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.

9.7 Guardianship Allowance

For 2020 the Guardianship Allowance also remains at £933 per month in line with the vacancy allowance.

9.8 Ministries Development Staff 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 Faith Nurture Forum 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 Faith Nurture Forum for a grant to assist in meeting these costs.

Application should be made in writing to The Faith Nurture Forum 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.

10. WORK DONE BY THE TWO PREDECESSOR COUNCILS

Commissioners will find at Appendix XI a brief overview of the work done by both the Mission and Discipleship Council, and the Ministries Council, in the months following the General Assembly of 2019 through to the end of 2019, prior to the creation of the Faith Nurture Forum.

In the name of the Faith Nurture Forum:

ROSEMARY FREW, Convener

KAREN CAMPBELL, Vice-Convener

ANGUS R MATHIESON, Interim Head of Forum

Addendum

Norman Smith

Norman Smith was appointed as Convener of the Mission and Discipleship Council at the General Assembly of 2016, having previously been Vice-Convener for the Church without Walls area of that Council's work.

He has been in minister in Edinburgh: Granton since February 2005, being inducted there when plans to regenerate the Waterfront area of Edinburgh had just

been finalised, only for these plans to put aside following the financial crash of 2008. Norman's creative ideas for outreach and mission in an expanding parish were then used for the benefit of the wider Church. Norman has been instrumental in developing the Church's partnership with Fresh Expressions UK, and in representing the Church of Scotland in wider UK discussions on mission. We wish him well as he refocuses his attention on work in Granton Parish Church.

Martin Fair

Martin Fair was appointed by the General Assembly of 2016 as Vice-Convener of the Mission and Discipleship Council, with responsibility for the Church without Walls area. His ministry in Arbroath: St Andrews has been one of experimentation and innovation, engaging in reaching beyond the Church community and particularly in response to issues around addiction and recovery. He was previously a member of the Council, and before that he was Convener of the Parish Development Fund. The Forum thanks him for his dedication and welcomes his continuing contribution to the life of the Church as Moderator of the General Assembly.

Peter Gardner

Peter Gardner was Vice-Convener for Resourcing Worship in the Mission and Discipleship Council, and stepped down from that role at the end of December 2019 with the creation of the Faith Nurture Forum. Peter brought a wealth of experience in creative thinking and arts practice together with wisdom, pastoral sensitivity and insight into how we worship and empower others in the creating and leading of worship.

Peter's commitment to the vision of empowering the church to move from consumers of worship to being creators of worship has been particularly inspiring for those involved in the Resourcing Worship Group.

Peter's leadership and direction was instrumental in the process of writing and production of Conversations in Prayer. His work alongside Heidi in Gardner and Gardner saw their art installation at the General Assemblies of 2018 and 2019 dovetail into the work of the Worship Development Workers in shaping worship for the Assembly itself.

Lynne McEwen

Lynne McEwen was appointed by the General Assembly of 2018 as Vice-Convener for Congregational Learning in the Mission & Discipleship Council. She served that Council in many and varied ways over a period of six years, latterly convening the Congregational Learning Group. She offered valuable experience of working in the Scottish education sector as well as serving within the Church as Session Clerk, Presbytery Convener and Presbytery adult trainer, to name but a few. She provided well-grounded input to the Council's work, both in developing initiatives to support and equip congregations, and through hands on input, such as at a variety of training events. We wish Lynne well in the future and are grateful to her for all that she has contributed.

Bob Mallinson

Bob was Convener of the Priority Areas Committee in the Ministries Council, and brought his own lived experience to the role, alongside a wisdom and willingness to serve the Church in a missional way, integrating his commitment to the Ministries Council alongside his ministry in Dundee: Menzieshill. Bob never sought the role of Vice-Convener but once invited, threw himself into the work with the passion, commitment and sense of calling with which he is identified. His drive will be sorely missed by both the staff and the new Forum members as we look to take forward the Church's commitment to the poor and the marginalised in our society.

Brian Porteous

Brian brought considerable experience in strategy and leadership alongside a passion for ministry to his role as Vice Convener and was always a voice of reasoned vision during his time with the Ministries Council. He led the work of the Joint Emerging Church Group and presented that group's Report to the 2019 General Assembly on behalf of all the bodies involved. Brian was ordained into ordained local ministry while a member of the Ministries Council, and continues in that role in Kirkcaldy: Torbain. He was appointed as Vice-Convener in the Ministries Council at the General Assembly of 2019, having also served on the Assembly Arrangements Committee. We wish him well in his contributing to the forthcoming

Presbytery of Fife.

Sarah Ross

Sarah was Vice Convener in the Ministries Council, and served as Convener of that Council's Partnerships and Development Committee. Sarah inspired the Ministries Council to explore new ventures in recruitment, encouraging Workplace Chaplaincy Scotland to sponsor an internship programme funded by the Ministries Council. She was also heavily involved in the Council's Under 40s Working Group as it explored new ways of engaging with that age group. Her knowledge and experience were greatly appreciated in particular by the staff team and we wish her well in her continued work in Blantyre Old Parish Church.

Jayne Scott

Jayne was Secretary to the Ministries Council from July 2016 to September 2019. Jayne brought a passion not just for education and formation for the Church's recognised ministries, but for the whole people of God. Alongside this was a creativity which allowed for a different perspective to the work of the Ministries Council. Her involvement in Passage to India, now Wevolution, was typical of her commitment to inclusion and equality. We wish Jayne well, and thank her for her work.

Craig Renton

Craig came to be Depute Secretary to the Ministries Council in November 2017, and was appointed as Acting Secretary of the Ministries Council before being appointed Interim Depute Head of Faith Nurture in January 2020. He left in August 2020. His background in the Scottish Prison Service, and more recently in the Scottish Qualifications Authority, equipped him for the role and his experience beyond the Church was valuable for the work of the Ministries Council, and then with the Faith Nurture Forum. Craig's gifts and skills were appreciated by staff, Council, and Forum members, and the wider Church alike. We wish Craig well as he seeks to discern what lies ahead for his future.

Appendix I**[] ACT AMENDING THE SELECTION AND TRAINING FOR FULL-TIME MINISTRY ACT (ACT X 2004)***Edinburgh, [] October 2020, Session []*

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

1. Delete the existing sections 2, 5 and 6 and substitute the following:
 "Discernment conversation and Initial Screening process
2. (1) A person wishing to apply for the Ministry of the Church of Scotland shall have a discernment conversation with a staff member of the Forum's Recruitment Team to determine how they will proceed, and should they subsequently make application, this will be followed by an Initial Screening process arranged by the Forum.
 (2) A person deemed ready to proceed after that screening process shall be entitled to apply in terms of section 4 to be recognised as a Candidate for the Ministry. Any person who makes such an application shall be known as an applicant.
 (3) A person who is not deemed ready to proceed after that screening process must wait a period of between one and three years, as notified to that person by the Committee in writing, before they may again participate in an Initial Screening process. If as a result of the second Initial Screening process a person is again deemed not ready to proceed, they must wait a further period of between one and three years, as notified to that person by the Committee in writing, and may then participate in a third Initial Screening process. If such person is still deemed not ready to proceed at the third Initial Screening process, then they shall not be entitled to participate in any further Initial Screening process and their application for the Ministry of the Church of Scotland shall not proceed any further.
 (4) The outcome of each Initial Screening process shall be final and not subject to any form of review

or appeal.

Period of Discernment and Local Review

5. (1) Following the Forum's receipt of their application, the applicant will enter a period of discernment with a Mentor. During the period of discernment, the applicant and the Mentor shall explore together the nature of the applicant's call and gifting. The period of discernment shall last for three to six months. The Mentor will be chosen by the Committee and shall undertake such training as may from time to time be specified by the Committee. The Mentor shall be responsible for supervising the period of discernment according to the guidelines and standards established by the Committee, and shall produce assessment materials as required using such Indicators for Assessment document as may be from time to time in use by the Forum. During the period of discernment, the applicant shall also meet regularly with a representative (or representatives) of Presbytery.
 (2) At the end of the period of discernment the applicant shall proceed to a Local Review. The Local Review will be undertaken by a group consisting of a National Assessor appointed by the Forum, the Mentor and a representative appointed by the Presbytery.
 (3) In addition, before the end of a period of discernment, the Presbytery or the Forum 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(4) (ii), (iii) or (iv). Sections 5(5) and 5(6) shall still apply.
 (4) Subject to the provisions of section 5(3), arising out of the Local Review, one of the following written decisions shall be reported by the Review to the Committee:
 - (i) That the applicant is ready to proceed to National Assessment in terms of section 6 (or in the case of the Readership, to proceed to training for the Readership);

(ii) That the applicant should undergo a further period of discernment of such length as may be determined by the Local Review before a decision to proceed to National Assessment can be made;

(iii) That the applicant is not yet ready to proceed to National Assessment in terms of Section 6;

(iv) That the applicant is not suitable to proceed to National Assessment in terms of section 6.

(5) Applicants in respect of whom a decision is made in terms of paragraph 5(4)(iii) may apply, in each case from one year after the decision of the previous Local Review, to undertake up to two further periods of discernment.

(6) An applicant shall have the right to appeal to the Ministries Appeal Panel in relation to a decision made in terms of paragraph 5(4)(iv). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Local Review's decision was intimated to the applicant. The appeal shall proceed in terms of sub-section 6(5). At the Appeal Hearing the applicant shall be entitled to appear in person and the Chair of the Local Review shall also appear to present the case for the Local Review decision. The applicant may be accompanied by a companion, who shall not be entitled to speak.

(7) (i) All materials received by the Committee from the Local Review in terms of sub-section 5(4) shall be available to those making consideration in terms of sub-section 6(1).

(ii) No individual shall serve as an Assessor for the same applicant more than once.

National Assessment

6. (1) The Committee shall make suitable arrangements for the careful consideration of the applicant's character and beliefs, vocation, motivation and general suitability, shall be responsible for accepting or not accepting the

applicant as a prospective Candidate for the Ministry and shall inform the Presbytery of this decision. The Committee may delegate to the Assessment Conference powers to reach decisions on its behalf. Notwithstanding its responsibilities in terms of sub-section 5(2) above, the Presbytery shall be entitled to submit to the Committee written comments on the applicant's character and beliefs, vocation, motivation and general suitability. The Conference shall report its decision to the Committee which shall pass the names of prospective candidates to the Presbytery for nomination as candidates in training for the ministry.

(2) All applicants who are accepted as candidates shall receive, as part of their training and development, feedback from the Committee on their assessment. Applicants who have not been accepted as prospective candidates shall be offered the opportunity to receive, through the Committee, feedback outlining the reasons for their non-acceptance.

(3) An applicant who has not been accepted as a prospective candidate may reapply to be considered on up to two further occasions, provided that at least one year elapses between each application. An applicant who has been considered by the Committee on three occasions without being accepted as a prospective candidate may submit a fourth application only with the prior approval of that Committee.

(4) An applicant who has not been accepted by an Assessment Conference shall have the right to appeal to the Ministries Appeal Panel subject to the provisions of sub-section 6(5). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Assessment Conference's decision was intimated to the applicant. At the Appeal Hearing the applicant shall be entitled to appear in person and to address the Panel. He or she may be accompanied by a companion, who shall not be entitled to speak. A representative of

the Forum shall also appear to present the case for the decision reached in terms of sub-section 6(1). All parties will be in possession of the reports from the Local Review and the Assessment Conference.

(5) An appeal to the Ministries Appeal Panel in terms of sub-section 5(6) or 6(4), can only be brought on one or more of the following grounds: (a) that in the course of the Local Review or National Assessment Conference there were irregularities in the process, (b) that the final decision of the Local Review or National Assessment Conference was influenced by incorrect material fact, or (c) that the Local Review or National Assessment Conference acted contrary to the principles of natural justice. For the avoidance of doubt, it shall be competent for the purposes of this Act to appeal against a decision made in the name of the Forum, and the relevant provisions of the Ministries Appeal Panel Act (Act VI 2007) shall apply.

(6) If the decision at a Ministries Appeal Panel hearing 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 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."

2. Delete the existing section 10 and substitute the following:

"10. (1) A prospective candidate who has been refused nomination by the Presbytery has the right of appeal to the Ministries Appeal Panel. The prospective candidate may in any event submit a re-application for nomination on up to two further occasions, provided that at least one year elapses between each application.

(2) Notification of the intention to appeal to the Ministries Appeal Panel shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Presbytery's decision was made. At the Appeal Hearing the prospective candidate shall be entitled to appear in person and to address the Panel. He or she may be accompanied by a companion, who shall not be entitled to speak. Such an appeal can only be brought on one or more of the following grounds: (a) that there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Presbytery acted contrary to the principles of natural justice."

3. Delete the existing section 11.

Appendix II

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

Edinburgh, [] October 2020, Session []

1. Delete the existing sections 4, 7 and 8 and substitute the following: "Discernment conversation and Initial Screening process

4. (1) A person wishing to apply for the Ordained Local Ministry of the Church of Scotland shall have a discernment conversation with a staff member of the Forum's Recruitment Team to determine how they will proceed, and should they subsequently make application, this will be followed by an Initial Screening process arranged by the Forum.

(5) A person deemed ready to proceed after that screening process shall be entitled to apply in terms of section 6 to be recognised as a Candidate for the Ordained Local Ministry. Any person who makes such an application shall be known as an applicant.

(6) A person who is not deemed ready to proceed after that screening process must wait a period of between one and three years, as notified to that person by the Committee in writing, before they may again participate in an Initial Screening

process. If as a result of the second Initial Screening process a person is again deemed not ready to proceed, they must wait a further period of between one and three years, as notified to that person by the Committee in writing, and may then participate in a third Initial Screening process. If such person is still deemed not ready to proceed at the third Initial Screening process, then they shall not be entitled to participate in any further Initial Screening process and their application for the Ordained Local Ministry of the Church of Scotland shall not proceed any further.

(7) The outcome of each Initial Screening process shall be final and not subject to any form of review or appeal.

Period of Discernment and Local Review

7. (1) Following the Forum's receipt of their application, the applicant will enter a period of discernment with a Mentor. During the period of discernment, the applicant and the Mentor shall explore together the nature of the applicant's call and gifting. The period of discernment shall last for three to six months. The Mentor will be chosen by the Committee and shall undertake such training as may from time to time be specified by the Committee. The Mentor shall be responsible for supervising the period of discernment according to the guidelines and standards established by the Committee, and shall produce assessment materials as required using such Indicators for Assessment document as may be from time to time in use by the Forum. During the period of discernment the applicant shall also meet regularly with a representative (or representatives) of Presbytery.

(2) At the end of the period of discernment the applicant shall proceed to a Local Review. The Local Review will be undertaken by a group consisting of a National Assessor appointed by the Forum, the Mentor and a representative appointed by the Presbytery.

(3) In addition, before the end of a period of

discernment, the Presbytery or the Forum may require that an early Local Review takes place. Such a Review shall be undertaken by the same group as specified in section 7(2) but may only reach a decision in terms of section 7(4) (ii), (iii) or (iv). Sections 7(5) and 7(6) shall still apply.

(5) Subject to the provisions of section 7(3), arising out of the Local Review, one of the following written decisions shall be reported by the Review to the Committee:

- (i) That the applicant is ready to proceed to National Assessment in terms of section 8;
- (ii) That the applicant should undergo a further period of discernment of such length as may be determined by the Local Review before a decision to proceed to National Assessment can be made;
- (iii) That the applicant is not yet ready to proceed to National Assessment in terms of section 8;
- (iv) That the applicant is not suitable to proceed to National Assessment in terms of section 8.

(5) Applicants in respect of whom a decision is made in terms of paragraph 7(4)(iii) may apply, in each case from one year after the decision of the previous Local Review, to undertake up to two further periods of discernment.

(6) An applicant shall have the right to appeal to the Ministries Appeal Panel in relation to a decision made in terms of paragraph 7(4)(iv). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Local Review's decision was intimated to the applicant. The appeal shall proceed in terms of sub- section 8(5). At the Appeal Hearing the applicant shall be entitled to appear in person and the Chair of the Local Review shall also appear to present the case for the Local Review decision. The applicant may be accompanied by a companion, who shall not be

entitled to speak.

- (7) (i) All materials received by the Committee from the Local Review in terms of sub-section 7(4) shall be available to those making consideration in terms of sub-section 8(1).
- (ii) No individual shall serve as an Assessor for the same applicant more than once.

National Assessment

- 8. (1) The Committee shall make suitable arrangements for the careful consideration of the applicant's character and beliefs, vocation, motivation and general suitability, shall be responsible for accepting or not accepting the applicant as a prospective candidate for the Ordained Local Ministry and shall inform the Presbytery of this decision. The Committee may delegate to the Assessment Conference powers to reach decisions on its behalf. Notwithstanding its responsibilities in terms of sub-section 7(2) above, the Presbytery shall be entitled to submit to the Committee written comments on the applicant's character and beliefs, vocation, motivation and general suitability. The Conference shall report its decision to the Committee which shall pass the names of prospective candidates to the Presbytery for nomination as candidates in training for the Ordained Local Ministry.
- (2) All applicants who are accepted as candidates shall receive, as part of their training and development, feedback from the Committee on their assessment. Applicants who have not been accepted as prospective candidates shall be offered the opportunity to receive, through the Committee, feedback outlining the reasons for their non-acceptance.
- (3) An applicant who has not been accepted as a prospective candidate may reapply to be considered on up to two further occasions, provided that at least one year elapses between each application. An applicant who has been considered by the Committee on three occasions without being accepted as a prospective candidate

may submit a fourth application only with the prior approval of that Committee.

(4) An applicant who has not been accepted by an Assessment Conference shall have the right to appeal to the Ministries Appeal Panel subject to the provisions of sub-section 8(5). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Assessment Conference's decision was intimated to the applicant. At the Appeal Hearing the applicant shall be entitled to appear in person and to address the Panel. He or she may be accompanied by a companion, who shall not be entitled to speak. A representative of the Forum shall also appear to present the case for the decision reached in terms of sub-section 8(1). All parties will be in possession of the reports from the Local Review and the Assessment Conference.

(5) An appeal to the Ministries Appeal Panel in terms of sub-section 7(6) or 8(4), can only be brought on one or more of the following grounds: (a) that in the course of the Local Review or National Assessment Conference there were irregularities in the process, (b) that the final decision of the Local Review or National Assessment Conference was influenced by incorrect material fact, or (c) that the Local Review or National Assessment Conference acted contrary to the principles of natural justice. For the avoidance of doubt, it shall be competent for the purposes of this Act to appeal against a decision made in the name of the Forum, and the relevant provisions of the Ministries Appeal Panel Act (Act VI 2007) shall apply."

- 2. Delete the existing section 9(4) and substitute the following:
- "9. (4) (a) A prospective candidate who has been refused nomination by the Presbytery has the right of appeal to the Ministries Appeal Panel. The prospective candidate may in any event submit a re-application for nomination on up to two further occasions, provided that at least one year elapses between each application.

(b) Notification of the intention to appeal to the Ministries Appeal Panel shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Presbytery's decision was made. At the Appeal Hearing the prospective candidate shall be entitled to appear in person and to address the Panel. He or she may be accompanied by a companion, who shall not be entitled to speak. Such an appeal can only be brought on one or more of the following grounds: (a) that there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Presbytery acted contrary to the principles of natural justice."

Appendix III

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

Edinburgh, [] October 2020, 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 at section 1 the following:
(h) "Restricted Certificate of Eligibility" shall have the meaning given in section 6(b)(iii).
2. Add a new section 6(b)(iii) as follows and renumber the existing subsection (iii) as subsection (iv):
(iii) a "Restricted Certificate of Eligibility" entitles the holder to apply for a specified charge within the Presbytery of International Charges and that on the basis of the holder being introduced to the charge for an initial period of three years only, subject to the following provisions:
(A) The Certificate shall entitle the holder to hold a post for a period of three years provided that post commences within six months of the date on which the Restricted Certificate of Eligibility is granted.
(B) At the request of the congregation

where the holder is introduced and with the concurrence of the Presbytery of International Charges 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 shall sign the Formula upon being introduced to the post and shall thereafter 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 under the Church's normal process of admission in terms of this Act and satisfactorily completes same, though the applicant's service in the Presbytery of International Charges shall be taken into account in determining what familiarisation might be required.

(E) Any contract which the holder enters into in the Presbytery of International Charges shall have a condition that it is an essential requirement for the person to hold a Restricted Certificate of Eligibility.

- (1) At the end of section 2 add "and a Restricted Certificate of Eligibility".

Appendix IV

[] ACT AMENDING THE DISCIPLINE ACT (ACT I 2019)

Edinburgh, [] October 2020, Session []

The General Assembly hereby enact and ordain that the Discipline Act (Act I 2019), shall be amended as follows:

1. At the end of section 2 add "and a Restricted Certificate of Eligibility".

Appendix V

[] RESTRICTED CERTIFICATES OF ELIGIBILITY REGULATIONS (REGS [] 2020)

Edinburgh, [] October 2020, Sess. []

1. The Presbytery of International Charges, when

recruiting to ministry in that Presbytery in terms of a Restricted Certificate of Eligibility, as referred to in the Admission and Readmission of Ministers Act (Act IX 2002), shall ensure as follows:

- (1) That the following conditions are satisfied before a recruit is introduced to a charge:
 - (a) That the applicant is interviewed in person and the Presbytery is satisfied that the applicant is suitable for introduction to the charge;
 - (b) That the applicant is theologically suitable to be ministering in the Church of Scotland;
 - (c) That all necessary Safeguarding checks and confirmations are obtained as to the applicant's suitability for Regulated Work, as defined in the Safeguarding Act (Act X 2018) and as that term can practicably be understood in the country where the applicant would be introduced to a charge, such checks to be undertaken in both the country where the applicant would be introduced to a charge and in the applicant's home nation, all in accordance with advice obtained from the Safeguarding Service;
- (2) That the following conditions are satisfied within 3 months after a recruit is introduced to a charge:
 - (a) In consultation with the Principal Clerk's office, that the recruit is given sufficient training on the law of the Church as it applies to ministry in the Presbytery of International Charges;
 - (b) In consultation with the Stewardship & Finance department, that the recruit is given sufficient training on matters of finance in the Church;
 - (c) In consultation with the Safeguarding Service, that the recruit undertakes appropriate training on Safeguarding rules and procedures to enable the recruit to work safely in the charge;

- (d) In consultation with the Law Department, that the recruit is sufficiently briefed on matters of Church property law to enable the recruit competently to manage property matters arising in the charge; and

- (3) That appropriate oversight over the recruit is exercised by the Presbytery.

Appendix VI

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

Edinburgh, [] October 2020, Session []

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

With effect from 1 January 2021:

1. Delete section 13(2)(d);
2. Delete the second sentence of section 18(4).
3. Delete section 27.

Appendix VII

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

Edinburgh, [] October 2020, 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: With effect from 1 January 2021:

4. Delete the words "Subject to the provisions of the Vacancy Procedure Act (Act VIII 2003) section 27," at the start of section 6(b).

Appendix VIII

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

Edinburgh, [] October 2020, Session []

The General Assembly hereby enact and ordain that the Selection and Training for Full-Time Ministry Act (Act X

2004), shall be amended as follows:

1. Delete the existing sections 20, 21 and 22 and substitute the following: "Initial Course Meeting

20 (1) At the outset of the candidate's course an Initial Course Meeting shall be held, attended by the candidate and whichever member of the staff of the Forum has been allocated responsibility for the care of the candidate.

(2) At the Initial Course Meeting the candidate will receive a personalised training plan, training policies (including the performance review policy) and an outline of expectations and responsibilities. Academic, practical and personal goals for the first year of training will be agreed. At the beginning of each placement a Learning Covenant will be agreed by the supervising minister and the candidate on placement.

(3) Other tasks of the Initial Course Meeting, and its structure and procedure, shall be determined from time to time by the Forum.

Annual Appraisal

21 (1) An Annual Appraisal Meeting shall take place at the end of each academic year in which training has been undertaken, whether or not a candidate has undertaken academic study during that year, and shall be carried out in terms of this section except during the final, fifteen month placement when the provisions of section 22 shall apply. The functions of each Meeting shall be to confirm satisfactory progress, to set formation and learning goals through a facilitated conversation and discussion, and to implement the performance review policy if applicable.

(2) The member of staff of the Forum who has been allocated responsibility for the Annual Appraisal Meeting shall receive written reports from the candidate, the supervising minister (if any) and the College (if academic study has been undertaken during the year); and shall use them along with the Formation Framework to prepare a Pre-Appraisal Form, to be circulated to all those attending the Annual Appraisal Meeting,

containing a positive or negative recommendation regarding the candidate's progress. A copy of the Pre-Appraisal Form shall also be sent to the Committee, for oversight purposes.

(3) A positive recommendation on the candidate's progress shall include a recommendation that one of the following conclusions be reached after the Annual Appraisal Meeting:

(a) that progress is entirely satisfactory; or

(b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report.

(4) A negative recommendation on the candidate's progress shall include a recommendation that one of the following conclusions be reached after the Annual Appraisal Meeting:

(a) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report; or

(b) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or

(c) that the candidature should be terminated.

(5) At the Annual Appraisal Meeting the following shall apply:

(i) The candidate may be accompanied by a companion, who may be the supervising minister of the candidate's most recent placement; the companion shall not be entitled to speak.

(ii) TNo-one may act as a representative of Presbytery who has not received the appropriate training as shall be determined and provided by the Forum.

(iii) TThe representative appointed by Presbytery shall be appointed with powers to make

decisions on behalf of Presbytery; the member of staff appointed by the Forum shall be appointed with powers to make decisions on behalf of the Forum.

(iv) TIn the case of a Pre-Appraisal Form containing a positive recommendation, in attendance shall be the candidate, the member of staff of the Forum who has been allocated responsibility for the Appraisal and a representative of Presbytery.

(v) TIn the case of a Pre-Appraisal Form containing a negative recommendation, in attendance shall be the candidate, the member of staff of the Forum who has been allocated responsibility for the Appraisal, a member or representative of the Forum and a representative of Presbytery. In this situation, the candidate shall be notified prior to the Annual Appraisal Meeting that there are concerns regarding their performance and that a member of the Forum shall be present.

(vi) TThe Meeting shall be co-convened by the member of staff of the Forum and the representative of Presbytery.

(6) At the Annual Appraisal Meeting the candidate's progress shall be confirmed, and learning and formation goals for the following year shall be set with reference to the Formation Framework.

(7) Following the Annual Appraisal Meeting, an Appraisal Report will be prepared by the member of staff of the Forum who has been allocated responsibility for the Appraisal and circulated within 3 working days of the Meeting to all those who attended the Meeting. If the candidate dissents from the Report or any part thereof, his or her dissent and the reasons for it shall be recorded in the Report, but shall not alter the status of the Report of the purposes of this Act.

(8) The Appraisal Report shall contain one of the following decisions:

- (a) that progress is entirely satisfactory; or
- (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time specified in the Report.
- (c) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or
- (d) that the candidature should be terminated.

(9) The candidate may appeal to the Ministries Appeal Panel against a decision in terms of paragraphs (8) (c) or (d) on one or more of the following grounds: (a) that in the course of the Annual Appraisal there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Annual Appraisal was conducted contrary to the principles of natural justice. Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Appraisal Report was intimated to the candidate. At the Appeal Hearing the candidate shall be entitled to appear in person and the representative of Presbytery who co-convened the Annual Appraisal Meeting shall also appear to present the case for the Annual Appraisal decision. The candidate may be accompanied by a companion, who shall not be entitled to speak.

(10) Other tasks of the Annual Appraisal Meeting shall be as determined from time to time by the Forum.

(11) Notwithstanding the above provisions, at any time during candidature, an Appraisal Meeting with full powers may be held.

Final Appraisal and sustaining the course

22. The review process during the final (fifteen month) probationary placement shall be as follows:

- (1) After six months, an Informal Appraisal of the candidate's progress shall take place, conducted by the member of staff of the Forum who has been allocated responsibility for the Informal Appraisal.

Prior to the Informal Appraisal, the member of staff shall informally consult with the supervising minister and the Presbytery. Any concerns shall be addressed either informally or by recourse to the procedures set out in section 23.

(2) The Final Appraisal shall be held in the twelfth month. The Final Appraisal shall follow the procedure described in s.21; and in addition to the decision reached in terms of sub-section 21(8), it shall be decided whether the final placement can be sustained and whether the candidate is fit to be ordained in due course. The Presbytery representative shall be appointed in such a way as to have powers to indicate the final approval of the Presbytery at this stage; the member of staff of the Forum who has been allocated responsibility for the Final Appraisal shall be granted power to indicate the final approval of the Forum at this stage.

(3) Where such approval has been given, the Committee shall satisfy itself that the requirements of sections 13-17 have been fulfilled, including all academic requirements. Provided both requirements are satisfied, the Forum shall have the power to issue an Exit Certificate upon completion of the probationary placement, at which point the candidate shall become a Graduate Candidate and shall then remain under the supervision of the Presbytery within whose bounds the final placement was undertaken, pending ordination to a charge or appointment.

(4) The Presbytery shall in each calendar year assess in terms of the criteria set out in section 9 above, the general suitability of each Graduate Candidate and, if satisfied, shall issue a Graduate Candidate's Certificate confirming continuing approval, and shall advise the Forum by 31 December. Candidates will have a right of appeal in the event of the Presbytery declining to issue a Certificate.

(5) A Presbytery must obtain a current Graduate Candidate's Certificate for any Graduate Candidate

whose call or appointment is to be sustained by that Presbytery after 31 December of the year in which his or her Exit Certificate was awarded.

(6) A Presbytery may issue a Graduate Candidate's Certificate on up to three occasions only. Thereafter, in order to obtain a Graduate Candidate's Certificate, the Graduate Candidate must apply for such a Certificate to the Registration of Ministries Committee, following an application procedure equivalent *mutatis mutandis* to that set out in section 27 of the Registration of Ministries Act (Act II 2017) (Application for Category O registration).

(7) Where the Committee has prescribed, under section 17(5) above, a part-time equivalent to the requirement of a fifteen month full-time probationary placement, the Committee may also under this section prescribe equivalent milestones for Informal Appraisal and for Final Appraisal, as are appropriate to the arrangements agreed for the part-time probationary placement."

Appendix IX

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

Edinburgh, [] October 2020, Session []

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

1. Delete the existing sections 15, 16 and 17 and substitute the following:

"Initial Course Meeting

(1) At the outset of the candidate's course an Initial Course Meeting shall be held, attended by the candidate and whichever member of the staff of the Forum has been allocated responsibility for the care of the candidate.

(2) At the Initial Course Meeting the candidate will receive a personalised training plan, training policies (including the performance review policy) and an outline of expectations and responsibilities. Academic, practical and personal goals for the first

year of training will be agreed. At the beginning of each placement a Learning Covenant will be agreed by the supervising minister and the candidate on placement.

(3) Other tasks of the Initial Course Meeting, and its structure and procedure, shall be determined from time to time by the Forum.

Annual Appraisal

16. (1) An Annual Appraisal Meeting shall take place at the end of each academic year in which training has been undertaken, whether or not a candidate has undertaken academic study during that year, and shall be carried out in terms of this section except during the final, probationary placement when the provisions of section 17 shall apply. The functions of each Meeting shall be to confirm satisfactory progress, to set formation and learning goals through a facilitated conversation and discussion, and to implement the performance review policy if applicable.

(2) The member of staff of the Forum who has been allocated responsibility for the Annual Appraisal Meeting shall receive written reports from the candidate, the supervising minister (if any) and the College (if academic study has been undertaken during the year); and shall use them along with the Formation Framework to prepare a Pre-Appraisal Form, to be circulated to all those attending the Annual Appraisal Meeting, containing a positive or negative recommendation regarding the candidate's progress. A copy of the Pre-Appraisal Form shall also be sent to the Committee, for oversight purposes.

(3) A positive recommendation on the candidate's progress shall include a recommendation that one of the following conclusions be reached after the Annual Appraisal Meeting:

- (a) that progress is entirely satisfactory; or
- (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report.

(4) A negative recommendation on the candidate's progress shall include a recommendation that one of the following conclusions be reached after the Annual Appraisal Meeting:

- (a) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report; or
- (b) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or
- (c) that the candidature should be terminated.

(5) At the Annual Appraisal Meeting the following shall apply:

- (i) The candidate may be accompanied by a companion, who may be the supervising minister of the candidate's most recent placement; the companion shall not be entitled to speak.
- (ii) No-one may act as a representative of Presbytery who has not received the appropriate training as shall be determined and provided by the Forum.
- (iii) The representative appointed by Presbytery shall be appointed with powers to make decisions on behalf of Presbytery; the member of staff appointed by the Forum shall be appointed with powers to make decisions on behalf of the Forum.
- (iv) In the case of a Pre-Appraisal Form containing a positive recommendation, in attendance shall be the candidate, the member of staff of the Forum who has been allocated responsibility for the Appraisal and a representative of Presbytery.
- (v) In the case of a Pre-Appraisal Form containing a negative recommendation, in attendance shall be the candidate, the member of staff of the Forum who has been

allocated responsibility for the Appraisal, a member or representative of the Forum and a representative of Presbytery. In this situation, the candidate shall be notified prior to the Annual Appraisal Meeting that there are concerns regarding their performance and that a member of the Forum shall be present.

- (vi) The Meeting shall be co-convened by the member of staff of the Forum and the representative of Presbytery.
- (6) At the Annual Appraisal Meeting the candidate's progress shall be confirmed, and learning and formation goals for the following year shall be set with reference to the Formation Framework.
- (7) Following the Annual Appraisal Meeting, an Appraisal Report will be prepared by the member of staff of the Forum who has been allocated responsibility for the Appraisal and circulated within 3 working days of the Meeting to all those who attended the Meeting. If the candidate dissents from the Report or any part thereof, his or her dissent and the reasons for it shall be recorded in the Report, but shall not alter the status of the Report of the purposes of this Act.
- (8) The Appraisal Report shall contain one of the following decisions:
 - (a) that progress is entirely satisfactory; or
 - (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time specified in the Report.
 - (c) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or
 - (d) that the candidature should be terminated.
- (9) The candidate may appeal to the Ministries

Appeal Panel against a decision in terms of paragraphs (8) (c) or (d) on one or more of the following grounds: (a) that in the course of the Annual Appraisal there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Annual Appraisal was conducted contrary to the principles of natural justice. Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Appraisal Report was intimated to the candidate. At the Appeal Hearing the candidate shall be entitled to appear in person and the representative of Presbytery who co-convened the Annual Appraisal Meeting shall also appear to present the case for the Annual Appraisal decision. The candidate may be accompanied by a companion, who shall not be entitled to speak.

(10) Other tasks of the Annual Appraisal Meeting shall be as determined from time to time by the Forum.

(11) Notwithstanding the above provisions, at any time during candidature, an Appraisal Meeting with full powers may be held.

Final Appraisal and sustaining the course

17. The review process during the final probationary placement shall be as follows:

- (1) After six months, an Informal Appraisal of the candidate's progress shall take place, conducted by the member of staff of the Forum who has been allocated responsibility for the Informal Appraisal. Prior to the Informal Appraisal, the member of staff shall informally consult with the supervising minister and the Presbytery. Any concerns shall be addressed either informally or by recourse to the procedures set out in section 18.
- (2) The Final Appraisal shall be held in the twelfth month. The Final Appraisal shall follow the procedure described in s.16; and in addition to the decision reached in terms of sub-section 16(8), it shall be decided whether the final placement can be sustained and whether the candidate is

fit to be ordained in due course. The Presbytery representative shall be appointed in such a way as to have powers to indicate the final approval of the Presbytery at this stage; the member of staff of the Forum who has been allocated responsibility for the Final Appraisal shall be granted power to indicate the final approval of the Forum at this stage.

(3) Where such approval has been given, the Committee shall satisfy itself that the requirements of sections 10, 11 and 12 have been fulfilled, including all academic requirements. Provided all such requirements are satisfied, the Forum shall have the power to issue an Exit Certificate upon completion of the probationary placement, at which point the candidate shall become a Graduate Candidate and shall then remain under the supervision of the Presbytery within whose bounds the final placement was undertaken, pending ordination to an appointment.

(4) The Presbytery shall in each calendar year assess in terms of the criteria set out in section 9(3) above, the general suitability of each Graduate Candidate and, if satisfied, shall issue a Graduate Candidate's Certificate confirming continuing approval, and shall advise the Forum by 31 December. Candidates will have a right of appeal in the event of the Presbytery declining to issue a Certificate.

(5) A Presbytery must obtain a current Graduate Candidate's Certificate for any Graduate Candidate whose call or appointment is to be sustained by that Presbytery after 31 December of the year in which his or her Exit Certificate was awarded."

Appendix X

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

Edinburgh, [] October 2020, Session []

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

1. In section 1:
 - (i) Amend the heading to be "Application and acceptance as a candidate";
 - (ii) In paragraph (a), insert "and 7-11" after (5) in line one;
 - (iii) Add at the end a new paragraph (f): "A decision in terms of section 1(c)(iii) or (iv) shall be subject to the right of appeal set out in section 10."
2. In section 2, delete the last sentence and substitute "These decisions shall be subject to the right of appeal set out in section 10."
3. Delete the existing section 6 and substitute the following:

Supervision

 - (a) Each Presbytery shall maintain and revise annually a Roll of Readers under its supervision.
 - (b) A Reader shall have the choice of being on the Roll of Readers of the Presbytery in which they reside or the one in which they have their congregational membership. A Reader shall only be on the Roll of one Presbytery at a time. A Reader may choose to remove their name from the Roll of Readers at any time.
 - (c) Presbyteries shall send the names and contact details of those whom it admits to the office of Reader, and those whom it removes from its Roll of Readers, to the Faith Nurture Forum and the Editor of the Year Book no later than 30th June in each year.
 - (d) On leaving the Roll of Readers of one Presbytery, and seeking to be transferred to the supervision of another Presbytery, a Reader shall, on request to the Presbytery Clerk, receive a certificate of status, valid for a period of one year. He or she may lodge this certificate with the Clerk of the Presbytery in which they wish to be enrolled. Once enrolled by the new Presbytery, the Reader's name shall be added to the Roll of Readers of the latter Presbytery, whose Clerk shall notify the Faith Nurture

Forum and the Editor of the Year Book.

- (e) Presbytery shall invite all Readers on its Roll, giving one month's notice, to appear annually at a Presbytery meeting in recognition of their ministry. All Readers on a Presbytery's Roll shall be invited to be corresponding members of that Presbytery.
- (f) A Reader shall be warned by Presbytery that they risk being removed from its Roll of Readers if the Reader fails, without good cause, to appear before Presbytery as referred to in subsection 6(e) above. A failure in two consecutive years to comply with the above will lead to the Reader's removal from the Roll and the Reader will be advised accordingly.
- (g) Presbytery shall undertake the regular review of each Reader, not less than once every two years, and shall support their continuing development in the Readership. Presbyteries shall consult with Faith Nurture Forum on the resourcing of the above.
- (h) Presbytery, shall, before making any appointment of a Reader in the terms of section 4(b) of this Act, satisfy itself that the Reader is an enrolled Reader in terms of this Act.

4. In section 8, delete paragraph (g) and substitute "These decisions shall be subject to the right of appeal set out in section 10."

5. In section 10, delete the existing wording and substitute: "An appeal in terms of section 1, 2, 6 or 8 of this Act shall be heard by the Ministries Appeal Panel in terms of the Ministries Appeal Panel Act (Act VI 2007) and may be taken on one or more of the following grounds: (a) that there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the process was conducted contrary to the principles of natural justice. Notification of the intention

to appeal shall be sent to the Faith Nurture Forum and to the Principal Clerk within 14 days of the date upon which the decision was intimated to the applicant or

candidate, as the case may be ("the appellant"). At the Appeal Hearing the appellant shall be entitled to appear in person. The appellant may be accompanied by a companion, who shall not be entitled to speak.

Appendix XI

REPORTS ON THE WORK IN 2019 (MAY-DECEMBER) OF THE PREDECESSOR COUNCILS:

Mission and Discipleship, and Ministries Councils

1. REFLECTING BACK

In this section, we report back on work given to the Forum's predecessor bodies, the Ministries Council, and the Mission and Discipleship Council, and how that was taken forward in the months between the General Assembly of 2019 and the forming of the Faith Nurture Forum on 1st January 2020. What follows is, of necessity, an overview and not a detailed report.

2. MISSION AND DISCIPLESHIP COUNCIL

2.1 Creating and Deepening Discipleship

2.1.1 The Mission and Discipleship Council reported to the General Assembly of 2019 with proposals on how it would resource and inspire congregations to create and deepen discipleship

2.1.2 Conversations in Discipleship, part of the series of Conversations, can be found online – available https://www.churchofscotland.org.uk/_data/assets/pdf_file/0008/59984/3247_M_and_D_Conversations_in_Discipleship_BOOKLET_LORES.pdf. The next booklet in this series, "Exploring Discipleship", has been delayed because of Covid-19.

2.1.3 Elders' Conference

An elders' conference with 76 participants, from 25 different presbyteries took place in June 2019, again following the theme 'Creating and Deepening Discipleship.'

2.2 CHILDREN AND YOUNG PEOPLE

2.2.1 In August 2019, the National Youth Assembly met for the last time in its current form, at Gartmore House. It considered three main themes: Hate Speech, Missional Buildings, and

Testimony and Confirmation. These are reported on in more detail under the National Youth Assembly Report and Minutes.

2.2.3 A joint event, run by the Church & Society Council and the Mission & Discipleship Council, exploring how to develop and strengthen participants engagement with early years in their local church, took place in September 2019.

2.2.4 The 25 years of National Youth Assemblies were marked by a service of thanksgiving, and a ceilidh, with the Moderator of the General Assembly in attendance, in Perth on Saturday 19th October.

2.3 CHURCH WITHOUT WALLS

2.3.1 The foundations for a network of Learning Communities operating under the Fresh Expressions Incubator branding were laid down, with the following objectives;

- That each learning community will have a facilitator;
- That each facilitator will mentor two others into a similar role;
- That these learning communities will support not individual pioneers but teams of pioneers, recognising the loneliness that comes with being a pioneer;
- Conversations with Priority Areas; with Path of Renewal; and Education and Training have taken place to learn from their experiences of learning communities and small groups;
- This approach was based on interest shown by some presbyteries in doing this with little or no resource, namely, Aberdeen, Kirkcaldy, Lothian, Edinburgh, and Irvine and Kilmarnock.

2.3.2 The Council was also delighted to partner with New College in its two short courses on pioneer ministry and worship leadership.

2.3.3 The 2019 Denis Duncan Lecture, run in partnership with the Guild of Health and St Raphael, took place in November 2019, and was

delivered by Michael Harvey, Director of the Weekend of Invitation Project.

2.4 RESOURCING WORSHIP

2.4.1 Together We Pray

Together We Pray was introduced to the Church by the Council of Assembly in 2017. A season of prayer ran from September 2019 to the start of Advent and focused on the outworking of the Radical Action Plan, anticipating a period of significant change in the Church.

2.4.2 Ten prayers were released weekly from September to December 2019 and were produced to be used personally, or in Church gatherings of varied sizes, or in Sunday worship.

2.4.3 Gaelic Prayer

2.4.3.1 The Gaelic Group of the Church spent some time translating the Thy Kingdom Come Prayer Booklet into the Gaelic language 'Thigeadh Do Rìoghachd: Aon latha deug de dh'ùrnaigh'. This was well received by many across the Church. This resource is available on the Church of Scotland Website and the Thy Kingdom Come website (www.thykingdomcome.global).

2.4.4 Other Initiatives

2.4.4.1 In the run up to the end of October 2019, the date originally targeted as Brexit day, a series of prayers for challenging times were issued. These were written by a wide range of authors, and also included a liturgy for a Brexit meal and grace, allowing people with differing viewpoints on this issue to share table fellowship and seek to understand differing viewpoints.

2.5 CARTA

2.5.1 The Church's Committee on Art and Architecture (CARTA) continued to provide advice to the General Trustees and individual congregations - a total of 245 cases were considered during 2019.

In reporting to the General Assembly of 2019, mention was made of the intention to recruit an Audio-Visual Adviser, who would work with congregations as they assess their needs in this area. Mr John Turner was appointed to this role, and he can be approached through the Church Offices, or by email to faithnurture@churchofscotland.org.uk.

2.6 LIFE AND WORK

2.6.1 The decision was taken in advance of the General Assembly of 2019 to produce a special one-off digital supplement, in light of the major decisions which were before that General Assembly. This was quickly promoted and distributed through the magazine's website and social media, to help the people in the pew understand the importance of the changes proposed, and was well received.

3. MINISTRIES COUNCIL

3.1 PRIORITY AREAS

3.1.1 The Priority Areas Committee commissioned a piece of research into how growing a mentoring programme might support our congregations and further mission.

3.1.1.1 Mentoring was widely considered to be a useful mechanism to support people in leadership roles to manage these challenges; but also as a mechanism to empower local people to get involved and take ownership of some of the tasks associated with running their local church. Mentoring support for congregations was seen to be as important as mentoring for individuals.

3.1.1.2 Work began on developing six key areas:

- Audit the provision of mentoring or other similar support currently being offered across the Church of Scotland to ensure this is taken account of in any new model developed.
- Develop a services and skills database,

which includes details of individuals able to support Priority Areas as mentors.

- Build on the information gathered through the recent survey of Priority Areas to develop a directory of parish profiles.
- Consider the introduction of network groups to facilitate online conversations between groups with common interests, e.g. for Priority Area ministers or community development workers operating in Priority Areas.
- Build on the annual Priority Areas conference by offering a range of other networking opportunities that bring people together to share learning and practice.
- Implement a small number of pilot mentoring schemes to test new approaches.

3.1.2 Chance to Thrive

3.1.2.1 The focus of the work in this phase is on disseminating the experience, good practice and learning of the Chance to Thrive programme so that the whole Church can benefit.

3.1.2.2 We continue to work with the existing eight Priority Area congregations on the programme and are supporting them to complete the process with us by summer 2020 and have developed an end of project review. To enable shared learning, we co-ordinated two network Gatherings, open to a range of these congregations.

3.1.2.2 At the request of the General Trustees, the Chance to Thrive Coordinator has been working with an additional twelve congregations which the General Trustees thought would benefit from the Chance to Thrive experience.

3.1.3 The annual residential experience, The Big Conversation – Fearfully and Wonderfully Made, again provided a space for communities to reflect together and renew their practice. Over the past three years we have attracted 51 of our 64 communities to participate.

3.2 RECRUITMENT AND SUPPORT

3.2.1 The General Assembly in 2019 agreed to introduce Discernment Conversations as a replacement for Vocations Information Days. This allows a timelier and more personal response to enquiries.

3.2.2 The following table shows the statistics for those attending Assessment Conference over the period 2015 to 2019.

Year	2015	2016	2017	2018	2019
Completed Local Assessment	53	47	44	37	29
Attended Assessment Conference	25	37	29	37	29
Full-time Ministry (Applicants)	16	25	20	21	17
Full-time Ministry Accepted	13	15	13	16	15
Ordained Local Ministry (Applicants)	7	12	8	14	11
Ordained Local Ministry Accepted	5	8	5	10	8
Deacons (Applicants)	1	0	1	2	1
Deacons Accepted	1	0	1	1	0
First Time Applicants	43	48	24	31	25
Accepted	18	23	17	21	19
Returning Applicants	2	5	5	6	4
Accepted	1	0	2	6	4

3.2.3 Resilience in Ministry

3.2.3.1 Following the delivery of the Resilience in Ministry Research by Professor Leslie Francis as reported to last year's Assembly, the Faith Nurture Forum have continued to engage with the findings and implications of the research. A Resilience Research Conference was hosted in September 2019 with Prof Francis and

around 70 invited participants.

3.2.3.2 Issue 6 of the Ascend Magazine focussed on this report and on resilience generally, and can be read at this link.
<https://ascend.churchofscotland.org.uk/wp-content/uploads/2019/11/ASCEND-MAGAZINE-ISSUE-6-2.pdf>

3.3 EDUCATION AND TRAINING

3.3.1 Key conferences such as Preaching Today and the 5Q conference, exploring the fivefold APEST (Apostle, Prophet, Evangelist, Shepherd, Teacher) ministry model in Ephesians, were organised by the church in partnership with others in 2019.

3.3.2 In 2019, 57 Ministerial Development Conversations were carried out which is an increase of 19% from 2018.

3.3.3 Study leave is a source of refreshment and learning for individuals and therefore we hope a valuable experience for their congregations. 132 used study leave in 2019.

3.3.4 CANDIDATES' AND PROBATIONERS' CONFERENCES

3.3.4.1 The Training Team delivered a range of conferences for people at different stages of their formational journey. In response to feedback, significant work has been undertaken to redesign the style and content of our conferences.

3.3.4.2 We offered a significantly redesigned Candidate's Gathering. Taking place in St. Andrews this four-day conference had an overarching theme of mission & discipleship. Keynote speakers offered input which led into group work using a case study to explore key issues facing the church. A marketplace offered opportunity to meet and engage with a diverse range of organisations involved in mission and discipleship. Sunday worship at local churches followed by discussion with those

who had led it enabled connection with the wider church as well as exploration of the joy and challenges of mission in local churches. One participant commented 'this is the most relevant, helpful, informative and encouraging training I have engaged in for 30 years.' From 2020 Readers in training will also be invited to attend the Gathering.

3.3.4.3 At the heart of the Probationer training programme a series of conferences focused around 4 key areas: prayer & worship; leadership; church law & pastoral care; mission & discipleship.

3.3.5 CANDIDATES AND PROBATIONERS

<i>Candidates who started training in August 2019</i>	
FTWAS	11
OLM	9
Diaconal	0
<i>Total across categories</i>	20
<i>Candidates accepted for entry for August 2019 but deferred entry</i>	
FTWAS	2
<i>Deferred training total</i>	2
<i>Candidates across all years prior to probation as at August 2019 including those who have deferred</i>	
FTWAS	43
OLM	18
Diaconal	1
<i>Total across all categories</i>	62
<i>FTWAS candidates studying at recognised providers 2019-20</i>	
Aberdeen campus based	2
Aberdeen distance learning	1
Glasgow campus based	7
Edinburgh campus based	10

Highland Theological College campus based	3
Highland theological College distance learning	13
St Andrews campus based	1
<i>OLM candidates studying at recognised providers 2019-20</i>	
Aberdeen distance learning	10
Highland Theological College distance learning	7
<i>Diaconal candidates studying at recognised providers 2019-20</i>	
Edinburgh campus based	1
<i>Number of probationers completing training in 2019</i>	
FTWAS	22
OLM	5
Diaconal	0
Total	27
<i>Probationers beginning summer 2019</i>	
FTWAS	8
OLM	7
Total	15
<i>Readers</i>	
Readers in training in 2019	11
Readers set apart in 2019	9

3.3.6 RETHINKING INITIAL TRAINING

3.3.6.1 In June 2019 all Academic Providers were visited to discuss the proposals from the General Assembly 2019 regarding curriculum development and reducing the number of providers. During these conversations the church was encouraged, and enabled, to better understand the perspective of the Academic Providers, the pressures they face, and the

expectations of what they can deliver.

3.3.6.2 Space was given for these responses to be processed, and for the proposed academic curriculum to be written, further refined and prepared for tender. This process remains paused, for a variety of reasons; a desire on the part of the Assembly Trustees to better understand the issues, the restrictions imposed by lockdown, and the recognised need to move to a single integrated training programme, and the changing context in which the Academic Providers find themselves. This will be kept under review.

3.3.6.3 New College, Edinburgh, had previously been selected to write a new academic curriculum for the Church. Dr Sandy Forsyth completed this work in late September and presented it for a rigorous refining process.

3.3.6.4 The development of a Formation Framework for all the recognised ministries has been paused to prioritise the integration of the Radical Action Plan lay- training request.

3.4 DIACONATE

3.4.1 As a full member of the World Federation of Diaconal Associations and Diaconal Communities, the Church of Scotland Diaconate Council hosted the Diakonia Region Africa Europe (DRAE) Assembly from the 19th - 24th June 2019 at Queen Margaret University. 160 Deacons and Diaconal workers from 16 countries took part.

3.4.1 This year Diaconate Council welcomed Mark Evans DCS as its new President and rejoiced in the Ordination of Claire Herbert in her chaplaincy role with Lodging House Mission, Glasgow. At present there are 36 active Deacons, 14 of whom work out with the traditional structure of the church (40%).

3.5 PATH OF RENEWAL

3.5.1 With the recruitment of another 20

congregations, in its third cohort, Path of Renewal is now working with 90 congregations the length and breadth of Scotland.

3.5.2 Each tranche of Path of Renewal has proved iterative but the main themes remain focussed on discernment, discipleship and development of local leadership.

3.5.3 While it is clear that those ministers and congregations who join Path of Renewal have already embarked on a missional journey to various degrees, the shared learning and involvement in a national initiative provides further impetus, innovation and intentionality.

3.5.4 The collegiality and mutual support experienced by those involved in Path of Renewal continues to contribute to ministerial wellbeing and resilience.

3.5.5 An external researcher has been engaged in monitoring and evaluating Path of Renewal and the early signs of growth demonstrated in the research report shared with General Assembly 2019 continue to be evident. It is hoped to be able to share a more narrative evaluation for GA 2021.

3.6 PIONEER MINISTRY PILOT PROJECTS

3.6.1 As the Pilot nears completion the Church Army Research Unit has been commissioned to conduct independent evaluation of the project. This, alongside the reports and reflections of the Pioneers will provide a valuable resource for the Church of Scotland as it continues to develop new ways to exercise a territorial ministry in a rapidly changing landscape.

3.7 MINISTRY FOR THE DEAF

3.7.1 The GA 2019 instructed the Ministries Council to review the terms and conditions of Ministers for the Deaf, in accordance with a review of associated legislation relating to their appointment, deployment and duties and report to the GA 2020.

3.7.2 Faith Nurture Forum staff and the Presbytery Clerks of Aberdeen, Edinburgh and

Glasgow have met on numerous occasions over the year to review the current employment arrangements and have concluded that no one model of ministry for the various deaf congregations can be held as a definitive model for all. Faith Nurture Forum will however remain committed to working with and supporting these congregations as any new developments are considered.

3.8 READERSHIP AND ORDAINED LOCAL MINISTRY (OLM) AND AUXILIARY MINISTRY

3.8.1 The Ministries Council worked with a Readership Working Group and an OLM Working Group to review in-service practices, deployments and legislation. These groups have benefited from the contributions of representatives from each of these ministries and the oversight of the Rev Dr Kenneth Fleming, Coordinator for New and Emerging Ministries.

3.8.2 Around seventy Readers (out of 248) signed-up for a Readership conference in September 2019 (a three-fold increase from previous numbers). The feedback received from participants was positive in terms of venue, programme and worship.

3.9 MINISTRIES DEVELOPMENT STAFF (MDS) STAFFING NUMBERS

3.9.1 The GA 2019 instructed the establishment of a process allowing the maximum sustainable number of MDS posts to be filled. This process is now in place and has processed three batches of applications

3.9.2 The process is working in a consistent and transparent manner, meeting its financial objective; however, concerns have been raised as to its sustainability where some presbytery plans are planning to convert posts from Full time Ministers of Word and Sacrament to posts defined as MDS posts. In these instances and with the current MDS Staffing Approval Panel, funding for these new posts would not be guaranteed and would need to compete alongside other MDS applications, depending on the overall annual budget allocation.

It is anticipated that this will need to be monitored and reported as appropriate.

3.10 PRESBYTERY PLANNING AND HUB STYLE MINISTRY

3.10.1 The concept of hub-style ministry has been in discussion since it was first suggested at the GA 2016 and has been evolving ever since, in terms of understanding of the term and its application as a model for ministry. In 2018 a Coordinator for New and Emerging Ministries was appointed, to lead on piloting local interpretations on what this ministry might mean, and more specifically, what it might mean in context. Those participating are Argyll, West Angus, Dundee, Aberdeen South and Leith. Each of these has drafted models of team ministry using existing legislation to meet their local needs, with varying degrees of success.

3.10.2 The project has acted as a stimulus for change in the Church. It has offered up some models for ministry, influenced wider discussions and decisions in presbytery planning, and contributed to developing legislation on the shape of ministry for the future. It has pointed towards the need for changes in legislation and to make provision for new forms of team ministry that cut across traditional parish boundaries and in some cases, Presbytery boundaries.

3.10.3 Hubs represented an open experiment where pilots were encouraged to develop local solutions. It has been a valuable learning experience and brought meaningful change to those involved. It is proposed that the current Hub project should end and that a new project or phase take its place. This new phase would drop the misleading and confusing term 'Hub' and replace it with something more understandable, e.g. 'New Models of Ministry for the Church'.

3.10.4 In parallel with the work of the pilot Hub ministries, two consultation events took place to discuss the merits and risks of introducing new legislation that permitted multiple charges in a single charge.

PRINCIPAL CLERK – NOMINATION TO A TRUST

October 2020

Proposed Deliverance

The General Assembly:

- 1. Receive the Report.
- 2. Approve the reappointment of Robert Coulter as a Pension Trustee from 5 May 2020.

Report

- 1. Various appointments to Trusts were made at the Commission of Assembly minuted on 5 May 2020. The reappointment of Robert Coulter as a Pension Trustee should also have been included and this is now put to the Assembly.

GEORGE J WHYTE, *Principal Clerk*

REPORT OF THE SAFEGUARDING COMMITTEE

October 2020

Proposed Deliverance

The General Assembly:

1. Receive the Report.
2. Pass an Act amending the Safeguarding Act (Act XVI 2018) (as amended) as set out in Appendix 1 (Section 9).

Report

1. SAFEGUARDING - A THEOLOGICAL IMPERATIVE

“He said all of this quite openly”. Mark 8:32

1.1 In Mark’s Gospel, Jesus takes his disciples to Caesarea Phillippi – a place that was worlds away from the safety of their own little incubating faith community of Capernaum. Jesus takes them to a place that is essentially the crossroads of the religious and the secular, and it was at this point that he speaks “quite openly” about his suffering, death and resurrection.

1.2 The nuance of the New Testament’s Greek for “quite openly” implies courageousness, fearlessness and a boldness that points us to a scenario where Jesus does not mince his words. In this moment, Jesus speaks in a way that is the very opposite of the parables; as Jesus speaks to his disciples in a straightforward way, laying bare the plain truth.

1.3 It is in this context that the Safeguarding Service must operate. The Service works tirelessly, with that same spirit of courage and boldness to ensure that the Church is truly a safe church for all. Sitting at the crossroads of the religious and the secular the Safeguarding Service is informed by constantly changing civil legislation, coupled with the deeply held conviction that a church which is informed by the love of God must speak openly to ensure that abuse in all of its myriad forms does not find its place in our incubating communities of faith. Moreover, any misconduct, abuse, assault, and the corresponding destruction of lives and congregations must be rooted out by a robust and effective safeguarding service by all, and for all.

2. AMENDMENTS TO THE SAFEGUARDING ACT

2.1 Each year the Safeguarding Committee reports to the General Assembly on a number of deliverances that set the agenda and direction for the forthcoming year and should necessary, seek to change or establish new Church law.

2.2 The Safeguarding Service has identified the need for a number of amendments to the Safeguarding Act 2018 and drafting has been carried out in conjunction with the Legal Questions Committee. These amendments fall into three categories: (i) amendments to bring into the Safeguarding Act, sections of deliverance which were agreed by the General Assembly of 2019, (ii) amendments which seek to strengthen arrangements for the Safeguarding Service to manage those who pose a risk in Church communities, and (iii) amendments to clarify that ministers, particularly parish ministers, fall within the provisions of the Act. The proposed amendments are attached as Appendix 1 of this report.

3. KEY ELEMENTS OF THE AMENDMENTS TO THE SAFEGUARDING ACT

3.1 Managing those who pose a risk in Church communities is a complex task which extends beyond the need to manage people who commit sexual offences. The amendments to section 1 (30) paragraphs (vi) and (vii) will allow the Safeguarding Service to manage those who have not been convicted of sexual or violent offences, but who on the balance of probabilities, are thought to present an ongoing risk of harm in the Church community. In addition it will allow the Safeguarding Service to risk assess individuals who attend groups and services run by or on behalf of the Church as opposed to only those who are members of the congregations.

3.2 An internal audit of PVG compliance which was completed in January 2016 found that the Safeguarding Service across the Church was comprehensive and detailed, but that the framework of compliance at Presbytery and congregational level was essentially self-regulated, with no independent review. This absence of independent compliance or enforcement checking was considered as a gap. The General Assembly of 2019 agreed that the Safeguarding Service would undertake periodic independent audit of PVG compliance. This

would include audit of congregational registers (SG7) and audit checklists (SG11). To this end, it was agreed that Kirk Sessions would send the SG7 and SG11 forms electronically to Presbytery and Presbytery would forward electronically the forms to the Safeguarding Service on conclusion of their annual inspection of records. This would allow for early identification and response to safeguarding issues. To date, the Safeguarding Service has been unable to have this resolved by IT. The Safeguarding Service remains committed to ensuring that an electronic format is available at the earliest opportunity to ensure a robust, up to date record that is easily transmitted.

In the name of the Committee

ADAM DILLON, Convener

CAROLINE DEERIN, Vice Convener

JULIE MAIN, Safeguarding Service Manager

Appendix

[] ACT AMENDING THE SAFEGUARDING ACT (ACT XVI 2018)

Edinburgh, [] October 2020, Session []

1. The General Assembly hereby enact and ordain that the Safeguarding Act (Act XVI 2018), shall be amended as follows:

Amend section 1(30) "Subject" to add new paragraphs (vi) and (vii) as follows:

"(vi) Any person found responsible by a court of law or by their professional body or regulator for committing an act which has, even in part, a sexual element, whether or not that individual accepts that finding.

(vii) Any person, who after risk assessment by the Safeguarding Service, is believed to pose a risk of violence or sexual harm and who has contact with the Church of Scotland, its members and adherents or individuals who use and access worship, groups and services run by or on behalf of the Church."

2. Amend section 1(32) so that the definition of "Worker" reads as follows:

"(32) "Worker" means any person undertaking Regulated Work, whether in a paid or

voluntary position; for the avoidance of doubt this includes Ministers of Word and Sacrament, as defined in the Registration of Ministries Act (Act II 2017)."

3. At the end of section 3(1) add "This shall include Locums."

4. Add a new section 3(7) as follows:
"In addition Kirk Sessions must conduct Basic Disclosure Checks on all individuals (regardless of their employment status) in (or working with) their congregations in leadership roles and/or positions of trust, including but not limited to organists, church officers/caretakers and cafe workers, where their duties may involve contact with Vulnerable Groups."

5. At the end of section 4(1) add "This shall include Interim Moderators".

6. Amend section 5(3) to read as follows:
"(3) Decisions of the Recruitment Sub-Committee shall be notified to the person involved, to the relevant Safeguarding Coordinator and to any other person who has a legitimate interest. Notification shall include a statement of the reasons for the decision."

7. Add at the end of section 5(4): ", nor may such person be appointed as a Minister of Word and Sacrament, as defined in the Registration of Ministries Act (Act II 2017)."

8. In section 12 add the word "electronically" between "shall" and "submit".

9. Add new sections 13 and 14 as follows and renumber accordingly thereafter:

"13 Presbyteries must forward electronically the Safeguarding Congregational Register and the Safeguarding Audit Checklist to the Safeguarding Service on conclusion of their annual inspection of records.

14 Presbyteries must hold a Presbytery Safeguarding Register and must forward this

electronically to the Safeguarding Service on conclusion of their annual inspection of records.”

10. Delete the existing section 14(3) and substitute the following paragraphs as 14(3) and 14(4): “All Fora, Councils, Committees, Presbyteries and Safeguarding Coordinators have a general responsibility promptly to report any Safeguarding Concerns to the Safeguarding Service.

“Fora, Councils, Committees, Presbyteries and Safeguarding Coordinators must report promptly to the Safeguarding Service on action taken after advice from the Service has been given in relation to reports of Safeguarding Concerns.”

11. Add a new section 16 and renumber accordingly thereafter:

Overseas work

- (1) Any Church body or agency which sends Workers abroad must ensure that such persons are members of the PVG Scheme, and Kirk Sessions must ensure that any individuals who host Vulnerable Groups from abroad are safely recruited.
- (2) Fora, Councils and Committees must have clear Safeguarding protocols, approved by the Safeguarding Service, in place for overseas work.”

NOMINATION COMMITTEE

October 2020

Proposed Deliverance

The General Assembly:

1. Receive the Report.
2. Note appointments to the Committee to Nominate the Moderator as set forth in the Report. (Section 2).
3. Note appointments to the Social Care Council as set forth in the Report. (Section 3)
4. Note alterations to Standing Committees as set forth in the Report. (Section 4).

Report

1. Remit

1.1 The remit of the Nomination Committee is to identify Ministers, Deacons, Elders and members with particular skills and experience for serving on the Church's national Standing Committees (the Unincorporated Entities) of the General Assembly. Further details can be found on the Church of Scotland website: <https://www.churchofscotland.org.uk/about-us/councils-committees-and-departments/committees/nomination-committee>

1.2 The Committee also works with the Unincorporated Entities of the General Assembly to ensure an open, fair and robust process for identifying suitable persons to serve as Conveners of such Standing Committees.

1.3 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.

2. Committee to Nominate the Moderator of the General Assembly 2021

2.1 As the General Assembly of May 2020 was cancelled, the Commission of the General Assembly in May 2020 instructed the Nomination Committee to appoint members to the Committee to Nominate the Moderator of the General Assembly 2021.

2.2 An information sheet for potential members of

the Committee was circulated to Commissioners who were encouraged to consider being nominated to serve on the Committee. A small group of representatives of the Nomination Committee met on 20 May 2020 to agree the names for appointments for membership of the Committee to Nominate the Moderator.

2.3 The names of the members appointed to the Committee to Nominate the Moderator of the General Assembly 2021 are reported within Section 4.

2.4 In terms of the amended Regulation I 2013 the Nomination Committee will make recommendations for membership of the Committee to Nominate the Moderator for General Assembly approval. Recommendations will be representative of the diversity of the whole Church.

3. The Convener and Vice-Convener of the Committee acted under delegated authority in appointing members to fill vacancies on the Social Care Council. The names for membership, with effect from 1 June 2020, are reported within Section 4.

4. Alterations to Standing Committees

4.1 The appointments set out above, along with resignations to be noted for the record, are provided below:

Committee to Nominate the Moderator of the General Assembly 2021

Convener Appointed Colin Sinclair (Edinburgh: Palmerston Place)

Ministers and Deacon Appointed Gavin Elliott (Benbecula), Rhona Graham (Glasgow: Tron St Mary's), Alison Jaffray (Fyvie lw Rothienorman), Mark McKeown (Chryston), Elisabeth Spence (Cockpen and Carrington), Peter Sutton (Edinburgh: St Cuthbert's), Jacqueline Thomson DCS (Buckhaven and Wemyss), Linda Walker (Newlands South)

Elders Appointed Rachel Cadell (Edinburgh: Greenbank), Cheryl Fairholm (Moffat St Andrew's), Helen Hannan (Edinburgh: Inverleith St Serf's), John Haston (Grangemouth Abbotsgrange), William Imlay (Newport-on-Tay), Connor MacFadyen (Tranent), Colin Mackenzie (Uig)

Nomination Committee

Minister Resigned May 2020 Robert Calvert

Safeguarding Appeal Panel

Member resigned April 2020 Jean Fleetwood

Social Care Council

Members Appointed to serve from June 2020 Amy

Campbell (Cumbernauld Old) (1yr), Susie Lind (Edinburgh

St Catherine's Argyle)

In the name of the Committee

JULIE RENNICK, *Convener*

BILL WISHART, *Vice-Convener*

DAVE KENDALL, *Secretary*

ASSEMBLY TRUSTEES

October 2020

Proposed Deliverance

The General Assembly

1. Receive the Report.
2. Receive the 2019 Report and Accounts of The Church of Scotland Unincorporated Entities. *(Section 1)*
3.
 - (a) Approve congregational Ministry and Mission contributions in 2021 of £38.172m, being an 18% reduction from 2020.
 - (b) Note the targeted reduction in the 2021 expenditure budgets of Faith Nurture and Faith Impact Forums of £4m.
 - (c) Note the commitment of around £8m of General Reserves and the accompanying constraints which are being applied in order to maintain fiscal control throughout 2021. *(Sections 12 to 15)*
4. Homologate the decision of the Trustees to suspend the implementation of the Growth Fund for the time being; but note the intention of the Trustees to institute an interim system which would make some element of funding available for local church pilot schemes and further note the decision of the Trustees to build investment in local church into the **Faith Action Plan**. *(Sections 20 to 23)*
5. Welcome the use of the Church of Scotland Vision Statement and the Five Marks of Mission which underpin the **Faith Action Plan** and endorse the incorporation of the Radical Action Plan in the **Faith Action Plan**. *(Section 19 and Appendix 1)*
6. Note the Fundamental Aims and Key Areas of Work of the Faith Nurture and Faith Impact Forums set out in the Schedules to Appendix 2 and adopt the **Faith Action Plan** as a framework for establishing priorities and determining and future budgets. *(Section 31 and Appendix 1)*
7. Instruct Presbyteries, in this year's annual review of Presbytery Plans, to exercise robust oversight which will prepare the Church for revising down the number of charges, buildings and ministries required across Scotland and note the intention to produce realistic predictions on the number of ministries that are needed and can be afforded in order to structure the local Church for mission and growth. *(Sections 21 and 22)*
8. Note that, due to the disruption cause by COVID-19, determination of the future use or disposal of 121 George Street was put on hold but that, if circumstances allow, the Trustees will bring a report and recommendation to the General Assembly in 2021. *(Section 25)*
9. Instruct the Trustees to examine the implications and changes that would be required to unify the work of the Church under a single Forum and bring a report to the General Assembly in 2021 on what they believe will be the most effective and efficient structure for the delivery of work which has to be managed and delivered from the Church's national base. *(Appendix 2, paragraph 10)*

Report

Audit of Annual Accounts for 2019

1. It is the responsibility of the Assembly Trustees to prepare, approve and present annually to the General Assembly the audited Annual Report and Accounts of the Unincorporated Entities. The Report and Financial Statements describe, in detail, the Church's objectives, activities and governance arrangements. Due to the COVID-19 Pandemic, the completion of the audit of accounts was delayed. The external auditors duly gave an unqualified opinion on the Accounts and the Accounts were approved at a meeting of the Trustees held on 10 September 2020. They are issued as a separate document on the Assembly website. The Assembly is invited to receive the Report and Accounts.

Introduction

2. This Report follows on from our Update to the Church in May, which took the place of what would have been our report to the General Assembly. It can be found at: https://www.churchofscotland.org.uk/_data/assets/pdf_file/0005/68288/Assembly-Trustees-Update-May-2020.pdf

3. During what would have been Assembly Week we held a successful Webinar, hosted by the Moderator and attended by around 1000 participants. This enabled the Trustees, the Moderator and the Chief Officer to engage with a wide spectrum of ages and interests within the Church on a range of topics and queries. It can be found at <https://www.churchofscotland.org.uk/news-and-events/news/2020/watch-the-assembly-trustees-webinar>

4. We must also record the considerable successes of the Faith Nurture Forum's Digital Heart and Soul 2020 and of the Moderator's Pentecost Service. In producing these our IT and Communications teams responded brilliantly to no small amount of pressure as they did with the Moderator's online meetings in his Week of Prayer. Following these successes we have formed a Webinar 2020 Project Team to consider possible topics and themes for future events.

5. Another success has been the 'Donate' button on the Church Website. By the end of August, donations in

excess of £100,000 had been made.

Administration

6. We have continued to meet electronically via MS Teams and the Assembly Trustees presently comprise

Alan Campbell (to 2021)

Anikó Schütz Bradwell (to 2022) Ann Nelson (to 2021, renewable) David Harrison (to 2023, renewable)

Donald McCorkindale *ex officio*, *Assembly Business Committee*

Elizabeth Ashcroft (to 2021) Geoff Miller (to 2023, renewable)

James McNeill (to 2022) *Administrative Trustee*

Jamie Lockhart (to 2022)

Jean Couper (to 2023, renewable) John Chalmers (to 2022) *Convener* Linda Irvine (to 2023, renewable)

Norma Rolls (to 2021) *Vice-Convener* Raymond Young *ex officio*, *General Trustees*

We have welcomed our new colleagues, Ann, David, Geoff, Jean and Linda and are especially happy to continue with our original colleague Elizabeth as she journeys on her transition. An induction day was held in July and attended by almost all Trustees.

7. We have supported, and been supported by, senior staff in responding to the pandemic. At the same time, we have carried out the instructions from Assembly 2019 to curtail central costs and to find an appropriate system for Ministries and Mission contributions.

8. We have used short-life task groups to review the position of the Church on essential elements of operational support: the likely economic and financial position, IT and Communications and how to re-envision Presbytery planning. Each group reports to us and is comprised of senior staff, Trustees with relevant experience and experts from other parts of the Church.

9. Our Economic and Finance Task Group has worked with the General Treasurer, Anne Macintosh, on the radical measures which Assembly 2019 identified were required on budgeting. Budgetary control is now under the Chief Officer, who, with the General Treasurer, provides mid-month briefings to the Trustees at the

height of concern over the possibility of a sudden and damaging effect of the pandemic on the Church. The remainder of 2020 and 2021 remains challenging and frustratingly unpredictable due to uncertainties related to future congregational income.

Finances

10. In May we reported our economic estimate that, if unmitigated, congregational income could be reduced this year by perhaps £30m, resulting in a reduction of some £20m in Ministries and Mission (“M&M”) contributions. As at 31 July contributions were only £1.4m below the same period in 2019, but we consider it impossible to predict whether congregational giving overall will continue to hold up as there is evidence of significant financial distress emerging in individual congregations.

11. At the outset of the crisis the Trustees recognised that the closure of churches and associated halls in 2020 would impact on the ability of some congregations to pay their contributions in full. The Trustees strongly encouraged congregations to maintain their M&M contributions and congregations responded with resolve by maintaining their income through other means: reducing costs including furloughing staff and using reserves.

12. However, there remains a high level of variability and uncertainty: with mixed reports from congregations, ministers and Presbyteries, as to how congregations are managing their finances during the closure. Discussions with many congregations have established that they are unable to estimate their individual financial out-turn at this time; and this creates great uncertainty in any aggregate financial numbers for the Church as a whole. There is however a strong indication that numerous congregations will have used reserves to maintain their 2020 contributions and this would impact on their ability to meet a congregational requirement of similar amount (£46.586m) in 2021.

13. Assembly 2019 agreed that no congregation can be asked to pay more in 2021 than it was asked for in 2020, pending an acceptable new M&M scheme (although this decision will have less of an effect under the current changed circumstances). With these factors in mind

the Trustees have agreed that the total requirement for 2021 should reduce by 18% from £46.586m in 2020 to £38.172m for 2021. This, together with stipend endowment income, covers the estimated stipend and salary cost of parish ministry including vacancy allowances. Forums are targeting a reduction in their 2021 budget of £4 million against their 2020 budgets and the balance will be met from national reserves.

14. This support to congregations is intended as a response to the COVID-19 crisis for one particular and unprecedented year, and it will help many congregations to catch up on underpayments. From 2022, if approved by the General Assembly, the new scheme for M&M contributions would take into account the reduced congregational income for 2020 during the COVID-19 crisis, because, as will be seen in the interim report from our M&M Review Group at Annex 1 below, it retains an element of income-based assessment.

15. The net result forecast would draw around £8m from national reserves. In order to have a clear and fair control for the ensuing year:

- All current internal budgets have been withdrawn and all re-applications are now measured against a restriction to core work and acceptable overhead costs.
- All requests for use of restricted funds are appraised to ensure that there is a sound basis for identifying that the proposed work is of central importance to the work of the Church.

16. We have considered the costs of funding work with partner organisations in Scotland and have reached the view that there is a need for review because of the requirement to focus on our priorities and reduce costs.

17. The work of our Group reviewing the M&M contributions system continues, and we will report to Assembly 2021. An interim report from the Group will be found at Appendix 2 to this report.

18. The Trustees have received the budget proposals for the Forums and have almost concluded work on the 2021 budget. The budget has been based on receiving the congregational contributions mentioned in paragraph 10

above. This, therefore, will be a deficit budget.

19. We propose that it will be the **Faith Action Plan**, shown in Schedule 1 to Appendix 1 below, which allows us to move forwards in accordance with the principles directed by Assembly 2019.

Consequently, the key areas of work associated with each Forum will be kept under review and it will be the application of the **Faith Action Plan** that will inform the difficult choices that will have to be made in order to balance the budget in line with the decisions made by Assembly 2019. This methodology reflects the observation of the Theological Forum on “pragmatic decision making – requiring practical wisdom” made in their Report to us on the Five Marks of Mission: (<http://www.churchofscotland.org.uk/69749>).

The Growth Fund and Presbytery Planning

20. In light of the severe financial uncertainties, we have taken the difficult decision to put on hold the introduction of the new Growth Fund for the time being. But there are sound reasons for instituting a system which would make some element of funding available for the local church for pilot schemes, and we are in the process of putting this in hand.

21. Suspending the institution of the Growth Fund was a difficult decision for the Trustees, but with uncertainty about the final impact on the Church of COVID-19 the Trustees were in no position to implement this aspect of the Radical Action Plan at this time. No one, however, should think that this means that the Trustees are moving away from the priority to invest in the growth of the local Church. Our future depends on a radical shift in the way in which local Church is organised, resourced and funded. That is why, in the Update issued in May, the Trustees emphasised the need for a further round of robust Presbytery Planning which, in tandem with the General Trustees’ ‘Well Equipped Spaces in the Right Places’ programme, would produce Presbytery plans which specify the number of ministries required and which buildings should be retained for the purposes of delivering the priorities of a missional church.

22. COVID-19 and the growing reach of the Church

online has made future planning all the more urgent, so the Trustees are taking the opportunity of this Assembly to instruct Presbyteries, in this year’s annual review of Presbytery Plans, to exercise robust oversight which will prepare the Church for revising down the number of charges, buildings and ministries required across Scotland.

23. Currently the Trustees, the Faith Nurture Forum through its Presbytery Planning Task Group, and the General Trustees, are working to produce realistic predictions on the number of ministries that are needed and can be afforded in order to structure the local church for mission and growth. The Faith Nurture Forum and the General Trustees are also working to produce a “Toolkit” to help Presbyteries engage in situations where readjustment will be a necessary part of the restructuring of the local church. It is to be hoped that the process of annual review of Presbytery Plans will be enough to accomplish the necessary reduction in the number of buildings that we occupy over the next three years. This restructuring will make way for fresh expressions of church, and for the establishment of networks, hubs and multidisciplinary teams which can integrate the need for a vital presence both online and in community. Monies which, otherwise, would have been set aside for the Growth Fund can then be channelled into funding vital local developments as part of the overall **Faith Action Plan**. If the annual review process does not achieve the targeted outcome it may be necessary at some stage to suspend some or all Presbytery Plans in order to engage in a new round of planning.

24. No one should underestimate the challenges facing the Church at this time, and the Trustees see an absolute need for a clear understanding of data which allows modelling of future income and expenditure by reference to estimates of people and building numbers as well as income and expenditure at both local and national levels. Put simply, there is an urgent need for a common set of assumptions to be produced in order that all groups can continue to work in parallel with common reference points in terms of the impact of trends, affordability, sustainability and justification for work. The model is being tested, but a graphic representation at Schedule 1 to this report gives an understanding, through the use of

graphics instead of Baseline figures.

25. Doing nothing is a recipe for slow decline; however, acting radically with foresight and focus could allow us to experience the growth that we long for and pray for. Presbytery Planning is a key influencer of where we will be as a Church in the next 5 – 10 years.

The Future of 121 George Street

26. Operationally we have tried to support the ongoing resilience of the National Offices with a defined plan to support employees and sections on the post-pandemic return to work and to find new and more appropriate ways of working. Work on deciding the future of 121 George Street has been put on hold; but the re-organisation of working arrangements arising out of the pandemic and our learning from this process is now being used to take the modelling forward with the intention of establishing a state of readiness to progress when the time is right. We are creating a functioning research and development facility. We are also working on appropriate ways of helping staff to migrate among departments as the demands of Forum work requires.

Voluntary Exit Scheme

27. We have taken forward a voluntary exit scheme proposal for CSC employees. 19 members of staff took up the offer of this scheme which has produced an annual saving of £700,000.

Crossreach

28. We have met regularly with Viv Dickenson, CEO of CrossReach and Thom Riddell, Convener of the Social Care Council, to discuss the impact of the pandemic on the work of CrossReach. Through this we have become acutely aware of the levels of strain both for care staff generally and for those, at management and staff levels, who respond to those most at risk in the community and who have been making critical decisions about the types of support which could be offered over this time. All at CrossReach have endeavoured to ensure that those in their care were kept as safe as safe possible and were also kept in touch with family, friends and key staff at the height of the pandemic. Grant funding and generous donations from supporters has meant that digital technology could be adapted to allow for meaningful

connections in every service area. This work was recently recognised by Scottish Social Services Council who featured one of the many digital interactions between care home residents and family members in their Inspiring Care Stories. [t.co/v1JYfOGDEE](https://www.t.co/v1JYfOGDEE). In June we agreed that an *ex gratia* Special Pandemic Payments scheme should be put in place for all front-line staff.

The Scots Hotel

29. In July we were distressed to learn of the death in a tragic road accident of the manager of the Scots Hotel in Tiberias, Peter Hehle. We, with the Faith Impact Forum, are supporting the directors of the hotel company in their work to identify an appropriate successor; a process made particularly difficult due to the pandemic.

The Work of the Chief Officer and The Development of the Faith Action Plan

30. We had hoped that in the context of this unusual General Assembly we might have been able to produce a report which focussed solely on areas of work which required urgent decision. We believe, however, that for the record we should report in some detail the work being undertaken by the Chief Officer and the new way of working which is at the heart of the cultural change which needs to sit alongside the structural changes which are being put in place. The detail associated with the work of the Chief Officer is contained in Appendix 1 below and merits particular attention as it contributes to an understanding of the development of the **Faith Action Plan** and the way in which the Radical Action Plan is being incorporated into the heart of our work.

Forum Remits and Priorities

31. Following the Commission of Assembly in November 2019 the newly formed Faith Nurture and Faith Impact Forums were invited to work in consultation with the Assembly Trustees to identify and propose to the 2020 General Assembly detailed remits setting out their future direction to meet the changed needs and future priorities of the Church. The instruction was to identify those parts of the work programmes from the former Councils that were now incorporated into the new Forums, those parts which should be carried out in the future by Presbyteries and those parts which should be discontinued. Work on this had just begun when the disruption resulting from

the COVID-19 pandemic interrupted the process, and by necessity turned the attention of the Trustees, the Forums and the core management team to other more pressing issues. Nonetheless, the combination of a joint meeting of the Forums with the Assembly Trustees before lockdown and subsequent work made it clear to the Trustees that establishing focused remits would not in itself be enough to determine the changes in priorities or work streams which would produce the level of savings instructed by the 2019 General Assembly. Furthermore, the early stage of Presbytery reform precluded a systematic and sound review of areas of work to be devolved.

32. Setting priorities is a complex business. On the one hand the trustees recognise that a church with a national profile is required to pursue some pieces of work which cannot be done locally and that the Church cannot become so inwardly focussed that it loses its valuable connections with church and community beyond its own four walls. As a result remits have to be broad enough to allow for flexibility, they need to be dynamic enough to allow new things to come in as other areas fall away, and they have to be capable of responding to changing times and changing needs. On the other hand, whilst it is clear that there are areas of work which have to be discontinued, we have found that these cannot properly be identified through the framing of remits. The Trustees believe that the setting of priorities will best be carried out through the use of the **Faith Action Plan** to co-ordinate the ambitions set out in the Key Areas of Work of the Forums (appended to the **Faith Action Plan** in Schedule 2 to Appendix 2).

33. For completeness we add that we remain of the view expressed in our report to the Commission of Assembly on 21 November 2019 that the work of Ecumenical Relations and of the Theological Forum should be subject to review, especially as to the way in which they relate to the new Forums and to the level of membership required to deliver the work in which they are engaged. We will work on this with them and with the Principal Clerk and the Chief Officer.

CARTA

34. The Trustees have also given consideration of the appropriate operational location of the Church's

Committee on Art and Architecture ("CARTA") and we support the relocation of its functions from the Faith Nurture Forum to the General Trustees.

CONCLUSION

35. We conclude by recording the huge debt owed to our Chief Officer, Dave Kendall, to the Core Management Team, and to the staff and members of the Forums who have spent many hours on the work of bringing forward the **Faith Action Plan** and working with us in identifying the Fundamental Aims and Key Areas of Work of the Forums set out in Schedule 2 to Appendix 2. This is a work in progress with more to be done in order to complete the instruction of the Commission of Assembly and we are pleased to commend the **Faith Action Plan** together with the Fundamental Aims and Key Areas of Work to the General Assembly.

In the name of the Assembly Trustees

John Chalmers, Convener

Norma Rolls, Vice-Convener

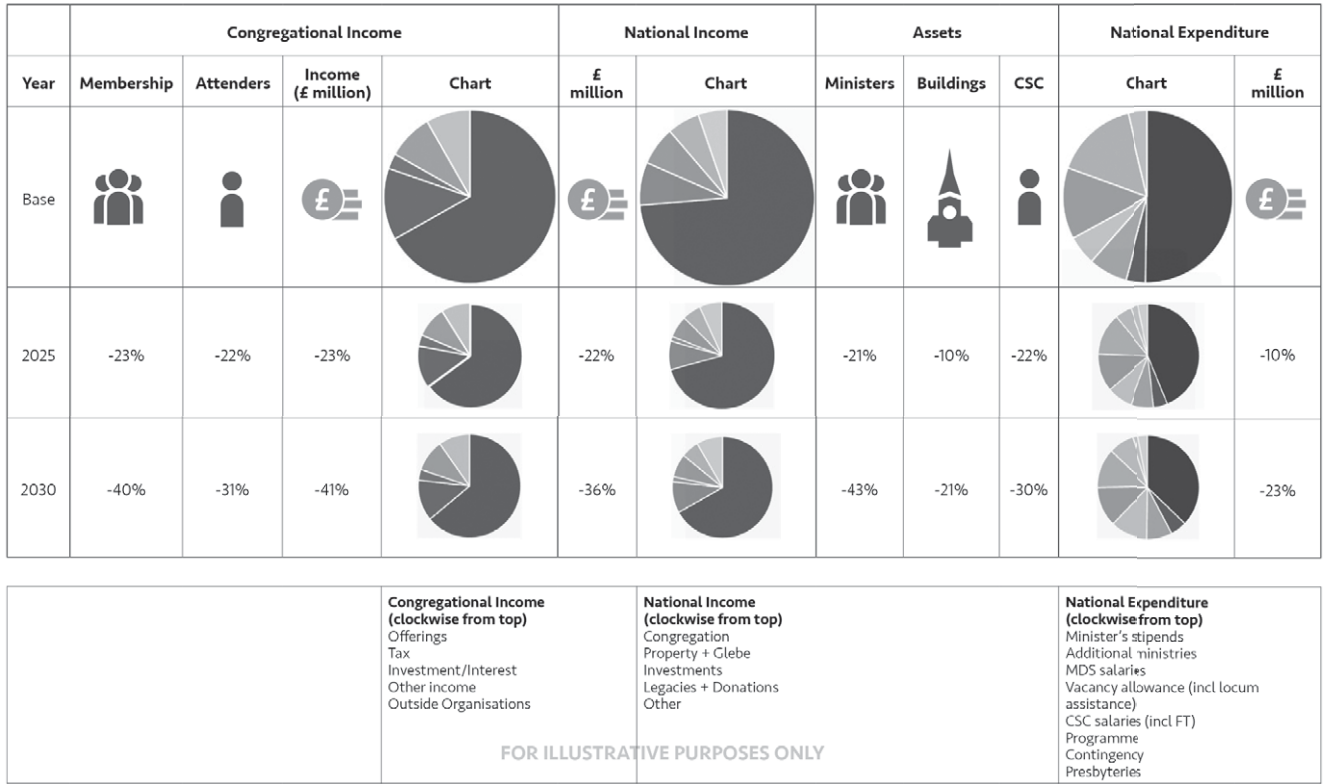
James McNeill, Administrative Trustee

CHURCH OF SCOTLAND OPERATING MODEL PRE-COVID

Scedule 1
The Graphic



The Church of Scotland Operating Model Pre-Covid
Summary graphic of Scenario modelling



Appendix 1

THE WORK OF THE CHIEF OFFICER AND THE DEVELOPMENT OF THE FAITH ACTION PLAN

1. The post of Chief Officer was created as a result of recommendations from the 2019 Special Commission. Since the Chief Officer's appointment, the Assembly Trustees have been determined to establish clear boundaries between policy making and operational management. For the central administration this is a new way of working. In terms of the Chief Officer's role the Trustees have ensured that he has overall executive responsibility for the employees of the Central Services Committee and budgets, and is taking forward the organisational implementation of the vision and the strategy of the General Assembly for a leaner and fitter central administration. As of March 2020, the work of the Chief Officer and his staff became focused on supporting the Church through the pandemic. This has included the provision of advice and support alongside financial profiling and subsequent cost savings wherever possible in order to protect the Church from the considerable financial losses that are projected to occur in this and following years.

2. Along with his team the Chief Officer has sought to focus energy around a number of main areas:

- implementing major improvements to the standards of governance
- implementing rigorous accountability of the Church's finances at every level followed by redefining the financial picture of the Church in light of the pandemic.
- progressing the actions of the Radical Action Plan as agreed at the 2019 General Assembly
- delivering initial restructuring requirements
- developing a Faith Action Plan and Operational Financial Model that are targeted at delivering the identified improvements for a streamlined central church
- Ensuring the steady flow of advice and guidance issued by departments within the Church

to support local congregations during the pandemic

2. National Offices resulting in considerable initial cost savings.

3. This work is underpinned by the Church of Scotland Vision Statement - *to be a church which inspires the people of Scotland and beyond with the Good News of Jesus Christ through enthusiastic worshipping, witnessing, nurturing and serving communities* and it is also built around the Chief Officer's remit which includes:

- Overall executive responsibility for the employees of the Central Services Committee and departmental budgets
- Organisational implementation of the vision and strategy of the General Assembly for a leaner and fitter central administration
- Implementation of change – initially establishing the Faith Nurture and the Faith Impact Forums as they work with the Assembly Trustees on the process of defining their remits.
- Business related aspects of the Church targeting the highest standards of professional performance (Finance, HR, Legal/Safeguarding, IT, Communications, Estates/Health and Safety)
- Delivery of the actions of the Radical Action Plan and successor **Faith Action Plan**
- Redrawing the central budgets, initially as a result of the 20-30% savings instructed by the GA 2019; but further, more stringent, reductions are needed as a result of the COVID-19 impact to all Church funds.
- Accountability, benefit realisation, professional discipline, performance improvement, streamlined governance, delegated authority
- Staff development, leadership, values, coaching, behaviours, values, standards and expectations
- Maximising the impact of every pound we spend to meet the needs of the local church

4. During the initial period of the Chief Officer's

tenure the team has:

- (a) Guided the initial restructuring of the four Councils through to the streamlined governance model of two significantly smaller Forums. In parallel with this implementing both a new core management structure for the Office of the Assembly Trustees and effective arrangements to ensure that there is clear accountability and effective collaboration between the various central functions.
- (b) Focused on addressing the many shortfalls identified in the Report of the Special Commission on Structural Reform and the key elements of the Radical Action Plan.
- (c) Brought significant experience in change management to the necessary work of planning and coordinating a **Faith Action Plan** to bring greater efficiency to the work of the central administration.
- (d) Been instilling a more proactive environment in the centre of the church where ownership and delegated authority are key elements of the way of working.
- (e) Been building a close relationship with the Assembly Trustees which has consolidated the principal of delegated authority to progress work that delivers the defined strategic objectives.
- (f) Provided support and resource to a number of the Trustee short-life working groups around M & M Review, Presbytery Planning, IT Programme Board and Economic and Financial oversight.
- (g) Instigated and delivered a successful Voluntary Exit Scheme for staff within the Central Administration.
- (h) Put in place measures to elevate the financial impact of COVID-19 on budgets at both national and local level, including the adoption of a donate button on the Church of Scotland website.

5. In these matters the Chief Officer has been empowered to institute a more collaborative way of

working and the trustees are pleased to report that significant progress has been made in a relatively short time

6. The need for the central offices to be focused on work that resources and enables the local church has been factored into the restructuring of the current work and the visioning of future priorities and workload. The lack of clear priorities had been identified as a key issue in the past and this has been addressed by the production of a single high-level plan which is referred to as the **Faith Action Plan**. This Plan, which was produced with significant input from the four former councils, the broader church and more recently the two new Forums, has laid out a picture of the future where all the work is targeted at delivering the Church of Scotland vision is captured on a single page and provides a focal point for the detailed plan that will sit below it. This effectively defines the scope of the work to be developed by the Faith Nurture and Faith Impact Forums. How this plan interacts with the Radical Action Plan is outlined below.

7. Equally important was the need for a clear focus on ensuring that the work will make a difference where it matters at the grass roots of our church. Inspirational Leadership Rooted in sound practical Theology was identified as one of the major headings that was missing from the current work plan. Without this much of the rest of the plan would falter and fail to deliver the necessary targeted growth of the church.

8. In support of the **Faith Action Plan** an Operational Plan is also being developed. This recognises the need for the six Operational functions of the central church (Human Resources, Finance, Legal, Communications, Estates, Information Technology) to be clearly focused on providing the necessary services and infrastructure to enable the defined work and the supporting arrangements required by the two forums and the local church. The operational plan will also enable the missional objectives of CrossReach to be incorporated.

9. Internal communication has been long considered as an area where significant improvement is necessary within the church. The Chief Officer has a sharp focus on this area and the need to both listen and learn from his

interactions with the central staff and the local church. A variety of communication techniques that range from a major overhaul of management arrangements, regular interactions with staff via teams, weekly communications through the senior management team and blogs on the Chief Officer's intranet page have been put in place to begin to address some of the identified deficiencies. The Chief Officer has taken part in a number of interactive sessions with Office Holders, Congregations and Presbyteries. The intent is to form ever closer links to the needs and work of the local church through close contact with the Office of the General Assembly, the General Trustees, Presbyteries and Kirk Sessions. The Chief Officer has also set aside time to both listen to and talk to Ministers, Presbytery Clerks and representatives across the church aiming to speak directly to anyone who contacts him. This has been hugely helpful in understanding the local needs whilst improving his accessibility and network.

10. In addition, the necessary work to devolve responsibility to the Presbyteries where appropriate has already started. The services provided from the central church are specialist in many areas and it is broadly agreed that it would make no sense to try to replicate such services locally. In these cases, the focus will be on providing a very high-quality service that enables both the local and central church to thrive.

11. Addressing the financial situation within the church has become even more of a focus since the onset of the pandemic. Contingency measures have been put in place in respect of all centralised budgets with cost savings, well above the original 20-30% requested by the General Assembly needing to be targeted as a result in the projected fall of income. The financial situation is set out at paragraphs 7 to 16 of the Report above. Rigorous accountability has become a key element of the financial strategy with monthly individual and group sessions that have a clear focus on cost control and reduction in expenditure.

12. One critical area of change approved by the trustees will be the way in which education and training at all levels is managed and delivered. At the moment responsibility for the delivery of education and training

lies in a variety of departments – this leads to duplication of effort and inefficiency in the management and delivery of essential services. Education and training is a vital part of the life of the Church and in helping the whole people of God to understand their faith and to share it. When the operational plan is fully implemented the entire education and training agenda of the church, from basic understanding of the life of the Church of Scotland to the in-service support provided for those in the ministries of the Church, will be managed within one team. Policy making for particular elements of education and training will however remain unchanged.

13. The need for the central team to be empowered and enthused to make the necessary fundamental changes is a principal plank of the forward plan. A “no blame” culture is being embedded with a clear focus on learning from mistakes. The long-standing need for a clear set of values for the central offices of the church has been addressed as an urgent need to ensure that there is clarity in terms of the standards and expectations against which everyone and everything is measured. These expectations extend to all interactions both inside and outside the central offices.

14. Whilst there is no question that the change process has created uncertainty and been unsettling for staff the Chief Officer's remit introduces significant optimism for the future even during these most unsettled of times. The central offices of the church unquestionably have a key role to play in the future even after some of the work is delegated to the newly streamlined Presbytery structure. In particular the central office offers a unique set of unparalleled capabilities, skills and experience that are in many circumstances under-utilised by the broader church due to a lack of awareness and poor communication. This is being addressed by the development of a clear, concise capability statement and a directory of services which will significantly improve the ability of presbyteries and congregations to make initial contact with the relevant departments to support their work.

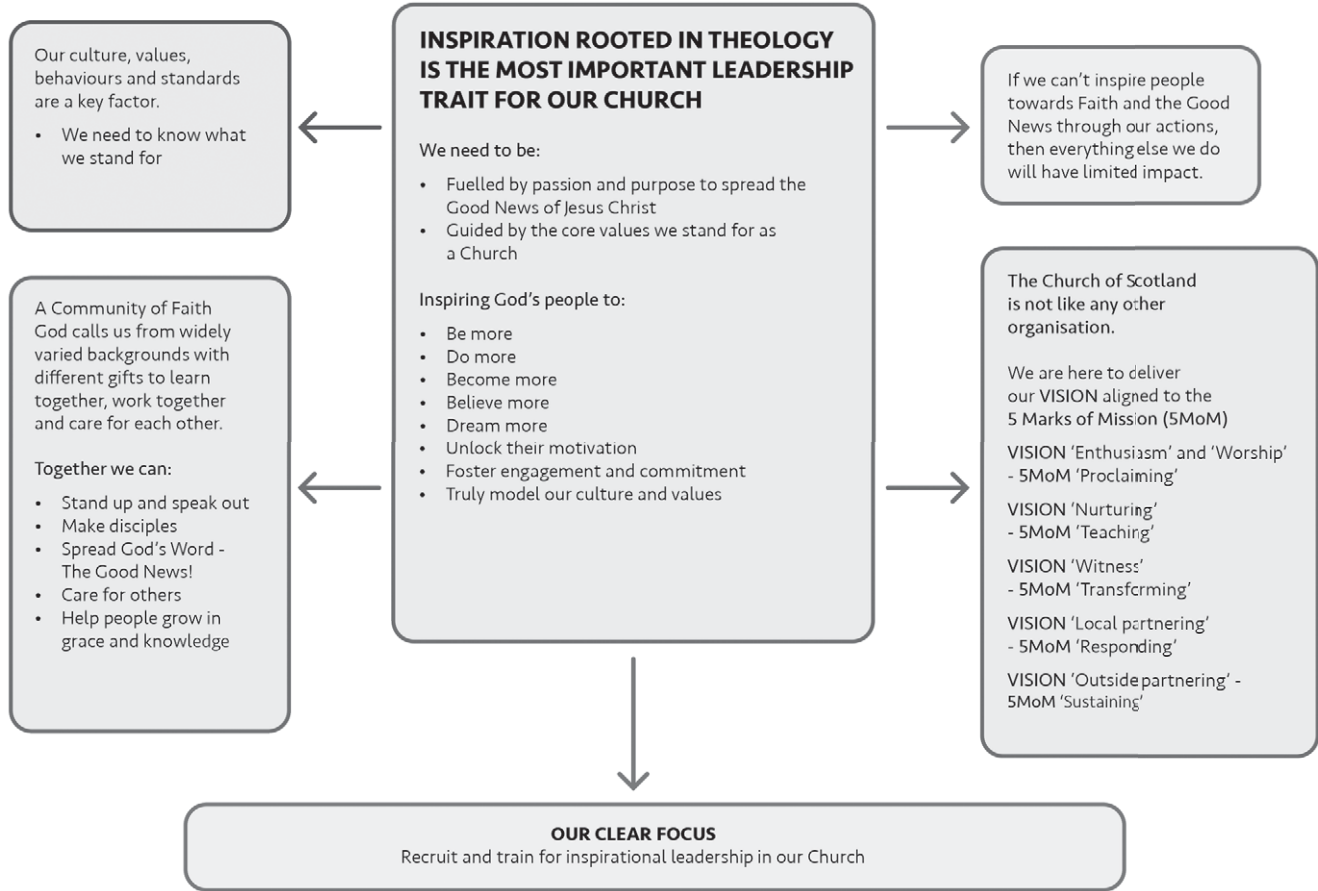
THE RADICAL ACTION PLAN

15. Within the GA 2019 deliverances, the Assembly Trustees were instructed to report on a yearly basis the progress of the delivery of the Radical Action Plan. The

plan has as its central theme, the purpose of releasing resource to and supporting the local church, with the identified tasks being those that were found as the highest priority for action at the time. The Radical Action Plan was designed to provide a series of activities that enabled the creation of a more stable platform for the Church to operate on over the next three years and was not designed as a Strategic Plan.

16. In order to ensure that the Radical Action Plan became embedded as a core tenet of the work of the Church, rather than remaining as a separate strand of work, the decision was made to create a strategic plan and embed much of the work within the identified work streams of the newly created Forums and revised remits of committees. The **Faith Action Plan** was therefore developed and allows for the monitoring and natural development of the identified work streams within the remits of the Forums and Committees. Annex 2 below sets out the ways in which the work of the Radical Action Plan is now being taken forward.

FAITH ACTION PLAN





FAITH ACTION PLAN - Summary

VISION - Part 1 - To be a Church which seeks to inspire the people of Scotland and beyond with the Good News of Jesus Christ

INSPIRATIONAL LEADERSHIP
Grounded in Good Practical Theology

VISION - Part 2 - ...through enthusiastic worshipping, witnessing, nurturing and serving communities...

LOCAL CHURCH

SERVICE

Enthusiastic

Source, train, deploy and develop enthusiastic and inspirational Christians at every level in our Church

Worship

Reshape how and where we worship with approaches that impact and engage on young and old alike

Witness

Our value, standards, behaviours and most importantly missional actions in spreading the Good News of Jesus Christ

Nurturing

Progressing Faith Formation in the community and active discipleship in the Church

National - Scotland

Church at the heart of the local community supporting local needs
- Priority Areas
- Missional
- Renewal

International - Beyond

Demonstrable, affordable support to our international friends and partners - accompanying, listening and sharing with world church

Kirk Session, Presbytery, Assembly Trustees and General Assembly generate robust plans for the future that are integral to delivering the FAP outcomes

UNDERPINNING ACTIVITIES

A single, integrated training programme that supports all levels and aspects of church life. Inspirational leaders for worship, witness, nurture and service

An affordable FAP where we have actively:

- Stopped duplication where others are best placed to lead
- * Adapted others best practice
- * Sized our programme to match what we can afford from our income

Appendix 2

FUNDAMENTAL AIMS AND KEY AREAS OF WORK FOR THE FAITH NURTURE AND FAITH IMPACT FORUMS

1. In the Trustees' Update published in May it was reported that:

"As the work of the Chief Officer has developed, it has become apparent that alteration of the remits will not in itself produce the level of savings instructed by the General Assembly. This will require more comprehensive ways of delivering the work which remains core to the life and witness of the Church of Scotland. Given the social and economic turmoil which the COVID-19 pandemic has created, probably our most significant task for the ensuing twelve months will be to identify quite new ways of working for the Forums and central organisation."

2. The trustees believe that the news way of working referred to above will be effected by good management and by the implementation of a single overall operational plan, incorporating the work of the two Forums and facilitating a process of prioritisation. Many areas of work can only be tackled effectively and efficiently by working corporately across all of the agencies of the Church. Over the years and in many different ways we have created artificial boundaries which hinder progress, make decision making difficult, and prevent the Church from responding quickly to changing circumstances. It makes no sense to continue like this, so the Trustees have endorsed the application of a single operational plan known as the **Faith Action Plan** which, under the management of the Chief Officer and senior staff, will coordinate the delivery of services which still have to be provided at a national level. It is the **Faith Action Plan** which will provide the basis for identifying priority areas of work, delivering essential services and ensuring that the Church lives within its means. The **Faith Action Plan** is built around the Church of Scotland's Vision Statement and the Five Marks of Mission ([http:// www.churchofscotland.org.uk/69749](http://www.churchofscotland.org.uk/69749)) and these have been the basis for the development of the Fundamental Aims and Key Areas of Work of the Forums: (see Schedules 1 and 2 below)

The Faith Action Plan

3. Appendix 1 above sets out the way in which, under

the leadership of the Chief Officer, the Church's Vision Statement, approved by the Assembly 2006 and affirmed as recently as 2018, has been used to develop the **Faith Action Plan**. It is a statement which is as focussed as it is wide ranging and it gives scope for the life of the Church to be expressed in a variety of ways:

The Church of Scotland seeks to inspire the people of Scotland and beyond with the Good News of Jesus Christ through enthusiastic worshipping, witnessing, nurturing and serving communities.

The Five Marks of Mission have also been incorporated into our thinking because they express a common commitment to, and understanding of, God's holistic and integral mission. (For further information on the origin of the Five Marks and their importance as a tool for understanding the mission of God go to <http://www.churchofscotland.org.uk/69749> where, at the request of the Assembly Trustees, the Theological Forum has published a helpful summary paper)

The Five Marks of Mission are expressed as follows:

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth

The Vision Statement and Five Marks of Mission are the foundation upon which the **Faith Action Plan** and the priorities for the Forums will be built.

4. The Vision Statement was identified as being a critical element in the definition of the future plan in that it was able to provide the vehicle to link the work to the aims of the Church. The work was then categorised under the headings Enthusiastic, Worship, Witness and Nurturing from the Vision Statement. Serving communities and attentive accompaniment was the other major emerging theme with both local and global elements. The workshops started to give consideration to

any work that should be transferred to others or stopped; and, as a result, the **Faith Action Plan** incorporated a number of areas where affordability and initial changes to the forward plans needed to be considered. In streamlining our operations it was considered particularly important to review our partnership arrangements and specifically consider areas where our partners were better placed to lead: thus allowing us to reduce our efforts in certain areas in order better to fulfil our commitment in others.

5. A common theme to emerge from this work related to capitalising on our learning from areas where the Church had been successful in progressing and translating our Vision to meaningful, practical application and growth. It was clear that this success was driven by inspirational leadership within our Church which was also grounded in sound practical theology. This emphasis on understanding local successes was then identified as a key goal in delivering the overall Vision.

6. The other common theme was the need for a single, integrated system for all education and training programme which included a focus on growing our inspirational leadership capability for worship, witness, nurture and service.

7. One of the underpinning requirements from the **Faith Action Plan** was the importance of our expectations with regard to values and behaviours in all our dealings. We were able to capitalise on recent work between the Core Management Team and staff to implement a values programme. The outcome was confirmation of our commitment within the National Offices to deploying six agreed values in all that we do, which in turn will also inform our attitude to working together and with others across the Church. The values to which we are working are grace, integrity, respect, professionalism, collaboration and innovation.

The complexity of setting priority areas of work

The choices before the Church are complex and they involve making hard decisions. Contracting and expanding, pruning and planting, cutting and investing, all at the same time, are the challenges which the Church faces in all of its parts. As envisaged by the Constitution

and Remit of the Trustees, the squaring of this complex circle will be the result of good management, restrained budgeting and wise choices. Of critical importance, therefore, is the implementation the overall **Faith Action Plan**, shown at Schedule 1 to Appendix 1 above.

The Forums understand their purpose as: *resourcing and supporting all parts of the Church of Scotland to participate in the mission of God locally, nationally and globally. Seeking fullness of life for all God's people - through following Jesus Christ and transforming the world through the energy and inspiration of the Holy Spirit*, and in a joint statement provided for the Trustees they acknowledged the need for joined up thinking, working, and delivery across their work programmes.

8. Their statement also articulates their commitment to the Five Marks of Mission alongside the five criteria of the **Faith Action Plan** (Enthusiastic, Worship, Witness, Nurturing and Service) as giving direction to the future work of the Church and taking the Church out into the heart of the world. In agreement with the conclusions of the Theological Forum, the Trustees and the Forums understand the Five Marks as being interdependent and indivisible and not in themselves a tool for identifying priority areas of work. The joint statement of the Forums says, "for a Church to live out the Gospel imperative, all [Five Marks] are essential [and] the Church's structures and processes need to model that interdependence."

The Forums noted a common commitment that:

- All of us are called to proclaim the Good News of Jesus Christ and asked to show God's gracious love to all people and to the world itself.
- Christ taught that everyone is our neighbour and calls us to have a special care for the most vulnerable in our communities.
- We are to love and serve God's people and care for God's creation so that God's realm can be seen on earth.
- We must equip the people of God to be confident in the sharing of faith; and this will include both

equipping people for distinctive callings as well as nurturing the faith of the whole people of God.

Their joint statement underscored the fundamental priority of God's call to the Church to:

- hear the cries of the least, the last and the lost;
- respond to the groaning of creation;
- uphold the unity of the Church and its mission so that the reconciliation to which Christ calls us can become visible;
- bring justice to the oppressed; and
- follow the public mission of Jesus, who came so that all may have life and have it in fullness.

And concluded with the words: "The General Assembly of 2019 restructured the central Agencies of the Church, and as part of the new architecture, created two Forums for its major programmatic work. Creative and cooperative working across all areas of common interest and responsibility [and] modelling the interdependence of the Five Marks of Mission, must be a hallmark of the Church's witness, with every area holding each other to account."

9. It was heartening to hear that, even at a time of such change and anxiety there was an expressed commitment to working together. In the minds of the Trustees this begged the question: ***should consideration be given to the possibility of creating a single Forum which would mirror the framework of a single operating structure under the Faith Action Plan?*** The Trustees believe that this is a question which has to be addressed and dealt with now, and seeks the approval of the Assembly to bring a report to the Assembly 2021 on what it believes will be the most effective and efficient structure for the delivery of work which has to be managed from its national base.

Fundamental Aims and Key Areas of Work of the Forums

10. It has been in the area of creating distinct remits for each of the Forums that there has been more difficulty. This has much to do with the nature of the work that each Forum has to oversee. The Faith Nurture Forum deals in highly specific pieces of work such as recruitment,

selection, training and deployment of ministries and the delivery of congregational resources for learning, development and worship; while the Faith Impact Forum finds itself working in the world of campaigning, advocacy, accompaniment and partnership. Such functions are different, and it is not possible to bring the same precision to the description of the different tasks involved across the Forums. However, when the work of the Forums is viewed carefully, there are significant areas of overlap where coordinated working will be imperative and new ways of working will be required if the Church is to operate within budget.

11 In approaching the articulation of their fundamental aims, the Faith Impact Forum grouped the different aspects of their work under the headings of the Five Marks of Mission. The Faith Nurture Forum readily agreed that they could subscribe to this approach, which they saw as a "given for the way in which the Church should deliver all of its work." These resulting Fundamental Aims are found at Schedule 1 below.

12. Further to these Fundamental Aims we set out in parallel tables below, in a document headed Key Areas of Work, the current principal areas of work of each forum recognising, as we have said, that it will be the application of the ***Faith Action Plan*** that will inform the difficult choices that will be made in setting priorities in order to balance the budget in line with the decisions made by the Assembly in 2019. See Schedule 2 below.

13. What becomes clear to us from the work we have undertaken with the Forums, and shown in the Key Areas of Work, is that the Forums do not stand alone. There is considerable overlap in their work, and this has to be coordinated and managed as one. This suggests that there is an interdependence across the Forums; and that achieving the efficiencies that are required means working smarter, restructuring areas of work under generic headings and finding a way of extending the ministry, mission and influence of the Church while containing the level of central spending in order to invest in the growth of the local. This has led us to the view, set out in paragraph 10 above that consideration be given now to the possibility of creating a single Forum which would mirror the framework of the single operating structure

under the ***Faith Action Plan***.

New Ways of Working

14. As referenced in Appendix 1 paragraph 12, one example of working smarter, under the ***Faith Action Plan*** is the way in which education and training at all levels will be managed and delivered. At the moment, responsibility for the delivery of education and training lies in a variety of places and this leads to duplication of effort and inefficiency in the management and delivery of essential services. Education and training is a vital part of the life of the Church, and in helping the whole people of God to understand their faith and to share it. We have therefore instituted a Training Task Group with the intent that the entire education and training agenda of the Church, from basic understanding of the life of the Church to the in-service support provided for those in the ministries of the Church, will be managed within one team. Policy making for particular elements of education and training will remain unchanged; but operationally they will be managed within one place. The Trustees have given their full support to the Chief Officer to make these operational changes which they believe will open up access to materials which are often difficult to identify and to find. In addition, the Trustees believe that this is precisely the kind of efficiency that will lead to significant containment of costs.

15. Under the restructuring of work streams within the central administration there are other opportunities for “working smarter” by integrating other areas of work. The Chief Officer, the Core Management Team and the Interim Heads of Forums are working together to deliver these efficiencies.

Acknowledgement

16. The work of bringing the ***Faith Action Plan*** and the key areas of work of the Forums into alignment has been substantial, and a huge debt of gratitude is owed to our Chief Officer, Dave Kendall, to the Core Management Team, and to the staff and members of the Forums who have spent many hours on this work. Going forward we are confident that a combination of good management, good sense and deep faith will bring us through to being the kind of Church which was envisaged by the Special Commission and endorsed by Assembly 2019.

Schedule 1 to Appendix 2

FUNDAMENTAL AIMS FOR THE WORK OF THE FAITH IMPACT AND FAITH NURTURE FORUMS

To proclaim the Good News of the Kingdom

- Inspire the whole church – including individuals, congregations, presbyteries – to make known that Christ came so that every person may have life in all its fullness, which includes a particular concern - a bias - for the least in our world, especially the poor and oppressed.
- Build relationships with Churches and Christian organisations at home and across the world, as a demonstration of Christ’s prayer that we may all be one.

To teach, baptise and nurture new believers

- Work with congregations and presbyteries so that the life of the Church is relevant, real and authentic
- Support the development of the Church’s life of worship, prayer and study to help individuals and congregations explore and discover faith and deepen their understanding of and involvement in God’s mission in the world.
- Build and maintain partnerships with other churches, civic society and faith groups in ways that enrich and enliven our congregations.
- Enable congregations and presbyteries to create and maintain relationships with local and global partners to share stories, pray together, and walk alongside one another to achieve solutions to our shared and individual challenges.

To respond to human need by loving service

- Promote action on issues of need, marginalisation and exclusion for people living in Scotland and around the world, bringing good news to the poor, liberty to the captives, healing to the sick, and freedom to the oppressed.
- Help others to see and know the love of God through the witness and actions of the Church.

To seek to transform unjust structures of society, to

challenge violence of every kind, and pursue peace and reconciliation

- Listen to those struggling with poverty and marginalisation, the silenced, and the powerless – enabling them to speak out and enabling the Church to speak out on their behalf.
- Enable theological, ethical and spiritual contributions to public policy and decision-making on issues of societal, economic, and political significance.
- Encourage the whole church to address issues of violence, in the home, the church, the community, the nation and the world, and to pursue justice and fullness of life for all.
- Amplify the Church of Scotland’s concerns on matters of national and international peace and justice, and support all parts of the church to join in speaking out.
- Enhance the Church’s understanding of and relationships with other faith traditions, and other areas of society.

To strive to safeguard the integrity of creation and sustain and renew the life of the earth

- Engage on the urgent issues of environmental protection and sustainability
- Lead the Church, and help individuals, congregations, and presbyteries in responding to the climate crisis with prayer, advocacy and action.

Schedule 2 to Appendix 2

KEY AREAS OF WORK

FAITH IMPACT	FAITH NURTURE
<p>Engaging with Congregations Resource congregations in the work of campaigning and advocacy for justice, peace, inclusion, neighbourliness and the integrity of creation Support and enable congregational engagement with the work of the Church outside Scotland and congregational involvement with Christian Aid</p> <p>Engaging with the wider world Develop and maintain mutually enriching relationships with partner churches at home and in the wider world. Review current partnership arrangements with bodies other than partner churches with a view to redrawing relationships in areas where partners are better placed to lead. Identify appropriate opportunities to engage with those displaced. Identify appropriate opportunities to support peace-making and peace-building. Build appropriate interfaith relationships which lead to mutual understanding and respect.</p> <p>Public Witness Share the ideas and experience of the Church with government, parliamentarians, ecumenical partners, faith groups, and civil society and support the exchange of information and opinions between national institutions and presbyteries and congregations in the pursuit of justice, peace, and the integrity of creation. Speak truth to power on issues of poverty, marginalisation, violence, peace and justice, environmental protection and sustainability.</p>	<p>Equipping Inspirational Leaders and Disciples Create a single, integrated, training programme supporting all levels and aspects of Church life. Review the work of the ‘Rethinking Initial Training’ project.</p> <p>Supporting the ministries of the Church Review recruitment processes for the recognised ministries of the Church. Review Selection processes. Provide Pastoral Support for the recognised ministries of the Church</p> <p>Working with Presbyteries on Planning and Deployment Together with the General Trustees assist in ensuring appropriate and robust Presbytery Planning and necessary readjustments. Assist in the provision of Specialist Ministries Ensure appropriate MDS recruitment, deployment and management processes. Engage with Presbyteries on work devolution.</p> <p>Resourcing Congregations for Education, Worship, Mission and Discipleship in the Digital Age Create appropriate resources with particular emphasis on digital resources. Facilitate easy access to all resources and arrange relevant training. Assist presbyteries to create accessible platforms for the sharing of good practice across the Church.</p>

<p>Oversight of the Church’s Organisations in Israel Ensure that the directly managed organisations in Israel operate to the highest Christian standards and that they support the Church’s vision of seeking a just peace for all in Israel and Palestine</p> <p>Communication Engage with other agencies in a single, overall, communication strategy</p>	<p>Exploring New Ways of Being Church Enhance engagement with children, young people and young adults both within and beyond the worshipping life of the Church. Identify needs for planting and growing of new contextually relevant worshipping communities. Work with other Agencies to develop fresh expressions of Church. Consider the learnings Path of Renewal Consider what changes can enhance the effectiveness of the Priority Areas project. Review the Pilot Pioneer Project.</p> <p>Communication Engage with other agencies in a single, overall, communication strategy. Review the place and effectiveness of Life and Work Review the place and format of Heart and Soul</p>
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Annex 1 to the Report

INTERIM REPORT FROM THE MINISTRIES AND MISSION REVIEW GROUP

Remit: In October 2019 the Trustees appointed a Group of five people (Very Rev Dr Russell Barr (Convener) Rev Richard Baxter, Mrs Jean Couper, Mr Leon Marshall, Rev Gillian Paterson) to review the present Ministries and Mission (M & M) contribution scheme and, if appropriate, to bring forward recommendations for a new scheme. The Chief Officer was co-opted in May 2020.

The Group was asked to consult widely and to consider whether some of the work of the Church might be resourced through direct congregational support. It was also asked to consider financial arrangements in a vacancy and to consider methods by which the work of the proposed new presbyteries might be financed and whether or not a standard approach is desirable

Consultation: having consulted with parish ministers, treasurers, and Presbytery finance conveners throughout the church as well as the Principal Clerk, General and Depute Treasurer, National Stewardship Coordinator and Chief Officer, and having examined the history of the

present scheme and the changes which have been made to it over the years, the Group came to the view that the present M&M scheme is perceived to lack clarity, act as a disincentive to local mission initiatives, feels like a tax and penalises those congregations who take stewardship seriously.

Principles: mindful of the desire for radical change expressed at the May 2019 General Assembly, the Group has taken the view that devolving as much responsibility and authority as possible to the local and regional level is the direction of travel we should explore. It has also come to the conclusion that Presbytery planning and budgeting at every level of the church need to go hand in hand in a way which has not been happening in the past. In other words, rather than the present centralised system which issues an allocation leaving local congregations with little understanding or say in how the money raised is going to be allocated and spent, the Group is considering what would a bottom up system look like, one in which local congregations had a clear understanding and say in how money raised would support the ministry and mission of their congregation and the wider church at regional and national level.

The Group thought it wise to articulate a number of principles to guide its thinking:

Any new contribution system to the ministry and mission of the church should aspire to be;

Fair

*Transparent and easy to understand Adaptable to changing circumstances A driver of change
An incentive to mission Effective*

What it must not be is:

Unfair

*Obscure or difficult to understand Inflexible
An obstacle to change A disincentive to mission
Ineffective*

GIVING TO GROW: throughout its deliberations the Group has been very mindful not just of the decisions agreed but of the concerns expressed at the 2019 General Assembly about the way money is raised to pay for ministry and the wider life of the church. Having heard these concerns, it seeks to create a transparent funding system which will encourage growth at a local and regional level. Based on the principles outlined, the Group will develop a costed and robust new model to replace the present M&M scheme under the following three headings: Ministry Here, Ministry Elsewhere, Mission and Support. The proposed scheme will apply to charges instead of to individual congregations.

This alternative model – *Giving to Grow* – will restore the link between what charges pay and the ministry they receive in a clear and transparent way by linking an element of their contribution to the direct cost of their minister.

It will make clear what a charge is paying to support Ministry Elsewhere.

It will also make clear what a charge is paying to support the wider mission and support work of the church at regional and national level.

In other words, *Giving to Grow* will make it obvious to congregations exactly what they are paying, how it is calculated and the purpose for which the monies raised will be used. It will restore considerable responsibility

and accountability to the local and regional level. It will encourage responsible decision making by bringing planning and budgeting together and it will give congregations, as well as the regional and national church, flexibility to raise funds for work it agrees to support. This will encourage a stewardship response which is not then perceived as being penalised.

Proposals for financial arrangements in a vacancy will be in line with the Radical Action Plan proposal agreed by the 2019 General Assembly with an allocation made to each Presbytery allowing it to arrange cover in the most appropriate way.

The funding of the new Presbyteries will be achieved by means of realigning funding from the Co-ordinated Budget and it is likely that this will replace the Presbytery Discretionary Allowance.

The Group now plans to consult on its proposals by means of discussion with a reference group.

Annex 2 to the Report

THE RADICAL ACTION PLAN

The Radical Action Plan, as presented to GA 2019, no longer has the same focus in the context of the revised operations that the Church has been operating since November 2019. This has become increasingly apparent as work has continued through the COVID-19 pandemic. Elements of the work remain vital for the ability of local churches to function whereas other elements must await the formation of the larger Presbytery structures.

This following sets out the proposed approach to each element of the Radical Action Plan.

1. *To establish a Growth Fund of £20-£25m for a 7-year period to enable the local church to support new ways of doing church, deepening faith, sharing faith and engaging in the transformation of our communities.*

Despite much work being undertaken by the Growth Fund Committee, the economic impact of COVID-19 on Church operations mean that a fund of this nature and size is not feasible for the foreseeable future. The Assembly Trustees have put this work on hold the introduction of the new Growth Fund for the time being.

The concept of funding innovation and new ways of church is vital for the continued health of local congregations and work will be developed to include some level of core funding rather than special funds.

2. *To introduce new regional Presbytery structures which provide leadership and focus alongside practical support for local congregations, freeing them for mission and ministry.*

Work is ongoing through the Principal Clerk and Assembly Business Committee with linkage beginning to be developed between the work of these parties and the Presbytery Planning Task Group of the Faith Nurture Forum.

3. To deliver new forms of church structures through new ways of doing church, including Presbytery Mission Initiatives through to Hub-Style ministries.

This area of work needs to be defined as a project with a clear set of outcomes. Work has been developing but must follow a set project plan. The Under 40s theme has also been identified as one which would benefit from being moved into this heading.

4. To review the size and responsibilities of Kirk Sessions with the aim of optimising them to a proportionate and effective number.

There has not been capacity to progress this work and it will be reviewed at a later date.

5. To work in collaboration with others, including other churches and organisations which share our values, to ensure that we work ecumenically in meaningful ways.

Through Ecumenical Relations, a number of opportunities are now presenting to strengthen and enlarge the remit of Ecumenical working and to investigate whether areas of work that the Church of Scotland is currently engaging in can be undertaken in ecumenical partnership.

6. To create a single, easy and accessible platform of faith and nurture resources, beginning by drawing together what already exists before creating any new materials.

This work will be amalgamated with the work of the new

Training Task Group: see 7 below.

7. To co-ordinate flexible education, training and support programmes for all, covering the recognised ministries (Ministers of Word and Sacrament, Ordained Local Ministers, Auxiliary Ministers, Deacons and Readers), elders, volunteers, interested attenders etc. This will include work around leadership within the Church.

One of the key focus areas of the RAP. A Training Task Group has been instituted, with senior support, to consider a single, integrated training programme that supports all levels and aspects of church life, to produce inspirational leadership for worship, witness, nurture and service.

8. To develop a deliberate focus on engaging with/ supporting those aged 40 and under.

This will be incorporated into the redesign work around 'New Forms of Church': see 3 above.

9. To reconfigure Ministries and Mission contributions. (Instruct that in 2021 and subsequent years there shall be no increase in congregation's M & M allocation over which was asked in 2020 until such time as alternative arrangements have been approved by the General Assembly)

This work is being taken forward by the M & M Review Group referred to earlier in this Report: see Annex 1.

10. To introduce changes to the current vacancy allowance, including discontinuing current system of vacancy allowance and adding aggregate value of vacancy allowance to Presbytery Discretionary Allowance (known as the '5%').

This is considered within the work of the M & M Review Group.

11. Re-imagining how vacancies are supported if a vacancy becomes more of the norm for a large percentage of congregations.

This will be developed once the larger Presbytery structures come into being.

12. To support the General Trustees' initiative 'Well-equipped Spaces in the Right Places'.

A report outlining this work is being presented to this October 2020 Assembly.

13. To consider whether sale proceeds of redundant buildings arising out of unions or linkages to congregations might in certain circumstances be applied for the benefit of a congregation other than the united or linked congregation concerned

This will be developed once the larger Presbytery structures come into being.

14. To offer support at a regional/local level to congregations including:
buildings expertise, safeguarding, financial accounting, local staff employment and developing effective partnerships

It is expected that, increasingly, Congregations are going to require support as they move forward emerging into the new ways of working bought on by COVID-19. This will be developed once the larger Presbytery structures come into being.

15. To establish the most appropriate relationship which could exist between CrossReach and the broader work of the Unincorporated Councils and Committees (UCC) and the local church to enable this work to be sustainable and to flourish.

Organisationally, CrossReach is beginning to emerge from responding to the COVID-19 pandemic. A new Governance Model is now in place and a closer working relationship has developed with the Central Church through the Chief Officer. The Assembly Trustees will work with CrossReach over the forthcoming months.

16. To refocus the national staff team to focus on equipping and supporting local churches, including accessing the Growth Fund.

Work is ongoing with new internal structures being developed to support the revised needs of the Church.

17. To draw together a cross-departmental team to ensure that i.) a research and development function exists for the Church of Scotland and ii.) the Action Plan which stems from the General Assembly is delivered.

Work continues with the development of an R & D department and the appointment of a Church Statistician.

18. To encourage all national Councils and Committees to focus their activities from June – December 2019 on an effective implementation of the Action Plan; and to encourage a ‘season of prayer and preparation’ across the Church from September – December 2019.

FAITH IMPACT FORUM

October 2020

Proposed Deliverance

The General Assembly:

- 1. Receive the Report.
- 2. Instruct the Faith Impact Forum to enable and support congregations and presbyteries as they seek to engage with local, national and international issues, with particular focus on identifying and using multiple methods of connection, including face to face and virtual.
- 3. Urge the whole church to continue our long-term support of Christian Aid in addressing the development and humanitarian needs of some of the poorest people across the world.
- 4. Acknowledge the generosity of the world church, especially the Presbyterian Church of Taiwan and the Evangelical Church of Westphalia for their financial and practical assistance during the peak of Covid-19 infections and thank them for their kindness and love.
- 5. Instruct the Faith Impact Forum to work with others to develop a strategy for the Church to transition both locally and nationally to net zero carbon emissions by 2030.
- 6. Urge the Scottish Government to introduce policies and spending priorities in line with proposals for a Just and Green Recovery in response to the economic, social and environmental impact of Covid-19.
- 7. Reaffirm that racism is a sin and declare that Black Lives Matter; instruct the Faith Impact Forum, in partnership with the Faith Nurture Forum, Assembly Trustees, and General Trustees to report to a future Assembly on the issue of racial justice and the legacy of slavery and the Church of Scotland.
- 8. Note that elections to the Scottish Parliament are due to be held on 6 May 2021 and encourage

congregations to consider holding hustings or community election meetings, in person or online, and commit the Church of Scotland to pray for candidates, political representatives, and national leaders.

- 9. Send love and prayers in giving thanks for the life and witness of the Church of Pakistan and Church of North India as they celebrate, in November 2020, the 50th anniversary of each of them becoming united churches.
- 10. Note the Report on the work of the World Mission Council and the Church & Society Council and thank all members and staff who gave of their time and talents in the service of these two Councils.
- 11. Declare that the Faith Impact Forum has and may exercise all the functions and powers held formerly by the World Mission Council and its Middle East Committee under the Constitution of the Scots Memorial, Jerusalem (St. Andrew’s Church and Hospice) Trust, including all the functions and powers of that Council and Committee under the Constitution of the Scots Memorial, Jerusalem (St. Andrew’s Church and Hospice) Trust and also that the Convener and Head of the Faith Impact Forum are the successors in office of the Convener and Secretary of the World Mission Council and as such are trustees ex officiis under the said Constitution.

Report

- 1. Working with local churches
 - 1.1 Engaging with presbyteries and congregations, and enabling them to identify how they wish to participate with local organisations and the world church on local, national, and international issues, is the challenge for the Faith Impact Forum. Involvement may take the form of twinnings, mission partner support, interfaith discussions and cooperation, tackling and praying over issues such as fair trade, HIV, climate change, advocating on ethical issues in science and technology, and/or campaigning for gender justice, societal well-being, democracy, education, poverty, discrimination, migration, or peace issues. All these of course are dependent on the human and financial resources available to the Forum, and we are

all aware of the limitations and challenges as well as the opportunities.

1.2 Study visits and pilgrimages, enabling people of all ages to experience and learn from partners across the world, engaging with issues and in practical ways, at home and around the world, seeking to support life in fullness for all God's people and the whole creation, remain key tasks for the Forum. At the heart of this is helping people encounter people and learn from each other. Twinings often bring opportunity for congregations to understand and learn from partners about global issues; also to pray for each other in a meaningful way. One partner from Zimbabwe, a country in turmoil at present, wrote recently to their Scottish twinning: "We are grateful that we can ask you to pray because we ourselves are not sure what to pray for except for safety and protection." It is our prayers for each other which characterise our Christian connection. The Forum has online and hard copy resources to support congregations and presbyteries make such connections and engage in the world around us.

1.3 World Mission had a very supportive network of Presbytery Conveners with twice yearly meetings and regular correspondence, and the new Forum is committed to keeping this connection with congregations and presbyteries. Presbytery Conveners are an invaluable conduit to feed information into the Forum and encourage action, and share developments and news in local congregations and communities. The Forum also enjoys a close connection with Eco Congregation Scotland which is a principal partner in helping congregations care for creation. Now with 500 registered churches of all main denominations (300 of them Church of Scotland) it is the largest movement of community-based environmental groups in Scotland.

1.4 Linking with Christian Aid to resource the church in Scotland and better understand the systemic causes of issues such as poverty, climate change or gender injustice worldwide is important. The Church works closely with Christian Aid Scotland to help churches and

individuals better understand the interconnectedness of the world and our responsibility to help and support each

other within it. Christian Aid is a valued partner of the Church and its work in international development and its drive to end global poverty is to be commended and supported.

1.5 The ecumenical visionary, Ian Fraser, reminded us of the need for constant interaction between grassroots and structures: "Over time the 'institutional' and 'movement' aspects of church have got separated, with the latter shouldered aside. Institution and movement need one another. Without an institutional framework the movement can sink into the sand: without the dynamic of the movement the institution can grow hardened arteries." We are refreshed and reinvigorated by interaction with each other. It is essential that we engage as broadly as possible to ensure the arteries remain open and flowing with good ideas and actions.

1.6 The Forum is structuring its work around three thematic areas: Congregational Engagement, Global Justice, and Public Witness. With one-third fewer staff than a year ago – and the Forum wants to record its thanks to all those staff who have given their time and wisdom to its work - it will not be able to do all that its predecessor bodies was able to do, but it aims to keep the church engaged in local, national and international social and political concerns, interfaith engagement and helping the church to grow in its faith and witness through being an integral part of the worldwide Christian family. The following report is not an exhaustive report due to the limited nature of shortened and virtual General Assembly, but captures some of the key themes for the Forum.

2. The Climate Emergency: how do we respond

2.1 Following a debate about Church financial investments in fossil fuel businesses, the 2018 General Assembly agreed to '*Instruct the Church and Society Council to engage with the oil and gas companies to continue to seek alignment with the Paris Climate Agreement rather than divest from the oil and gas industry*'. A subsequent debate at the 2019 General Assembly agreed to '*Note the engagement to date with oil and gas companies and instruct the Faith Impact Forum to report on the outcome to the Assembly of 2020*'. The full report was prepared for the General Assembly and, on the advice of the Principal Clerk and the Assembly Trustees,

will be held over until the 2021 General Assembly.

2.2 In the meantime, the Forum invites the Church to consider carefully the science, theology and ethics behind how we care for creation and to follow the lead of the Church of Finland and the Church of England in setting a net zero carbon emissions target for the Church of Scotland by 2030. This will require wide ranging input to develop such a strategy for the whole Church and the Forum is willing to take the lead in this if it is the will of the Church.

3. Covid-19

3.1 Scotland's national Church has a role in speaking to the nation, especially at times of adversity and crisis. As a member of God's worldwide family, we stand in accompaniment with churches around the world. During the spring and summer, the Faith Impact Forum made a series of statements and interventions on the Church's behalf:

3.2 We supported a letter to the First Minister calling for a just and green recovery, along with representatives from more than 70 organisations. The five calls outlined in the letter included:

- Provide essential public services for the people of Scotland, not for profit.
- Protect marginalised people and those on low incomes by redistributing wealth. Provide adequate incomes for all instead of bailouts for shareholders.
- Provide new funds to transform our society and economy to meet Scotland's Fair Share of climate emissions cuts and greatly enhance biodiversity.
- Strengthen democracy and human rights during these crises.
- Support an international coronavirus and climate emergency response

3.3 We joined with more than 190 other civil society organisations around the world in support of a Global Ceasefire for Coronavirus – urging an end to conflict situations to allow humanity to concentrate efforts on

halting infection and treating the sick. In July the United Nations Security Council passed resolution 2532 which endorsed the call for a global ceasefire.

3.4 We urged the UK Government to scrap the two-child limit for Universal Credit welfare payments and to abandon the benefit cap and to increase child benefit by £10/week for the duration of the lockdown.

3.5 We supported a Christian Aid campaign action calling UK leadership at the International Monetary Fund (IMF) to broker a debt relief deal for the world's poorest countries, so that they can use their funds to deal with the emerging health crisis. The campaign calls for a cancellation of all debt repayments due this year in the world's poorest and most vulnerable countries.

3.6 The Church was able to give financial support, from a restricted fund for international health care, to seven churches who were dealing with Covid-19 related issues. These included support for frontline hospital work in Nepal, Pakistan and Southern Malawi and for church led community responses in Kenya, Zambia, Northern Malawi and South Sudan. The United Mission to Nepal was able to pay staff at a time when the decrease in patient numbers due to lockdown meant little income coming in. They have also seen a rise in Covid-19 patients in the hospital as young men have returned from neighbouring India as lockdown meant they lost daily income and therefore were forced to return home, bringing with them the virus.

3.7 All but two of our Mission Partners were able to remain in their locations during the Coronavirus pandemic. 'The Coronavirus Diaries' – a Life and Work Feature series online has given opportunity for Mission Partners and Partner Church members to reflect on the impact of Covid-19 in their setting. The Rev Peter Kaniha Kariuki, the Secretary General of The Presbyterian Church of East Africa, Kenya, wrote of how the church had used the money to help fund a small part of their congregational-led 'Adopt-a-Family' Project. It was deeply shocking and sad for us to learn a month later that he died from COVID-19.

3.8 Not all parts of the world Church have been affected in the same way. We are grateful to the

Presbyterian Church in Taiwan (PCT) and the Evangelical Church of Westphalia (EKvW) for their generous gifts to the Church of Scotland – recognising long connections and that as ‘one part of the body suffers, the whole body suffers’ (1Cor 12:26). Both Churches recognised, in gratitude, that they had had an easier transition through the pandemic than we were having and wanted to support us by giving funding for IT support for those in Crossreach care homes to allow them to communicate with relatives, and the PCT also sent PPE to Crossreach.

4. Racial Justice

4.1 The death of George Floyd on 25 May 2020 triggered protests and debates around the world about racism, police violence towards black people and the continuing struggle against racial injustice and exclusion. In the UK, ongoing inequality and marginalisation was starkly illustrated by the higher death rate of coronavirus among people of colour, compared white people. The role of migrant workers in care homes, food supply chains and the NHS has also brought into focus questions of racism and racial justice. The toppling of the statue of Edward Colston in Bristol and the campaigns to remove or better contextualise former slave-owners who are memorialised in stone and bronze has also led to questions about the Church as an institution, and its role in the history of slavery, and what it is doing (and not doing) to work for racial justice today.

4.2 The Church of Scotland’s membership has a smaller proportion of people of colour than Scotland’s population as a whole; partly explained by a significant number of the Scottish minority ethnic community having their origins in majority Muslim Pakistan and Bangladesh. But being alive to inclusion and justice for all of society, not just our own members, is part of the calling and role of the national Church. There is no easy answer to racial justice: if there was, we surely would be in a better place by now. For white people, there needs to be an acknowledgement that this is a difficult and sensitive issue and needs to be addressed seriously. There needs to be a role for self-education; there is a wealth of material online, in print and broadcast on radio and television. Understanding white privilege, unconscious bias and the issues which drive frustrated people to protest

#BlackLivesMatter are part of the steps that can and must be taken if we are to overcome the systemic issues of racism in the church and in society. White people in the church also need to be aware of racial discrimination that has occurred, and is still occurring, within the church today, whether through racist comments aimed at people involved in the life of the church on social media, or by examining processes and appointments, or by looking at the Church’s past history, connivance, and benefit from slavery.

4.3 When the Church’s history is a barrier to equality, justice and dignity in our world today, it is our responsibility to understand that history. It is comfortable for us to remember and honour the individuals from the Church who were involved in the causes of abolition, emancipation and civil rights. Recognising and reckoning historical involvement in the practice of slavery by people involved in the Church is too easily written off as not important or not relevant to the Church today. In actual fact, the need for repentance and reconciliation is at the heart of God’s mission for the Church. We need more debate within the Church. We need to teach and understand our history better. And we need to act to repair the human-made injustices in the world. We can start by admitting that our nation was enriched by the most monstrous and degrading treatment of other people for the sake of love of money. The wealth created in this way has contributed physical and economic assets that remain to this day.

4.4 We can also continue to say what it is that we stand for and what we seek: a society, and a Church, which prioritises how it addresses privilege and power; where the existence of different cultures is respected as a matter of fact and not merely tolerated; where relationships refuse to be infected by racism; where the majority and minority cultures are encouraged to find their true identities in Jesus Christ; where human diversity and dignity is recognised as inherently worthy; a Church that reflects justice in strategy, policy, procedure, liturgy, theology, worship and relationships.

5. Scottish Parliament Elections 2021

5.1 Scotland votes for a new Parliament on 6 May 2021, the sixth election since the Parliament was re-established

in 1999. The international, environmental and societal challenges outlined earlier in this report are all urgent. The response of the voters in choosing who governs Scotland has arguably never been so critical. It has been the practice of the Church not to advocate for individual candidates or parties, though the General Assembly has in the past expressed general concern about political movements that express racist agendas or promote exclusionary policies. The role of the Church, local and national, in election campaigns is to be an impartial but engaged actor: ensuring that candidates can be heard, and questioned, by voters. Churches that have been able to host hustings or election meetings are encouraged to do so again, perhaps using online meeting facilities as an addition or in replacement to face-to-face gatherings. The Faith Impact Forum, with the Scottish Churches Parliamentary Office, will prepare guidance and advice for congregations wanting to organise hustings, and will offer some reflections for consideration by voters and parties. We encourage all candidates, commentators and indeed voters to support a culture of respectful dialogue when engaging on political and election issues, both in person but especially online.

6. Society, Religion and Technology Project

Society, Religion and Technology (SRT) marks its 50th anniversary in 2020. The SRT was established by the General Assembly in 1970 to help the church engage with issues around science and technology, to bring a Christian ethical reflection on these issues, and to consider the implications these have for society. We can look back with gratitude to the many people who have contributed to the work of SRT, give thanks for all that God has been able to achieve through the work of SRT in the decades gone by, and look forward to what God has in store for us in years to come. There were a number of events planned to mark the 50th anniversary, but COVID-19 meant these have had to be cancelled. Updated information is on the website (www.srtp.org.uk).

7. Church of North India and Church of Pakistan 50th Anniversaries

The Church of Scotland has long associations with the Indian sub-continent and played a part in the movement for church union. We give thanks that both the Church

of Pakistan (1 November) and Church of North India (29 November) will celebrate their 50th anniversaries of becoming united churches this year. Maintaining faithful Christian presence and witness in South Asia brings with it pressure and challenges and we have much to learn from these and other partner churches in the region about witnessing and serving as a minority faith community.

8. Theological Education in Africa

The Rev Dr Ken Ross is an example of a new kind of appointment to offer broad support for theological education across a number of partners in a number of countries. Based in Malawi, he supports four theological institutions across the country. He also offers his knowledge and expertise to other parts of the continent: in South Sudan he is sharing teaching and mentoring skills at the Nile Theological College of the Presbyterian Church of South Sudan (PCOSS), and in Mozambique he is working with the new theological department of the Evangelical Church of Christ in Mozambique (IECM) as they look to increase the theological training of their ministers.

9. Israel and occupied Palestine

9.1 We are grateful for our two serving Mission Partners in Jerusalem and Tiberias who work tirelessly to accompany Christian, Muslim, and Jewish partners, and help the church better understand the situation on the ground. The local realities are often not easy to access through the international media, and so being able to bring a sense of the real situation to people in Scotland is important. Both Mission Partners write regular partner letters to inform congregations and we encourage all members to sign up for these updates and continue to support and pray for them.

In February, the US President unveiled a plan for creating two states and recognising a state of Palestine alongside Israel. The plan calls for a large proportion of the occupied Palestinian territory (oPt) to be unilaterally annexed to Israel, with some Arab Israeli towns presently in Israel to be transferred to a future Palestine. It offers the Palestinians only fragmented statehood, leaving them with no control of their borders or internal security, no right of return for refugees, and no hope of Jerusalem as a shared capital. Such loss of land and water resources

would make economic viability difficult. The plan is also dependent on various demands being met by the Palestinians, but without similar demands being made of Israel. The plan goes against everything the General Assembly has called for over the past 70 years. It violates the two-state solution based on the 1967 borders, which is codified in a long line of United Nations Security Council resolutions from 242 (1967) to 2334 (2016). Furthermore, the proposal breaches international law regarding self-determination, the acquisition of land by force, and annexation of occupied territories. Former US President Jimmy Carter, a long-time activist for peace in the region, said, "The new U.S. plan undercuts prospects for a just peace between Israelis and Palestinians. If implemented, the plan will doom the only viable solution to this long-running conflict, the two-state solution." President Carter urged member states of the United Nations "to adhere to UN Security Council resolutions and to reject any unilateral Israeli implementation of the proposal by grabbing more Palestinian land." The Church wrote to the UK Government to express its concerns on the US plans. We continue to monitor the situation and work with others to raise our concerns.

9.2 The Church of Scotland institutions in Israel were all affected by COVID19. Tabeetha School was closed for a period. St Andrew's, Jerusalem was already closed for renovation, and would have re-opened in March, but this was delayed until October. The Scots Hotel, Tiberias, closed for two months, then re-opened and has seen strong custom in the summer months. Monitoring all the changes has been a major piece of work throughout the pandemic and we are grateful for the efforts of the staff in Israel and in Scotland to manage the situation and ensure the institutions have not needed financial support from the Forum during this crisis.

9.3 We were all deeply shocked and saddened when Peter Hehle, the General Manager for nearly a decade, died in a motorcycle accident in July. Peter had brought energy, enthusiasm and a never-ending flow of interesting and challenging ideas for developing the business. He had also caught the concerns of the Church to make the business work ethically, and cooperated with different producers to that end, especially Sindyanina of

Galilee to source all its olive oil, and supported The Scots Olive Grove to create new plantings and the women's basket weaving workshop. He sought to introduce water-conservation techniques into the fabric of renovations, conscious of working in a water-scarce part of the world.

10. Lebanon

10.1 In Lebanon, in late 2019, people were becoming increasingly angry and frustrated about the government's failure to provide even basic services: they were having to deal with daily power cuts, a lack of safe drinking water, limited public healthcare, and some of the world's worst internet connectivity. Many blamed the ruling elite who have dominated politics for years and amassed their own wealth while failing to carry out the reforms necessary to solve the country's problems. Add in a shortage of foreign currency, the Lebanese pound losing value against the dollar, inflation reaching 90% in June, importers of wheat and fuel demanding to be paid in dollars, strikes, unprecedented wildfires in the country's western mountains which highlighted how underfunded and underequipped the fire service was, and the whole country was ready to burst into flames. According to the World Bank, more than 50% of the population is living beneath the poverty line, unable to afford food and basic necessities. Added to that, thousands of families lost financial support as companies ceased trading and, as medical insurance is linked to employment, they also lost their health care. Then came Covid-19, leading to even more despair. And on August 4 a gigantic explosion – within the top five ever recorded in history – ripped through the heart of the city of Beirut. The blast blew out all the glass in building around the city centre, including the Near East School of Theology and some churches. The Synod's diaconal organisation, The Compassion Protestant Society (CPS), joined other local agencies to facilitate the distribution of humanitarian support to help families cope in the crisis. The Forum welcomed donations from individuals and congregations sent to help the NEST and the Synod, and was able to identify £20,000 from different reserved funds to offer support.

It was deeply encouraging that the Assembly Trustees added a further £20,000 from general funds to show solidarity from the whole church in such an

unprecedented time.

10.2 Alongside this, NESSL continues to stand in the gap all over Lebanon and Syria and provides a source of hope for people who are seeking meaning for their lives amid poverty, political corruption, conflict, and unemployment. The Church has practical ministries to support the worst affected and offers care and compassion to all at this challenging time for the country. The Near East School of Theology managed to salvage the academic year impacted by COVID19 by turning to distance learning very early in the second semester. Although unprepared for it, the faculty devised various means to continue teaching. The President noted, “one thing it taught us is that distance learning is in no way a substitute for actual personal encounters, especially in an area of learning such as theology.” It is a sentiment which runs true to all in the church, human contact and conversation, one with another, is essential for being the body of Christ together.

11. Refugees

11.1 Scottish Faiths Action for Refugees, the Church of Scotland hosted multi faith refugee co- ordination programme, has continued, although the Covid-19 lockdown and temporary furloughing of staff meant that operations were reduced from April through the summer. The refugee co-ordination project was set up in 2015 as a time-limited piece of work. The project is due to end at the end of September; the Faith Impact Forum is (at the time of writing) considering what the future for this work might be.

11.2 The main area of work has been to support refugee integration in Scotland. Together with the Scottish Refugee Council, Bridges Programme and WEA Scotland, Scottish Faiths Action for Refugees has been delivering outcomes as part of the EU funded *New Scots Integration Programme*. This work has included a programme of awareness raising in local congregations and communities and the development of a pilot refugee holiday programme, where church hosts welcome refugee families living in other parts of Scotland.

11.3 During lockdown several hundred asylum seekers living in Glasgow were moved from their

accommodation into communal hotel settings. Subsequently the death of a Syrian asylum seeker in one of the hotels and the alleged attack by a Sudanese asylum seeker, who injured six people and was himself killed, have led to serious questions about this decision and the access that people had to advice and support. The Convener of the Faith Impact Forum wrote to the Home Office and we have been in contact with Glasgow and Scottish MPs from different political parties.

12. Status of the Scots Memorial, Jerusalem (St. Andrew’s Church and Hospice) Trust

12.1 St. Andrew’s Church and Hospice were built in 1930 by joint agreement between The General Assembly of the Church of Scotland and the General Assembly of the United Free Church of Scotland, to commemorate the Scottish armed forces who fought to take Jerusalem from the Ottoman forces in the Great War. In 1944 a Trust was established to hold the land and buildings. Originally called “The Scottish Churches Memorial in Jerusalem” this was later changed to the Scots Memorial, Jerusalem (St. Andrew’s Church and Hospice). According to the constitution, the trustees are subject to the direction and control of a Church of Scotland committee and ultimately to the General Assembly, which has full power to alter, amend and modify the constitution.

12.2 Originally this function was carried out by the Committee on the Scots Memorial but latterly this has been carried out by the World Mission Council and the Middle East Committee and the trustees included the Convener and Secretary of the World Mission Council and the Convener of the Middle East Committee. Following the structural changes implemented by the Commission of Assembly on 1 January 2020 the roles of Convener and Secretary of World Mission Council and the Convener of the Middle East Committee no longer exist and we are therefore advised to ask the General Assembly to make the declaration set forth in the Deliverance. This Deliverance will ensure that the Faith Impact Forum is recognised as the relevant Committee of the General Assembly authorised to act within the Constitution of the Scots Memorial, Jerusalem (St. Andrew’s Church and Hospice) Trust with all the relevant authorities.

13. Giving Thanks

13.1 We give thanks for all the good work done by our predecessor bodies, and especially all the people who worked for them and served on them, giving of their time, talents, wisdom and enthusiasm to the work of peace, justice and solidarity at home and internationally. People inspired by love and anger, disturbed by need and pain, who sought to put into practice God's love for all. Thanks be to God for them all.

13.2 A summary of the work of the predecessor Councils, Church and Society and World Mission, for the time period between the 2019 General Assembly and when they were discharged on 31 December has been placed on the Church website.

13.3 The Forum trusts that it will be blessed by engaging with many people from across the Church and the world joining together to pursue, in Christ's name, the dream of a fairer, more equal and more just Scotland in a fairer, more equal and more just world. It is then certainly true, in Ian Fraser's words, that "Common folk get gifts to change the world entire", because: "God was in Christ reconciling the world unto God's self and entrusting to us the message of reconciliation."

In the name of the Forum

Very Rev Dr Susan M. Brown, Convener

Rev Alan Miller, Vice-Convener

Rev Ian W. Alexander, Interim Head

CHURCH AND SOCIETY COUNCIL

Rev. Dr. Richard Frazer, Convener

Richard served as Convener of the Church and Society Council from the General Assembly of 2016 to the end of December 2019, previously having served as its Vice Convener and as a Vice Convener of the Social Care Council. His time in office covered turbulent national and international events, including the EU Referendum vote and Brexit process, the election of Donald Trump as US President, the impact of the refugee catastrophe, and how society and the church responded to growing awareness of the climate emergency and global heating. As Convener, he became one of the main spokespersons for the Church on national and political issues. Richard gives respect to all, has care and concern for individuals,

and always seeks to uphold the principles of human dignity. This was reflected in his presenting of reports to the General Assembly, where he dealt with questions and comments from Commissioners with grace, kindness and generosity. The Forum is grateful to Richard for his contribution to the life of the whole church in this land and beyond.

John Wilson, Vice-Convener

John Wilson stepped down as Vice-Convener of Church and Society Council at the end of 2019. He came to the Council following a distinguished career in the NHS, his final role being that of Chief Executive of Fife Health Board. His wisdom, maturity, passion for justice, and sense of humour combined to make him a deeply respected and valuable member of the Church and Society Team. As a Session Clerk of his church in Fife, he brought first-hand experience of the challenges faced by local congregations and combined that with a deep understanding of many aspects of national policy, alongside the experience of effectively

managing change in organisations. The Forum is grateful to John Wilson for sharing his many gifts with the Council.

Wendy Lloyd, Vice-Convener

Wendy Lloyd stepped down as Vice-Convener of Church and Society Council at the end of December 2019. She was recruited as someone who brought a global perspective to the Council's agenda of concerns through her work with Christian Aid. Wendy understood the role of such organisations to be not solely charities raising money for good works, but instruments for promoting a fairer and more just world.

Wendy's passion for issues around climate change and hospitality to refugees, rooted in deep theological reflection, proved invaluable to the work of the Council. As a facilitator of worship and reflective resources for Christian Aid, she brought her many skills to bear in the work and gatherings of the Council. The Forum is grateful to Wendy for her time and insights given to its work.

WORLD MISSION COUNCIL

Very Rev. Dr. John Chalmers, Convener

The Council records its gratitude and appreciation to the

Very Rev. Dr. John Chalmers, for his short but impactful service to the World Mission Council. John served for one year before he was selected to serve on the Assembly Trustees. In that year he helped the Council begin to look at different paths and directions,

actions which stood it in good stead when the restructuring took place. John also helped initiate the mediation and conflict resolution work which is reported elsewhere with the Church in South Sudan. John brought to the role his experiences and insights gained from service in the parish, presbytery, Ministries Council, and as Principal Clerk and Moderator of the General Assembly. He understood the need for a small church to remain outwardly focussed, while also seeing the time for a new direction in world church relations. He encouraged the Council to be innovative and creative and excited about its task of encouraging the whole Church of Scotland to be involved in building relationships with churches and Christian people beyond these shores, seeing these as central to our calling to love and serve God, God's people, and God's world. The forum thanks John for his service.

Maureen Jack, Vice-Convener

Maureen Jack came onto the World Mission Council with a hinterland in justice work and psychology. Having volunteered as a Christian Peacemaker in Baghdad after the 2003 Gulf War, and in the West Bank, she knows what it is to be an active witness to peace in a traumatised society. Maureen threw her energy into seeking to make sure all the Council's work in the Middle East, and beyond, aligned with the Church's principles and reflected the Church's hopes. She became Convener of the Middle East Committee and then Vice Convener of the Council, giving of her time and talents generously. The Forum is grateful to Maureen for her commitment, energy and insights.

In the name of the Forum

Very Rev Dr Susan M. Brown, Convener
Rev Alan Miller, Vice-Convener
Rev Ian W. Alexander, Interim Head

Rev Alan Miller, Vice-Convener

Alan Miller brought considerable international experience and understanding to the work of the Council, and steeply increased the number of languages understood

or spoken. Alan had worked in China and France, had served on the Church and Society Council and was well versed in international issues and geo- politics. He served as Convener of the Asia Committee and then the Europe and Americas Committee, and was an able, and tireless, diplomat for the work of the Council with partners in all these regions. The Forum expresses its thanks to Alan for his time, energy and service.

In the name of the Forum

Very Rev Dr Susan M. Brown, Convener
Rev Ian W. Alexander, Interim Head

Very Rev. Dr. Susan Brown, Convener

The Forum records its gratitude and appreciation to the Very Rev Dr Susan Brown for the time, energy and insight which she generously shared with the World Mission Council in the time in which she was its

Convener. Susan returned from a busy Moderatorial year and took up being Convener of the Council when the Very Rev Dr John Chalmers became Convener of the Assembly Trustees. Susan had previously served as Vice Convener until May 2018, and her insights from her previous time on the Council combined well with her experiences during the year as Moderator to make her 7 months most productive. For all her insights, cheerfulness, sensitivity in worship, and pastoral accompaniment of members and staff, the Forum expresses its gratitude.

In the name of the Forum

Rev Alan Miller, Vice-Convener
Rev Ian W. Alexander, Interim Head

Appendix 1

Report on the work of the World Mission Council & Church and Society Council, May-December 2019

THE WORLD MISSION COUNCIL

"If you are ever asked whether the Church of Scotland practises what it preaches; or what you are doing about those affected by the blasphemy laws in Pakistan; or how you are contributing to the enrichment of the lives of the Dalit people in Nepal or South India; or how you support peace on the Korean peninsula, or in Palestine and Israel, or in South Sudan, the answer can be found in the work of World Mission. It sought the transformation of individuals

and congregations through friendships, partnerships, twinnings, visits and service to those who have much to teach us about hoping in the Gospel. And in partnership with Christian Aid, the church is tackling the systemic causes of economic exploitation, gender discrimination, the violation of human rights and the abuse of world's most vulnerable and marginalised people."

These words from the Annual Report of the Church of Scotland sum up the work of the World Mission Council, which was discharged by the General Assembly on 31 Dec 2019. We are a very small Church when we work on our own, but when we play our part in the worldwide movement of God's people we can share in the experience of answering our Lord's Prayer for the kingdom to come on earth as it is in heaven. All of these international relationships will remain part of the ongoing work of the Faith Impact Forum. So the Church should continue to look out to the world and help the Church at home continue to be faithful in service. Some highlights from 2019 include:

Volunteers

We have been encouraged to see volunteers offer their skills and services to support the work of our partners internationally. We hope to develop the possibilities for volunteers to go to more places and support partners in different ways as well as find enrichment in following Jesus. This year we have seen volunteers serve in Palestine and Israel, Kenya, Zambia and Malawi. They have offered much-needed accompaniment, nursing skills, health and safety advice, lecturing and supporting relief work. One volunteer who was in Malawi just as Cyclone Idai hit, leaving many destitute, was able to help in the coordination of relief efforts.

Ministry in Scotland

In recent years the Council has worked with the Ministries Council to facilitate special opportunities for ministers of the Evangelical Church of the Czech Brethren to serve for a year (and in some cases a bit longer) in a parish in Scotland. Presently, the Rev Štěpán Janča and his family are ministering in Lockerbie Dryfesdale. In 2019, the Council was also able to support ministers from Hungary to come and minister. The Revs Tamás Bódis and Emőke Rozgonyi enjoyed their opportunity to work through the

Ministries Council with the church on Shetland for a year.

Pilgrimages

In Autumn 2019 a group of 25 people, under the leadership of Rev Dr Grant Barclay, undertook an eleven day pilgrimage to Israel and Palestine to meet with our partners and take in some of the historical sites - a mixture of visiting holy sites and a study tour. All returned deeply moved by the situation, and committed to share their experiences with those in their congregations and communities. Earlier in the year, another group had gone out for an intensive pilgrimage experience to meet partner organisations of the Church under the leadership of the Very Rev Dr Andrew McLellan and Mrs Maureen Jack. The participants of both came back with new insights. Comments included: "The opportunity to engage with so many partner organisations gave an incredible insight to not only the work but the communities and their challenges;" "we learned about the work of organisations that we had not been aware of prior to the trip. There was plenty of visiting historical sites mentioned in the Bible... It was good to hear directly from Palestinians about how the Israeli Government was treating them. The information available through UK news media has been filtered so that the day to day realities do not come through." Many of those who went on the visit have committed to sharing their new understanding from seeing the realities on the ground. This is in response to our local partners asking us to, 'Come and see; go home and tell.' They welcome visitors who are genuinely interested to know more, to accompany them in their struggle, and to act and speak out for their situation. We urge everyone to think about joining one of these visits.

In Scotland

We continue to be thankful to the congregations who support the Church of Scotland HIV Programme through activities such as 'Souper Sunday' and in 2019, our 'All Tied up' campaign. This allows us to support initiatives of partner churches and organisations, both in Scotland and throughout the world. It has been good to walk alongside Positive Help, a small charity based in Edinburgh and the Lothians who celebrated their 30th anniversary in 2019. Your support also helps the Voluntary Supportive Transport network which is an essential part of ensuring

clients get to appointments. The Moderator was able to visit and meet with service users and staff over the course of the year. Support given to Waverley Care this year was a new strand of their work and funded an important peer mentoring programme.

The Faithshare Programme continues to be a tool to allow opportunities for face to face encounter across countries. It is not just the traveller who benefits but each person they encounter on the journey. This may be in church or at church activities, schools, in the community or in people's homes. Many of the visits are part of the ongoing Twinning Programme. We are often challenged by our partners when they visit. One of the comments this year by a Malawian minister was, "You told me there were few young people in the Church of Scotland – you need to open your eyes, I have been here for two weeks and have met so many groups of young people in your buildings, you need to remember Church is not just Sunday morning but 24/7!"

We were pleased to have, an exhibition reflecting the life of Jane Haining on loan from the Budapest Holocaust Centre. It has been on display in Wigtown Parish Church during the Wigtown Book Festival, in Dunscore Church, in Glasgow City Chambers and in Queen's Park Govanhill Church in Glasgow, Jane's home church when working in the city. Together with the new biography, 'Jane Haining – a life of love and courage' by Mary Miller, Jane's story has once again captured the hearts of many Scots, including a plea from the floor of the Scottish Parliament for a statue to be erected in her honour here in Scotland. We have been grateful to the Communications department for all the work they have done to highlight this inspiring story.

Scholarship opportunities

A number of students received scholarships to engage on a number of different courses in Scotland during the year. Students from Hungary, Romania, Spain, Nigeria, Ghana, Egypt, Taiwan, China and Singapore came to study in Scottish Universities, with direct or indirect support from the Forum. A number of lecturers also came on sabbatical to develop their own skills. Such opportunities build the capacity of the local church as the students and lecturers go home to work and teach in their own church seminaries and faculties, and so help raise the standards

of scholarship. There is also the intangible benefit of the scholars worshipping in local congregations and making and keeping contacts with their new Scottish friends.

In South Sudan

Following on from the high-level retreat held at the Vatican hosting the political and church leaders of South Sudan, we have continued to work ecumenically to support the efforts for peace. In October, eight PCOSS leaders completed a course as trainer of trainers in mediation so they could go back to their communities and help mediate conflict and seek peace. South Sudan is in confusion due to the inability of the political leaders to form a government of national unity, which is yet another delay to an already delayed process, with fears that war will return. The PCOSS is working at all levels, at grassroots with their communities both in South Sudan and in the many refugee camps in neighbouring countries, and with political leaders. 'We are thankful to those congregations who offered hospitality to the visitors from South Sudan in October 2019 and by doing so were enriched by the opportunity. One example was an evening hosted by St Mary's, Haddington where a meal and stories were shared. Personal encounters often lead to a developing interest, support and prayer for partners and their particular concerns. We hope these links will continue in some form.

In Malawi

The two mission partners working with the Church of Central Africa Presbyterian, Synod of Livingstonia in the Church and Society Programme (CSP) are supporting survivors of gender-based violence (GBV) to access justice. Many of them cannot escape violence at home because they are dependent on their husbands. This project gives women small loans and money skills training so they can become financially independent.

Without help like this they cannot afford to pursue their cases through the court process and are often forced to abandon them. Financial independence means they can continue to seek justice for the wrongs to which they have been subjected. Although few in number, the opportunity for congregations to walk with Mission partners on the journey is beneficial to both parties.

In Asia

Ecumenical networking and collaboration is a hallmark of the Council's work in Asia. To this end we have participated in various meetings and exchanges with local and international partners from India, Korea, Myanmar, Pakistan and China. These encounters are valuable opportunities for learning, sharing resources, evaluating work and seeking opportunities. Partners in a number of countries in Asia report increasing pressure and more restrictive regulations from the authorities on both churches and Christian organisations. These range from the requirement for more permissions from Government agencies to operate, increased reporting requirements, attempts to take over church property and institutions, censorship on the press and media to silence dissent, and monitoring or closing down the internet.

These hamper the work of churches and divert resources that could otherwise be used for mission. In a region where the Christian community is a small, often poor and powerless minority, the increase in authoritarianism is a growing concern.

The Council pursued two long-standing advocacy campaigns:

1. Against Misuse of the Blasphemy Law in Pakistan
Advocacy has been pursued through contacts with the Pakistan High Commission and the Pakistan Consul in Glasgow, as well as with the Foreign and Commonwealth Office, Scottish and UK Parliamentarians. Unfortunately there has been no meaningful response from either the Scottish or UK Governments. We continue to partner with the Centre for Legal Aid, Assistance and Settlement (CLAAS) which defends people accused of blasphemy or who have been the victims of forced conversion to Islam.
2. National Council of Churches in Korea Peace Treaty Campaign
With the support of a Faithshare grant, Sarah Alexander, a member at Glasgow: Williamwood, participated in the Pilgrimage of Justice and Peace youth event, "Walking with Peace, Reclaiming Hope". Sarah was one of over 40 international delegates who visited a number of significant

sites in the recent history of Korea: Gwang-ju, to commemorate the Democratic war of 1980, Nogeun-ri

where the US Navy opened fire on Korean immigrants in July 1950, and the Demilitarised Zone (DMZ) on the border between South and North Korea. Thirty years ago, the World Council of Churches designated the Sunday before 15 August as a common day of prayer for peace. Previously this had focussed on peace and reconciliation on the Korean peninsula but in 2019 also included Sri Lanka, Nepal, and Pakistan. The Council again produced resources for Weekly Worship on the Church of Scotland website.

In Czech Republic

David Sinclair was home for deputation in November 2019 and there was great interest in his work with the Evangelical Church of the Czech Brethren. He spoke of how valued the connection with Scotland is in many places in the ECCB. He is now reasonably fluent in Czech and able to go out to preach in congregations, and engage with the members in discussing ideas for twinnings and links with churches in other countries.

There are now a number of established, flourishing and new twinnings with the Czech Republic with Church of Scotland congregations.

In Italy

In May 2019, the Very Rev Dr Susan Brown, visited Italy as the Moderator particularly to see more of, and offer solidarity with, the work of Mediterranean Hope. The Moderator's group was able to visit a number of projects, meet people living on the streets and hear at first hand the realities of life as a refugee or migrant. The group spent time with our Mission Partner there, Fiona Kendall, who is European and Legal Affairs Advisor for Mediterranean Hope. Fiona's work is presently focussing on the proposal to expand humanitarian corridors to find homes for 50,000 trapped in and around Libya. She is also working to build relations with the UN High Commissioner for Refugees, the International Organisation for Mission, and the EU Commission.

The Waldensian Church produced a video to pass on a sense of Christian faith in a new way. (www.waldensians.org)

chiesavalde.org/aria_video_player.php?video_id=67)

With simple gestures and sentences, members and friends of the Waldensian church explain their reasons for faith and what the Lord's Prayer means to them.

In Hungary

The biennial Starpoint Youth Festival was again hosted by the Reformed Church in Hungary in the summer in Debrecen. Two young people, Amy Hannah and Nicola Forbes, attended and reported that it was an excellent opportunity to grow in faith and friendship with so many young Hungarian Christians and others from different parts of the world.

In Germany

Alan Miller and Lorna Tunstall participated in the Kirchentag on behalf of the Church of Scotland. While there, Alan participated in meetings and conversations about building links again with the Evangelical Church of Westphalia (EKvW). A group from Westphalia is planning a visit for May 2020 to the Church of Scotland. During the visit we hope to engage with St Mark's in the Raploch, Stirling to develop a 'Together for a Change' project which helps congregations in Priority Areas engage with communities in other parts of the world so they can learn from each other.

The Reverends Anne Clara and Philipp Roß, from the Evangelical Lutheran Church in Bavaria (EKLB) came to Scotland on a secondment from their church and are working on Fresh Expressions, Refugees, Interfaith and international engagement as well as sharing in the ministry of Greyfriars Church. We have been grateful for their support and involvement. It would be possible to explore with the EKLB an opportunity for someone from the Church of Scotland to work there for a period.

The Council supported Rev. Sargez Benyamin, General Secretary of the Presbyterian Church in Iran, who has had to flee to Germany, to minister in Nuremberg, amongst the Iranian Diaspora.

In South America

The Council was represented at the Synod of the Evangelical Waldensian Church of River Plate in Uruguay, which was a very positive experience in sharing learning and getting a better understanding of each other's

churches and ways of working.

In the Middle East

WMC continued throughout the year to work in the Middle Eastern region, with a focus on efforts to support peace with justice, not just in Israel and the occupied Palestinian territory (I/oPt), but also in Syria, Lebanon, and Egypt.

Our 160 staff in Israel and the occupied Palestinian territory continue to work hard to deliver on our priorities in the country. By working and doing business in a way which is often very different from the status-quo, our three institutions strive to be different and to support the marginalised. They are always looking for creative ways to support Church of Scotland partnerships.

Sadly, many of our partners continue to face discrimination as they challenge the way things are, and seek to bring an end to the Occupation which is now in its 53rd year. None of them give up, and the support that we as a Church give them, though small, is well received and appreciated. The Occupation impacts daily on the lives of so many people, bringing a sense of desperation. This is no more clearly seen than in Gaza where the blockade continues to leave two million people trapped in a piece of land no larger than the Isle of Jura. The violent response from Hamas and Islamic Jihad to the brutalities of the occupation practiced by the Israeli military only serves to make living conditions even worse for ordinary people. The small Christian community that remains seeks to serve the whole of Gaza through medical, social, and recreational services.

In Egypt, we work with a number of partners who bring the Church into everyday life and help improve people's situations. Among them is St Andrew's Church in Cairo, which is a beacon of hope with their focus on refugees – over 30,000 are supported in some way every year in a space which is no bigger than the General Assembly Hall. The programme teaches classes of children and adults, creates job opportunities, offers legal advice, and gives psychological support to those who have seen many horrors in their lives. We are proud to stand alongside them in the work that they do.

Attending the Coptic Evangelical Organisations

Conference in Minya during the year brought home the crucial work of inter-religious dialogue, and demonstrated how that dialogue can change families, neighbourhoods, and towns. The Church in Scotland has a lot to learn from this engagement in inter- religious work which breaks down so many stereotypes and barriers.

In Syria, the war continues to bring untold misery to those living there, and in neighbouring Lebanon and Jordan where many refugees have fled. The National Evangelical Synod of Syria and Lebanon (NESSL) and the Middle East Council of Churches (MECC) continue to serve these refugees, both Christian and Muslim, in whatever way they can, and help them deal with the suffering that they are facing. As the Lebanese Government will not enrol Syrian children in the schools, the Synod and the MECC's Joint Christian Committee are educating them in their own buildings, before taking them back to Syria to sit their exams. This is just one example of the selfless attitude of so many in a region so torn apart by conflict.

Above everything, however, is the Church of Scotland's vision to support the Christians of the region stay in their homelands. So many have emigrated due to lack of opportunity or persecution, and so we work to support opportunities for employment or education wherever that is possible. We do this through not only our own institutions, but also through our partners in the region who are working in the same vein.

Partnerships that we have in each country are crucial to our work. They are the ones who speak on behalf of Christians in the region, and who we turn to for advice or information. But that is not all. The churches in the Middle East face a set of circumstances that would cause many to give up, but they keep going. They continue to plant churches, care for refugees, train new pastors, and look after those who are most in need. They also live Christian-Muslim relations and must respond to terrorism and hatred. As the Church of Scotland, there is so much that we have to learn from these churches in living out our faith in our own context.

THE CHURCH AND SOCIETY COUNCIL

The Church can look like many things to many onlookers within our society, but as people of faith who believe in

transformation, how should we act as part of the Church? This has always been the challenge for the Church and Society Council – acting in faith and being led by what we perceive to be the values of the Kingdom of God.

In response to the question posed by Micah 6:8, 'And what does the Lord require of you?' the Church should aspire to the answer, 'To act justly and to love mercy, and to walk humbly with your God.' In order to do this, we work with congregations, decision makers, civil society, and those with lived experience of poverty and hardship, to build relationships and work to effect change, so that we can be part of creating a fairer, more equal and more just Scotland in a fairer, more equal and more just world.

In response to a consultation in which 11,000 people responded to what their vision of a fairer and more just Scotland would look like, Church and Society created eight thematic areas of work. Some highlights from 2019 include:

1. CARING FOR CREATION

Eco Congregation Scotland (ECS) reached a new milestone with 500 registered congregations or nearly 15% of all churches in Scotland. The climate emergency and the announcement that the UN climate conference (CoP 26) would be held in Glasgow in November 2020 helped raise the profile of environmental concerns in congregations. The Faith Action for Nature project has provided online resources to encourage churches to take practical steps for wildlife conservation in churches and in local communities. An exciting spin off from this project is a twinning between the Church of Scotland and the Reformed Church of Hungary to encourage churches to plant orchards in their grounds or local communities. All congregations are again encouraged to become eco congregations to explore in the life of their church what it means to care for creation in worship, practical action and advocacy.

Creation time

Creation Time (1 September – 4 October) resources have been published on the Weekly Worship webpages for several years with an increasing number of downloads. In 2019, an ecumenical writing team led by Rev David Coleman, ECS Environmental Chaplain, prepared

resources on how we respond to the crises we now face in caring for creation.

Living Lent

As part of the Joint Public Issues Team, together with the Methodist, Baptist and United Reformed Churches, the Church joined the Living Lent project. Living Lent recognises that responding to the climate emergency means changing our lives, and the Living Lent website shared six suggestions for congregations to consider, one of which was to consider giving up meat for 40 days. While fasting and abstinence is an ancient part of church life in many denominations it is also a sensitive subject for livestock farmers in Scotland, who face an uncertain future. This is a challenging subject but given the large contribution that meat and dairy production make to Scotland's carbon footprint, it is one we must respond to in a sensitive and thoughtful manner.

2. DOING POLITICS DIFFERENTLY

In 2019, members of churches

- regularly engaged with local politicians through the Meet Your MSP and Meet Your MP projects
- worked ecumenically and with community partners to challenge all forms of poverty as part of the Challenge Poverty Week 2019 campaign
- contributed to the development of a more representative local democracy through Participatory Budgeting, which delivered £34,794 directly to 51 community projects in Clackmannanshire, Dundee and Moray,

Work in congregations on the Scottish Government's Local Governance Review, 'Democracy Matters' was planned to enter its second phase in 2020 but was postponed due to Covid-19. This work, which was led by the Scottish Churches Parliamentary Office (SCPO), also empowered local congregations to engage with the 2019 General Election by working with the Joint Public Issues Team (JPIT) to produce policy briefings and hustings guidance, and to engage with the ongoing Brexit debate by producing prayers and worship resources alongside the former Mission and Discipleship Council. The SCPO also coordinated a statement from Scottish Church leaders on

the tone of the debate around the General Election which was published across national media.

The Church of Scotland responded to a number of Scottish Parliament and Government consultations this year including the Hate Crime and Public Order (Scotland) Bill, proposals for a Good Food Nation, a Scottish National Investment Bank, the Scottish Election (Franchise and Representation) Bill 2019 and on a Code of Practice for Funeral Directors. Copies of all responses can be found on the SCPO website at www.scpo.scot

3. FLOURISHING LOCAL COMMUNITIES

Asset Based Community Development

We continued to support local congregations as they explore how to respond to the needs of their neighbourhood through social action, using existing skills and resources, or working in partnership with others. We acknowledge in particular the contribution made in Scotland's most disadvantaged communities by congregations supported by the Priority Areas Team and its partners, and commend the transfer of learning to other areas of the church.

Social isolation and loneliness

The Church has been an active member of the Action Group on Isolation and Loneliness (AGIL) a coalition of third sector organisations which have a shared interest in engaging with the Scottish Government's strategy on tackling social isolation and loneliness. The Church and faith groups in general have been able to demonstrate their considerable experience in providing examples of local activities and networks that contribute to community cohesion and keep people connected within their neighbourhood. Yoker Parish and Castlemilk Parish both work in partnership with Living Streets and have introduced short community walks into existing activities. Tulloch Net in Perth has provided a shop-front drop-in space in the community for people to come along and share 'a story and cuppa' and in partnership with a local housing association supporting residents in Fairfield to keep connected to the most vulnerable in the community. Work also took place with Alliance Scotland's 'ALISS' database to pilot a model of church engagement that can be used by GPs and social and healthcare professionals, to identify local activities that clients can be referred to as

part of social prescribing.

Food Justice

In January 2020 it was reported that foodbanks in Scotland were handing out more than 1000 food parcels a day; that is the approximate equivalent of each member of the Church of Scotland being in receipt of at least one food parcel. The number of emergency food parcels distributed in Scotland has increased by 22% over the last 18 months according to a report released by 'A Menu for Change' and the Independent Food Aid Network (www.infanet.org.uk).

A significant number of congregations host local food banks and this emergency food aid provision across Scotland is providing emergency relief for people in desperate circumstances. Welfare reform, Universal Credit, zero hour contracts and poorly paid work are all contributory factors. In October 2019, Menu For Change published its report, Found Wanting (www.menuforchange.org.uk). This longitudinal study tracks a number of foodbank clients over a period of time to understand more fully why people require to return for emergency food aid.

4. SOCIETY, RELIGION AND TECHNOLOGY PROJECT (SRT) and HEALTH AND WELLBEING

Throughout 2019, we continued to encourage local congregations to consider issues of health and wellbeing in the communities which they serve. These have encompassed a wide range of areas - from innovative approaches to tackling mental health issues being taken by many churches, to exploring opportunities for a 'walking bus to church' initiative. We have also encouraged churches to engage with supporting those affected by dementias, as well as working with other relevant organisations and agencies engaged in issues such as alcohol abuse. More specialised approaches, such as parish nurses and Anna chaplains (for older people), have also been encouraged.

At a national level, we had helpful discussions with the Scottish Government and civil service, and were involved with a number of relevant parliamentary Cross Party Groups (CPGs), and engaged with organisations such as the Royal College of GPs (RCGP) in Scotland and the Royal College of Physicians of Edinburgh (RCPE), to explore ways in which churches might be able to interact with

and support professional health services in their local areas. The Health and Social Care Alliance has invited us to be involved in discussions on aspects of genomic and personalised medicine. While there is much to be gained from the applications of many of these approaches, there remain significant concerns about how such technologies may be applied in the future.

SRT, which celebrates its' 50th anniversary this year, has also continued to work around aspects of economics, including promoting the work of credit unions, including Churches Mutual, and helping to arrange a successful event as part of Good Money Week in October.

5. BUILDING GLOBAL FRIENDSHIPS

In 2019 the Church and Society Council continued to host Scottish Faiths Action for Refugees (www.sfar.org.uk), the Church's refugee co-ordination project delivered in partnership with other Scottish faith groups. We continued to deliver a series of refugee integration events in Edinburgh through the Weekend Club, bringing together refugee families and local faith communities.

Thanks to a grant from the European Union's Asylum, Migration and Integration Fund we continued to implement the New Scots Integration Programme with our partners in the Scottish Refugee Council. This included the delivery of awareness raising talks and presentations to local groups, and the piloting of a refugee respite holiday programme, whereby local churches offer hospitality to refugees living in other parts of Scotland. Our first 'New Scots Holidays' took place in October, with Syrian refugees living in Aberdeenshire travelling to Church of Scotland congregations in Skye, Forfar and East Lothian.

The main policy development took place in June 2019 during Refugee Week, when the then Home Secretary, the Rt Hon Sajid Javid MP, hosted a faith leaders' roundtable summit at Westminster. The Church of Scotland's refugee co-ordinator attended and heard the announcement about changes to the UK's refugee resettlement schemes. The existing resettlement schemes were time-limited and due to end in 2020. The announcement confirmed there would be a future programme that amalgamates and improves the previous scheme. One important change

related to the community sponsorship programme, where community groups such as churches can be registered and ‘sponsor’ a refugee family, and where there is a great deal of community involvement in their integration.

Previously any refugees brought under the community sponsorship route were counted towards the UK Government’s limit on numbers for resettlement. From 2021, any refugees resettled under the community sponsorship route will be in addition to the Government’s limited scheme. This is a welcome change and one which the General Assembly called for in 2017.

In 2019 the Church and Society Council continued to support work relating to other aspects of the Building Global Friendships theme, including:

- Working with Churches Together in Britain and Ireland on racial justice, particularly with initial plans to mark the 25th anniversary of Racial Justice Sunday in 2020.
- Working with partners in the Joint Public Issues Team, we supported a joint Churches’ letter published in a national newspaper raising concerns about the Defence and Security Exhibition International arms fair held in London in September, and it was connected with Government policy promoting arms sales to states regarded as authoritarian or in armed conflict.
- Being represented at a Scottish Christians Against Nuclear Arms study day in November looking at the future direction for disarmament campaigns.

6. INVESTING IN YOUNG PEOPLE

Building on the remit for the Young People and Education Action Group, approved by the 2019 General Assembly, the Church and Society Council sought to work across the national councils and committees of the Church of Scotland, *“to ensure that the Church of Scotland uses the means that the Church has at its disposal to invest in Scotland’s young people so that they might thrive and flourish”*.

To this end, on 14 October 2019, in collaboration with

the Mission and Discipleship Council, the Church and Society Council held a successful conference exploring how congregations can focus their ministry on supporting young families and children in their earliest years.

While further cross council work was temporarily impeded by the restructuring process, the Council delivered work campaigning for an increase to Child Benefit to alleviate child poverty, as part of the Give Me Five campaign, delivered training conferences for school chaplains, supported Church of Scotland representatives on Local Authority Education Committees, and responded to Scottish Government consultations on Relationship, Sexual Health and Personal Education.

In June 2019, the Church welcomed the Scottish Government announcement of the Scottish Child Payment, following the Give Me Five campaign. The Payment will deliver £10 per week per child for low-income families, with children under six receiving the first payments by Christmas 2020, and full rollout to be complete by 2022. Over one third of children in Scotland will be eligible and the Payment is projected to lift 30,000 children out of poverty.

The Council continues to believe that the Church of Scotland has a particular responsibility towards children and young people in Scotland, and that such a responsibility is about allowing God’s mission to shape the Church, and the world in which we live. The Forum looks forward to collaborating with the Faith Nurture Forum and others in addressing our common responsibilities in this area.

7. AN ECONOMY DRIVEN BY EQUALITY

One of the failings of our current economic system is that those who are most negatively impacted often feel least able to have their say in how it works.

With the support of the Gender Justice Officer and in partnership with an organisation called ‘Economy’, the Church and Society Council piloted a series of crash courses in economics for women from Priority Areas in Glasgow, Edinburgh and Dundee. The course focused on improving an individual understanding of economics, and empowering women to engage in economic decision making processes that affect their lives at community,

local and national level.

The courses raised awareness of basic economic measurements and principles (i.e. what is GDP, what is a deficit, what is austerity, what is a government budget), shared economic ideas that are being tried elsewhere (i.e. universal basic income, participatory budgeting) and supported women to explore what might work within their own community, with a gender lens. These courses were delivered with a view to shaping how the Church of Scotland nationally engages on issues such as Government economic policy, welfare reform, and how best to transition to a low carbon economy.

The economics crash courses were the subject of the Moderator's annual event in the Scottish Parliament this year. In addition, the Church and Society Council built a partnership with the Wellbeing Economy Alliance (WEAll), which seeks system change towards an economy that prioritises shared wellbeing and a healthy planet.

8. GENDER JUSTICE

Highlights from the work in 2019-20 include:

The local church

- Providing continuing strategic and evaluation support to a domestic abuse pilot project being led by a group of congregations in Edinburgh. This project is seeking to create safe referral pathways between local churches and specialist services so that survivors of domestic abuse can seek help in their own community.

Piloting Transformative Projects

- Developing, and securing external funding for, an alternative leadership programme for young women of all faiths and none in Scotland. The two-year project will provide participants with an opportunity to examine power structures, share issues of interest, and use these as the basis for exploring what it means to create change in our communities, country, and across the world. The participants will be responsible for developing campaigns, advocacy work, community development, and peer mentoring, as well as testing new forms of leadership for young women in their faith communities. The

project is an ecumenical partnership between the Scottish National Forum of the Ecumenical Forum of European Christian Women, Christian Aid Scotland and the Church of Scotland's Gender Justice Initiative. The project will support two cohorts of young women of faith in Scotland and will begin in June 2020.

- Providing continuing strategic support to Side by Side Scotland, a faith movement for gender justice, including recruitment and ongoing support of two new co-chairs and launch of three new projects focusing on climate change, period poverty, and faith leadership.

Partnership Working

- Piloting interfaith community workshops on spiritual abuse with Amina Muslim Women's Resource Centre.
- Hosting a bridge building seminar to create stronger links with the secular women's movement recognising a need to raise awareness of gender injustice within faith communities but also to build faith literacy in secular services.

Within Church Agencies and Departments

- Delivering a residential Gender Justice Conference, funded by a Scottish Government fund, for paid youth workers in collaboration with Mission and Discipleship Council/Faith Nurture Forum. The conference focused on bringing together theology and practice to equip and empower youth workers to better understand and incorporate gender justice issues in their work.
- Working with the Safeguarding Service to update their Domestic Abuse Handbook to reflect changes in Scottish legislation and practice.
- Working with CrossReach to finalise a Gender Based Violence Policy for their staff.

Integrity (Violence against Women Task Group)

Integrity is the Church of Scotland's violence against

women task group. It is a cross-church group with members drawn from staff from the Forums and Committees of the Church as well as from our congregations, elders, deacons and ministers. The group is focused on equipping the Church to tackle violence against women, girls and children and was formed to take forward the recommendations of the General Assembly report, 'Living a Theology that Counters Violence against Women' in 2014. In 2019-20, the Task Group highlights included:

- Piloting new workshops on violence against women, girls, and children with congregations and Guilds. The workshops focus on raising awareness and supporting congregations to take their first steps in recognising and responding to this issue in their context.
- Delivering the first national Integrity conference focused on supporting congregations to respond to violence against women, girls, and children in our churches, in our worship, in our community and in our culture.
- With the support of Faithshare, World Mission Council and World Mission Council partners, our Convener and former Convener delivered a residential retreat to women leaders and a series of self-care workshops to a partner organisation that supports survivors of abuse in Pakistan. As a result of this, four new Bible Studies have been created to share the stories of our partners and our learning.

Working with the Scottish Episcopal Church to adapt our 2017 Integrity 'toilet poster' for display in all Episcopal churches in Scotland. The posters are designed to ensure that survivors of violence against women, or concerned family and friends, can privately access information on support services in church toilets.

MINUTES OF THE PROCEEDINGS OF THE NATIONAL YOUTH ASSEMBLY OF THE CHURCH OF SCOTLAND 2019

INTRODUCTION

"But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light." 1 Peter 2:9

The National Youth Assembly (NYA) is a platform for young adults to voice their opinions and actively participate in decision making within the Church of Scotland (CoFS). The annual residential event ran over a long weekend, and offered young people who have a connection with the CoFS the opportunity to meet together and explore their faith as well as tackle issues they felt were important to the Kirk.

For the final time, from the 16 – 19 August 2019, NYA gathered at Gartmore House. 62 delegates aged 17 – 25 joined together in worship, discussion and fellowship. There were delegates from 22 presbyteries and we had visitors come from the Methodist Church, the Scottish Episcopal Church and the Presbyterian Church in Wales.

As always it was noted how at ease delegates were and many commented on the friendly and welcoming atmosphere they experienced upon arrival. Being able to meet and join with other young people from within the CoFS can be vital in the development of faith and can harbour a feeling of community and belonging; this is a vital and unique opportunity that NYA has afforded to those who have attended over the last 25 years.

DISCUSSIONS

"Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing and perfect will." Romans 12:2

A Fundamental part of NYA has been the opportunity to have the voices of young people heard with a hope of influencing and making a difference within the wider church structures. Over the course of the weekend there were three main discussion topics (chosen by young people earlier in the year at our planning weekend) which

pertain to current events and issues both within and out with the Church. This year, the three topics were Hate Speech, Missional Buildings and Testimony and Confirmation.

Each discussion began with an insightful and helpful input session by a guest speaker(s) who provided background information and some guidance on how delegates may want to continue delving deeper into their topics. After this, delegates spent time in their small groups discussing further and answering questions posed to them, before coming back together as an assembly to discuss the topic as a whole.

Minutes were taken during the discussions, the outcome of which were passed on to the team of youth reps who, led by the NYA moderator and clerk, work through the year to turn the talking into action and pave the way for a more active and engaged church.

We offer here a summary of these discussions. More information on them and what the youth rep team have been working on through the year can be found in our supplementary report.

Hate Speech

To begin our discussion of Hate Speech we received input from Mirella Yandoli (Church of Scotland Interfaith Officer) and others involved in the European Outside In project on transforming hate. They explained to delegates the crucial difference between being hateful and hate speech and the important but often ambiguous difference between the two. Delegates then attended one of four Hate Speech Workshops on either: Gender, Race, Religion or Sexual Orientation. At least one delegate from each small groups attended each workshop to give them a broad scope for discussion later on.

In their small groups delegates then went on to discuss questions such as "What is Hate Speech?", "How and when can it contribute to and justify violence?", "How does it connect to issues of identity and how they are perceived in society?", "What are helpful ways to respond?" and "What can the Church do in solidarity with those affected by hate speech?".

Coming together as a full assembly delegates covered

many different areas throughout the hate speech discussion. One thing that greatly influenced the discussion was sharing stories by those who have personally experienced hate speech or have witnessed hate speech. Delegates shared honestly and openly and when taken to a vote, 53% of the delegates stated they had personally experienced hate speech at least once and 64% stated that they had witnessed hate speech towards another person at least once. On the back of this there was an emphasis in the discussion on third party reporting and how important spreading awareness and being a part of this process was.

Many delegates felt that our churches should be safe spaces for those who experience hate speech and wanted to see more done to educate people of what hate speech was, the effects it can have on people and what we can do to help those affected. Many spoke about groups they had in their churches that give people a place to go with no pressure, where they can socialise with others and feel accepted.

As the discussion came to a close, delegates discussed how people justify hate speech and how it has been normalised. This was discussed in relation to the workshops that everyone attended with many pointing out the different stereotypes applied within these areas. It was thought that these stereotypes had in many instances become widely accepted through the use of jokes or making statements like “no offence but...” and “I’m not being racist but...”. This was something in particular that delegates thought needed to be addressed and challenged.

Missional Buildings

Before the Missional Buildings discussion, delegates took part in an accessible human library, where people with different disabilities or that had experience of working with those with disabilities came to speak or shared recorded videos about how they experience church. It was an incredibly informative evening with delegates hearing about experiences with learning disabilities, physical disabilities, and life limiting conditions such as dementia and Alzheimer’s. This was a great way to preface the discussions the next day and get delegates beginning to think about what difficulties people may face in relation

to our church buildings.

The discussion itself began with input from David Robertson, the Secretary to the General Trustees, who gave an introduction to the “Well Equipped Spaces in the Right Places” consultation paper that formed part of the afternoon’s discussion and that the youth reps would be tasked with responding to. This was then followed by another input from Peter Gardner, a Pioneer Minister to the Visual Arts Communities of Glasgow. Peter talked about the Peacemakers Project and the important role that listening played in this venture, the prospect of opening our Church doors to others and how we can use our church buildings more creatively. We were privileged to have the Peacemakers loom with us for the weekend and having the chance to experience it for ourselves was invaluable.

In small groups delegates talked about times when they have experienced memorable art within churches, that for many reasons, had been notable and poignant for them. They then discussed whether it would be beneficial for churches to have their doors unlocked and open to the public when they normally would not be, and although many agreed that this would be a good way for people to see and become more comfortable within the church building, it was generally accepted that this wasn’t always feasible and would be a lot harder to put into practice, especially in rural parishes.

The importance of listening, which was introduced by Peter, was an important theme within the discussions with many stating how valuable a role this has been to them in many different stages of life. Moving conversation more towards the spaces that the church has, the delegates discussed all the different ways that our churches could become more accessible especially to those with hidden difficulties or those that are less common and aren’t always given much consideration. Finally, there was discussion on where our churches can best be placed with many acknowledging that public transport links were important and being in the centre of the community so that they are better able to meet people’s specific needs.

Once the delegates came back together as an assembly,

they began by voting on some of the statements made in the General Trustees paper that had earlier been introduced by David. For some questions there was a much more evident consensus among the assembly while others received a slightly more mixed response. There was then some discussion about what any new churches might look like, where they might be placed and how these spaces may look if they were to be interdenominational. Delegates considered the importance of visual art within our churches and other ways we may use our spaces in more creative and unique ways. Many recognised the benefits of creative worship and how doing things differently can cause people to look at things and new way and have new and exciting experiences.

Testimony and Confirmation

For the final topic of the weekend delegates received input from Sarah Lane Ritchie, Vice Convener of the Theological Forum and Lecturer in Theology and Science at New College in Edinburgh. Sarah talked about the practice of confirmation, profession of faith and testimony, and began by giving some background to their origins and their practice within the Church of Scotland. One thing in particular that delegates grappled with was the distinction between the three practices. Specifically there was discussion about what the differences were, what set one apart from the other and whether they always went together or could be separated into different events throughout a person's faith journey.

A particularly interesting question asked to small groups was about how confirmation related to the sacrament of baptism and the Lord's Supper. Groups discussed whether there was still as strong a link between the three as there once would have been. The small groups were also posed the question of when a person may be ready for confirmation; some saw the value in being confirmed into the church when you are younger while others emphasised the importance of being able to understand what it meant to do so and that individuals should feel comfortable and well informed in their decision. When they were asked if Church Membership was important the groups gave mixed responses, some stated that it made them feel more a part of the Church family and gave them

a sense of purpose, while others considered it to be more about recording numbers than their dedication to their faith.

A point that came across strongly in the full group discussion was that delegates wanted to feel supported and prepared in their decision to profess their faith and become members of the CofS. Some had been given the opportunity to attend classes or have some other form of preparation with their minister. Others felt that although this was not something that they received, it would have been helpful and they would have appreciated some more preparation.

Many delegates shared that their confirmation played an important role in their faith journey and made them feel more accepted in their church, and took the opportunity to share personal reflections. There were a whole range of different experiences of their confirmation services, some people shared that they were able to choose a hymn or play a part in the service, while others felt that very little was made of the occasion and they would have liked to be able to celebrate and share more of what this meant to them.

Very few people shared testimony when they were confirmed and some stated that this is something they would have liked to be able to do but were never given the option. Throughout the discussion delegates continued to pay attention to the distinction between the roles of confirmation, testimony and membership and this is something they the assembly were keen for the Youth Reps to continue to consider throughout the year.

WORSHIP

"Sing to the Lord, all the earth; proclaim his salvation day after day. Declare his glory among the nations, his marvellous deeds among all peoples. For great is the Lord and most worthy of praise; he is to be feared above all gods."
1 Chronicles 16: 23-25

Worship forms a critical part of NYA and for many is a different experience from what they might be used to as part of a Sunday Service. Delegates are always open to the worship and take part in ways that they feel comfortable. For many the worship at NYA is thought provoking, uplifting, poignant and emotional. It's both powerful

and valuable for young people to have the opportunity to worship in such an honest and open way and can be a really inspiring and empowering part of NYA for many that have attended.

This year the Worship team shaped the weekend around the theme of Building One Another Up. For the opening session on Friday Evening we began the weekend with some singing and delegates were invited to add a stone to a cairn on a cross in the centre of the worship space.

On the Saturday delegates experienced two different worship styles. In the morning personal stories and reflections were used to illustrate the role we can play in building one another up especially during hard times. In the evening, worship was held in a different area than usual and delegates worshiped in a smaller room where people could feel closer to each other allowing a more communal experience. As part of this the delegates all shared in communion together. This is always a powerful moment at NYA with many finding it to be a highlight of their experience.

As in previous years, we attended Sunday morning worship at Gartmore Parish Church. This is always a high point for the Assembly and we would like to extend our thanks to the minister and congregations of Gartmore and Buchlyvie for their warm welcome and hospitality.

On Sunday evening, worship took a slightly different form as we were led in a guided reflection that focused on discernment and calling. It was an incredibly refreshing but also stirring experience and the space that the team created gave a crucial opportunity to contemplate and take time to refocus.

On Monday morning, worship focused on the Psalms and after all gathering together delegates were given the opportunity to split off into different rooms and were given the option to either sing a psalm, write a psalm, pray or do something more creative. Delegates were encouraged to try something that they might not using choose to and therefore try to step out of their comfort zone.

In the afternoon, the closing worship session was full of many of the delegates' favourite hymns and songs. As this

drew to a close everyone was invited to collect a stone that had "Peace be With You" written upon it. Before leaving the space, delegates were asked to go round the room passing on and swapping these stones with one and other. This was a touching way to end our NYA experience and to share with those we had got to know and grown close to over the weekend, however long or short that may have been.

Feedback about the worship through the weekend was extremely positive and many enjoyed the opportunity to worship in different styles than they were familiar with. As many delegates come from congregations with very few young people it is also important to recognise how significant worshipping as a large body of young people is.

WORKSHOPS

"The heart of the discerning acquires knowledge, for the ears of the wise seek it out." Proverbs 18:15

Over the weekend delegates attended a range of workshops led by a variety of guest speakers who shared their expertise and experience. On top of the hate speech workshops, delegates on the Sunday evening also chose to attend one of three workshops based on Faith in Everyday Issues, these included: Theology of Forgiveness, Faith in the Workplace and Faith in our finances. This was subsequently followed by one of the three workshops on National Church Projects, these were: Church and Society - Fossil Fuel Divestment, World Mission - Stories and Opportunities and Crossreach - Tackling Loneliness.

The workshops offered equipped delegates and engaged them with both the CoFS and their personal faith in new and different ways. They provided a space for delegates to have conversations outside of the main discussion topics of the weekend and find out about other areas that are of interest to them.

MODERATOR OF THE GENERAL ASSEMBLY

"Come let us sing for joy to the Lord; let us shout aloud to the Rock of our salvation. Let us come before him with thanksgiving and extol him with music and song. For the Lord is the great God, the great King above all gods." Psalm 95: 1-3

As part of our opening session on Friday the NYA was

pleased to welcome the Rt Rev Colin Sinclair and his wife Ruth Sinclair. Delegates were grateful to them for taking time to come and visit the assembly, to participate in worship and share something of their experiences so far. Colin was hugely engaging and it was captivating to hear from both him and Ruth about their year so far and what they were looking forward to in the rest of the role.

The assembly not only enjoyed listening to what Colin and Ruth had to say but enjoyed the enthusiasm with which they took part in the Christmas themed moderator's challenge, against the NYA Moderator and Clerk.

FELLOWSHIP

"And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another – and all the more as you see the Day approaching." Hebrews 10: 23-25

Throughout NYA there was a huge sense of community amongst the delegates. Friendships were quickly formed, and people were made to feel welcome whether it was their first time at NYA or if they had been several times. For many, as the only or one of the only young people in their congregation, fellowship was a critical part of the NYA experience. Delegates shared in their faith as well as their passion for the CofS. Over the weekend attendees were enthused by this shared sentiment and were able to build a support network between one another.

Delegates met at various points during the weekend in their small groups and these played an important role in the creation and building of friendships. Small Groups are a safe space where delegates could be open and share their experiences and faith in a safe and trusting environment.

Social activities at NYA were also a great opportunity to get to know people. The Ceilidh was, as always, a well-loved part of the weekend as it was a great chance for delegates to have some fun after a long day of discussion. Furthermore, the small group challenges helped relationships to form in a relaxed and fun atmosphere. Due to this, friendships formed at NYA are incredibly strong and a real sense of belonging develops over the course of the weekend.

NYA gave delegates the opportunity to meet other people from out with and within their presbytery, this is vital as it gave delegates a sense that they are not alone within the Kirk. A feeling of belonging is a vital part of what makes young people want to be more involved within the Church of Scotland not just in local congregations but within all levels of the Church's structures.

Delegates could further this involvement by being elected as one of the NYA Youth Reps who continue to meet throughout the year in order to put the ideas and thoughts of the Assembly into action. For many this feeling of community also continues throughout the year with a number of regional Church of Scotland Youth (CoSY) groups having been set up where young people can continue to meet not just socially but to share faith and discuss topics that are important to them.

SERVICE OF THANKSGIVING AND CELEBRATION

"Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus" 1 Thessalonians 5: 16-18

On Saturday 19 October 2019 the National Youth Assembly held a service of thanksgiving in Perth to mark the final year of NYA. It was attended by those young and old to celebrate all that NYA had been to many people. The service included worship and various talks by those who had been involved throughout the years about various experiences they've had thanks to NYA.

This service was followed by a Celebration dinner and Ceilidh where speeches were given by Esther Nisbet, an attendee of NYA, Dana McQuater, the current NYA Moderator, Iain Whyte, General Secretary of the Guild and Rev Bruce Sinclair, NYA staff team member. These events were a great way to remember the positive impact the NYA has had for many people and to celebrate all that it has provided over the many years it has been running. It was a great evening of fellowship and fun and a positive way to mark the end of the National Youth Assembly.

CONCLUSION

"Be strong and courageous. Do not be afraid or terrified because of them, for the Lord your God goes with you; he will never leave you nor forsake you." Deuteronomy 31:6

As there always has been at NYA, in 2019 there was an obvious enthusiasm for the weekend among the young people with many commenting on the friendly atmosphere, the interesting and relevant topics and the community they had found. At a time when church attendance is challenging, it provides hope to see young people actively engaging with the church and enthused to be more involved. Discussions over the weekend flowed well and there was always an enthusiasm to be heard as well as listen to others.

NYA has been critical in growing the faith of many young people and has been a vital part of their faith journeys. Its engagement with topical and sometimes controversial topics hasn't frightened the young people that attend but instead intrigued them and helped them to feel more accepted within the wider structures of the Church. The young people who have been a part of this unique experience have shown passion that inspires many within the CofS; it is something that we should be incredibly proud of.

A deeper insight into all the work that the youth reps have partaken in since the NYA in August can be found within the supplementary report along with an insight into our Moderator and Clerk's year. This can be found on our webpages www.churchofscotland.org.uk/nya.

DANA MCQUATER, *Moderator*
HANNAH DUNLOP, *Clerk*

REPORT OF THE GENERAL TRUSTEES

October 2020

Proposed Deliverance

The General Assembly:

1. Receive the Report and Accounts of the General Trustees (1.2).
2. Welcome the report on the 'Well-equipped Spaces in the Right Places' consultation and its findings, and in the light of the consultation process to affirm that:
 - (a) The Church urgently needs a 'well equipped places in the right places' plan which will rationalise its buildings by reducing the overall number while supporting church planting, and ensuring that those buildings which are kept are made welcoming and less of a burden to local congregations so that they can focus on worship and mission.
 - (b) For many congregations, the current model of managing, maintaining and developing the estate is no longer appropriate and that a variety of models need to be offered.
 - (c) The 'Well-equipped Spaces in the Right Places' plan should be based on the principles set out in the report, namely:
 - i. Buildings and land are simply means by which the mission of the Church can be achieved.
 - ii. Presbyteries have the key role to play in encouraging, supporting and supervising congregations and in strategic planning, and to be the link between the Congregation and the General Trustees.
 - iii. Kirk Sessions and Congregational Boards should continue to have the principal role of managing property assets at a local level with the recognition that not all congregations are able to fulfil all of the tasks.
 - iv. While the Church values the land and buildings that it has inherited, these have to be suitable to achieve the Church's primary purpose of worship and mission. The Church's charitable purpose is not the conservation of buildings.
 - (d) Better Presbytery Planning is key to a strategic approach to the future, in which land and buildings are an integrated part of the process.
 - (e) There should be minimum standards for church buildings (well-equipped spaces) and guidelines on location of church buildings (in the right places) and these should be developed to be brought forward to the next General Assembly (2.1 to 2.9 and Appendix 1).
3. Note the General Trustees' response to the outcome of the 'Well-Equipped Spaces in the Right Places' Consultation and support the first phase of the work being undertaken towards a Presbytery Planning Toolkit for land and buildings:
 - i. Developing minimum standards for church buildings;
 - ii. Preparing guidelines on location;
 - iii. Developing legislation and operational procedures for buildings that are surplus to the Church's requirements;
 - iv. Introducing new procedures for approving work at buildings and approving applications for financial assistance;

and to bring forward proposals on these, where appropriate, to a future General Assembly (2.10).
4. Note the intention of the Trustees to carry out a review of the existing Parliamentary and Assembly legislation under which they operate and to report on the result of this review to the 2021 General Assembly (3.1.5).
5. Support the discontinuation of the 75-year age rule

for General Trustees and Advisory Members and support the introduction of fixed term appointments (4.1).

6. Pass Regulations amending the Application of a Levy on Proceeds of Sale Regulations (Regs VIII 2008) as set out in Appendix 4 (section 5.2 and Appendix 4).

7. Note the amendments to the Administration of Consolidated Fabric Fund Monies Guidance Note as set out in Appendix 6 (5.3.2 and Appendix 6).

8. Note the impending Scottish Government legislation requiring the registration of controlled interests in land (7).

Report

1. INTRODUCTION

1.1 *“The General Trustees support congregations and Presbyteries in maintaining and developing appropriate flexible, robust and sustainable facilities capable of supporting local mission and worship.” (Mission Statement)*

1.2 The Trustees submit to the General Assembly their ninety-third report since the passing of the Church of Scotland (Property and Endowments) Act 1925.

1.3 The Trustees wish to focus on the following matters:

- Well-equipped spaces in the right places
- Review of the Trustees’ governance arrangements
- Changes to the Trustees’ terms of service

2. WELL-EQUIPPED SPACES IN THE RIGHT PLACES – THE TRUSTEES’ RESPONSE TO THE LAND & BUILDINGS PLAN CONSULTATION

2.1 The General Trustees were intending to give their response to the Consultation phase of the Land & Buildings Plan and make recommendations for the next steps in the development of the ‘Well Equipped Spaces in the Right Places’ at the General Assembly in May 2020. However, with the Assembly being cancelled due to Covid-19 and the lockdown period, the Trustees have decided to publish their response that would have been in the General Assembly papers (the Blue Book) and to set out the next steps. The impact of Coronavirus on the

future of the Church’s estate is likely to be very significant and the Trustees make no apology for continuing to develop the Plan which will come in more detail to the 2021 General Assembly.

2.2 The 2019 General Assembly agreed that the GTs should undertake a consultation on their proposals for a future Land and Buildings Plan, known as **Well Equipped Spaces in the Right Places**. The Trustees commissioned the Built Environment Forum Scotland (BEFS) to develop the questionnaire and manage the consultation process. Seven consultative meetings across the country were held, attended by over 700 persons, and an evening webinar had 300 attendees - some of whom were Kirk Sessions which had given over their whole meeting to take part. Formal responses were invited on line and nearly 1300 people took part. BEFS carried out a detailed analysis and their full report is available on the website. The executive summary is attached as Appendix 1.

2.3 Most of those who participated in the Consultation came from the local church - Kirk Sessions and members as well as a number of Presbyteries. The Trustees are very pleased with the response and grateful to all those who took part. They wish to record their thanks to BEFS for their management of the process and commend the use of external expertise for this kind of consultation which was outwith the skills of the Trustees.

2.4 The BEFS report confirms that most of the proposals that were set out in the Consultation document were strongly supported and the Trustees are, therefore, developing the direction of travel, the underlying principles and the key elements of the Plan all of which have been supported by the Consultation. The more detailed plans will be put to the 2021 General Assembly. The Plan is designed to help congregations to focus on worship, mission and discipleship building; to enable them to look at growth; and to love and live the Gospel. Along with the Assembly Trustees and the Assembly Business Committee, the Trustees’ role involves supporting the regional and local church, recognising that every part of the Church has to simultaneously contract and expand/cut and invest/prune and plant.

2.5 Developing and implementing the Plan is

urgent. It cannot be put off. The Church spends too much time and money on buildings. Rapid rationalisation is required - involving reducing the number of buildings while creating opportunities for church planting and making sure that the resulting estate is fit for purpose. Unfortunately the Church's structures do not encourage fast or necessarily good decision-making about land and buildings. Effective Presbyteries are critical to the delivery of 'well equipped spaces in the right places' so that proper decisions can be made through a much-needed improved Presbytery Planning process. Without strong and properly professionally resourced Presbyteries, the Trustees' proposals for 'well equipped spaces in the right places' will not be achieved.

2.6 Alongside this, the Assembly Trustees believe that the Radical Action Plan, which they were developing after GA 2019, may not be radical enough in the light of Covid-19. The General Trustees would agree with this. So, as a matter of urgency both sets of Trustees want to bring about a radical overhaul of Presbytery Planning, including the development of hubs, team ministries, and online church, in order to reshape the Church for mission. This fits well with the work the Trustees are planning for the next stages for 'well equipped spaces in the right places'. These efforts are being co-ordinated and their implementation needs to be made more robust.

2.7 In working with the Assembly Trustees on Presbytery Planning, the Trustees are, therefore, giving priority to the key elements from the consultation which will help to strengthen the planning role of Presbyteries and which should unburden congregations. In doing so, the Trustees too have resource restrictions and will not be able to meet all the requests for support from individual Presbyteries in the short term.

2.8 The Trustees' approach to Presbytery Planning assumes that Presbyteries will continue to be responsible for categorising buildings and therefore determining which buildings are required for the future and which buildings are surplus to the Church's needs. This is not the responsibility of the General Trustees. What we can do is to support Presbyteries as they make these decisions. Primarily, we believe that Presbyteries need to have professional skills and experience available to them. We

are exploring with a group of Presbyteries in the North East a pilot appointment of a full time Buildings Officer who can support both the planning process and local congregations with their management of buildings.

2.9 The Coronavirus epidemic has reinforced the significant challenges facing the Church. In this environment there can no longer be the assumption that any particular building can survive without a critical assessment of its contribution to the mission of the Church. A key question in any Presbytery Plan has to be - is this building really necessary? And this should be asked irrespective of the congregation's financial position, or the building's historical importance. The first principle of 'Well equipped spaces in the right places' (which was widely supported in the Consultation responses) is 'Buildings and land are simply means by which the mission of the Church can be achieved'; this is followed by the further principle that 'the Church is not a body'. This does not mean that we do not value our historical legacy but much of it is part of local and national history, important not just to the Church but to the wider community so the future of a number of historic buildings will depend on partnership with local and national bodies.

2.10 As part of their support to Presbyteries, the Trustees are developing a 'Toolkit' to help with the land and buildings part of their planning, drawing upon existing experience in working with Shetland, Aberdeen, St Andrews and West Lothian Presbyteries. This Toolkit will be updated from time to time. The first group of issues to be covered, with the intention of being published in the autumn of 2020, includes:

- (a) Advice on setting **minimum standards** for existing churches and new planting and reviewing the current manse standards in response to legislative changes. What should a 'well equipped space look like? How do we create inclusive buildings that provide a welcome for everyone? This will include access, facilities, hospitality and sustainability.
- (b) Advice on **location** - where will the Church's functional buildings - old and new - be required for the next 10/15 years? How does Presbytery planning relate to Local Development Plans

which set out anticipated population changes? Can we realistically afford duplication of church buildings - both ours and with other denominations? How does the Church achieve long term sustainability?

- (c) Advice on the management of **surplus buildings**. How can Presbyteries better handle the emotional relationship most people have to their building? Can the Trustees unburden the local congregation of the responsibility for managing and disposing of buildings which the Presbytery has identified as surplus to long term requirements? Will this help congregations focus on mission? Should Kirk Sessions as the local trustees rather than congregational members make the final decision about closure? How do we deal with historic buildings which are valued not just by the Church but the wider community? Could sales receipts be shared between congregations?
- (d) **New procedures for applications for work at individual buildings, and for grant and loan assistance**. The two levers that the Trustees have on future development are (a) that congregations are required to get Trustees' approval for any work at a building over £50,000 or for any work that is not repair (eg reordering a sanctuary) and (b) the provision of financial assistance through Central Fabric Fund grants and loans, and the release of Consolidated Fabric Fund monies held on behalf of congregations. Applications need to come through and be supported by the Presbytery but traditionally the GTs have not challenged the Presbytery's support. This will change. New application procedures will ask for greater assessment by the Presbytery to ensure that work is seen in the context of the Presbytery Plan, and that there has been full assessment of the need for the building work. During the 'lockdown' period the GTs have 'sisted' new applications for major work of repair or improvement to churches and halls irrespective

of whether the congregation has the funds or not. Current building projects already underway are not affected and applications for work and financial assistance to deal with (a) emergency or health-and- safety repairs at churches and halls and (b) work at manses including replacement are still being considered. This approach to delaying consideration of new applications for approval and funding of major projects should continue until Presbyteries undertake proper assessment. Changes in the processing of applications will involve the Trustees operating a 'return to Presbytery' system if proper assessment is not carried out.

2.11

There will be a second phase to Presbytery Planning support which will include:

- (a) The introduction of a new building survey system to replace the current Quinquennial reports. These will be standardised across the Church to ensure consistency and will give a fuller understanding of condition and costs across the whole estate. It will also be concerned with long term sustainability including usage, projected maintenance and management costs, and financial sustainability. The new system will include follow up with congregations and maintenance advice.
- (b) Advice on integrating assessment with Local Church Review, and the development of partnerships with other denominations with regard to the possibility of sharing space or developing practical ecumenical working.

3. 3.1

GOVERNANCE

Review of Governance Arrangements

3.1.1 To ensure that they are able to properly support Presbyteries, the Trustees are asking to be notified as early as possible in the Presbytery Planning process. To ensure coordination with other parts of the Planning process, Trustees will also be an active member of the Presbytery Planning Implementation Group established by Faith Nurture Forum.

3.1.2 As trustees the General Trustees have to comply with the law of trusts in Scotland and require to exercise due care and skill in the administration of the trust estate in their charge. This in turn requires the exercise of judgement before agreeing to and implementing any arrangement which might have an adverse effect on those for whose benefit they hold the trust estate.

3.1.3 The Trustees' responsibilities have been extended over the decades since 1925, both through UK Government and General Assembly legislation. The result is that the Trustees now operate in a complex skein of regulation. The Trustees are conscious that the full scope of their role and their responsibilities for congregational properties (including not only properties to which they hold title but also properties vested in local trustees) is not fully understood throughout the Church. It is also possible that the current regulatory framework stands in the way of the proper discharge of their duties. The milestone of the centenary of the Trustees' incorporation, in 2021, provides an opportunity to bring some clarity to this and also to review whether current arrangements are fit for purpose to serve the needs of the whole Church for the next hundred years.

3.1.4 The Trustees are a Scottish charity (separate from the Church of Scotland, Scottish Charity No SC011353) and are thus also subject to the regulatory regime in which charities operate, namely the Charities and Trustee Investment (Scotland) Act 2005. This, taken together with the matters referred to in the previous paragraph, creates a nuanced interplay amongst the various bodies within the Church which have separate charitable status and different roles, and rights, in the management of the Church's heritable properties. Congregations, some Presbyteries, the General Assembly and the General Trustees all have different rights and responsibilities. They also (for the most part) have separate charitable status but all are component elements of "the Church

of Scotland" and share its basic purposes as set out in Article III of the Declaratory Articles. It is important that the Church can be assured that all of these different elements are working together effectively and that all are able to discharge their duties properly as required by trust, charity and ecclesiastical law. To this end the Trustees propose to carry out a review of the existing Parliamentary and Assembly legislation under which they operate and to report the result of this review, along with any resultant suggestions for reform, to the General Assembly of 2021.

4. STRUCTURE

4.1 Age Rule

4.1.1 While the Governance review gets underway, the Trustees wish to make an immediate change to the way they operate. The Trustees consider that the rule (introduced by the 1992 Assembly) which stipulates Trustees and Advisory Members have to retire by the Assembly following their 75th birthday is no longer appropriate. They consider ability and willingness to serve more important factors as to whether a Trustee or Advisory Member holds office. The age rule could also result in a Trustee or Advisory Member holding office for a period well in excess of thirty years. Such a situation is contrary to the principles of good governance which recognise the need for organisations to benefit from the introduction of new personnel on a regular basis. The Board consequently recommends that the age rule be discontinued and a policy of fixed term of appointment be introduced.

4.1.2 It is proposed that with effect from 5 October 2020 Trustees will be permitted to serve for up to a maximum of 12 years with two terms of 4 years as a Trustee and a further term of up to 4 years as an Advisory Member. After the first term, a Trustee will be invited, subject to the Board being satisfied with the individual's commitment and contribution, to continue for a second term. After the second term a Trustee will be invited to continue as an Advisory Member for a final term of

up to 4 years.

4.1.3 It is proposed that Advisory Members will also be permitted to serve for up to a maximum of 12 years with three terms of 4 years. After each term, an Advisory Member will be invited, subject to the Board being satisfied with the individual's commitment and contribution, to continue for a further term.

4.1.4 The Board may invite Advisory Members who are either Ministers or Elders to become Trustees as and when Trustees retire or resign or where skill gaps occur on the Board.

4.1.1 It is proposed that there will be no minimum or maximum age barrier to being a Trustee or Advisory Member.

4.2 Under current legislation, a Trustee must either be a Minister or an Elder. No such restriction applies to being an Advisory Member. This restriction on Trustee membership may have an adverse impact on the number of potential candidates in the future and will be one of the issues considered as part of the Governance review.

4.3 To reflect good governance, the Board will set up a process of assessment and evaluation of the Board and Committees including peer appraisal of Trustees and Advisory Members.

4.4 The Board is also in the process of reviewing the recruitment and induction processes for Trustees and Advisory Members. As part of the review, greater focus will be placed on gender balance and geographical spread as part of the recruitment process.

5. INANCE & RESOURCES

5.1 Central Fabric Fund

5.1.1 The Fund is administered by the Trustees to provide loan and grant assistance to congregations towards the costs of repairs, improvement and new-build. Loans totalling almost £1.97m and grants totalling almost £1.55m were awarded during 2019. Further detailed information is contained in Appendices 2 and 3.

5.1.2 The Fund was introduced by the Assembly

in 1979 with various guidelines as to how it was to be applied. In 2019, the Trustees reviewed the protocols which been introduced over the years and concluded that while these remained largely effective, they should be expanded and modernised to clarify what is meant by grants being awarded on the basis of "need", for example. At the same time, the opportunity should be taken to introduce additional requirements for cash flow forecasts and business plans depending on the cost of the project. Over the years, a number of congregations have embarked on projects which have been approved by Presbytery and the Trustees but where subsequent financial difficulties have caused considerable stress and upset to congregations as well as requiring significant financial intervention from the Fund. The Trustees need to be able to balance supporting and encouraging congregations to undertake work at buildings with the need to be realistic about congregational ability to finance projects. The Trustees will also expect congregations to apply a proper portion of "rainy day" reserves and to make efforts to raise funds from members and, in appropriate situations, from the wider community.

5.1.3 The Trustees have been working with a number of congregations to assess the new protocols and will be publicising fresh guidelines before the end of the year.

5.2 Levy on Property Sales

5.2.1 The Levy on the proceeds arising from the sale of buildings was first approved by the 2003 General Assembly having been suggested by the Trustees as part of their response to the Church Without Walls Report, the subsequent Sharing the Pain – Holding the Hope Report and the creation of the Parish Development Fund. The amount generated by the Levy was split equally between the Parish Development Fund (mission development) and the Trustees' Central Fabric Fund (buildings repair and development). The practical operation of the Levy identified a number of anomalies which were resolved by the

Regulations passed in 2008. An amendment in 2012 substituted the Go For It Fund for the Parish Development Fund.

Over the years, the Levy has benefitted both Funds but with the demise of the Go For It Fund the time has come to up-date the Regulations. It seems to the Trustees that as part of the general move away from special donations and contributions between different parts of the national administration – the last payment of the Special Contribution of £290,000 from the Mission & Renewal Fund to the Central Fabric Fund will be made in 2020 – it is appropriate to remove the reference to the Go For It Fund so the whole of the Levy is credited to the Central Fabric Fund with effect from 5 October 2020.

5.2.2 The proposed amendments are contained in Appendix 4.

5.3 Consolidated Fabric Fund

5.3.1 The Fund has two elements:

- (a) The capitalised value of heritable assets comprising churches, halls and manses is required by charity accounting regulations to be shown in the Trustees' accounts. As at the end of 2019, the capitalised value amounted to £517.3m which the Trustees believe is a fair and reasonable assessment of the value of buildings vested in them on the basis detailed in their Annual Report and Financial Statements. The Trustees wish to emphasise that this amount does not represent money in the bank nor is it an indication of market value. Appendix 5 contains further information.
- (a) Capital and accrued revenue derived principally from the sale of surplus buildings and from the transfer from time to time of monies from congregations' holdings in the Consolidated Stipend Fund. Both capital and revenue are available to congregations to meet a wide variety of fabric-related costs in relation to churches, halls and manses. At the end of 2019, the value of these holdings amounted to

£79.7m.

5.3.2 As indicated to last year's Assembly, the Trustees have been considering ways of simplifying and introducing greater flexibility into the release of both capital and accrued revenue from the Fund. They have therefore introduced from 1 January 2020 the use of mandates from congregational treasurers to release accrued revenue towards the cost of (a) the buildings element of annual insurance premiums and (b) energy use at churches and halls. Congregational treasurers do not need to supply vouchers in the form of copies of the insurance schedule issued by the Church of Scotland Insurance Services Ltd nor of copies of gas and electricity bills nor will Presbytery approval be required for the small number of cases where the insurance premiums exceed £10,000.

5.3.3 Detail of the new process is contained in Appendix 6.

5.4 Consolidated Stipend Fund

5.4.1 The Fund is largely derived from sale of glebeland since 1925 as well as transfers of surplus capital out of the Consolidated Fabric Fund and the investment of new monies from individual congregations. Virtually all congregations have a holding in the Fund. At the end of 2019 the Fund had a capital value of £103.9m. With the concurrence of the Faith Nurture Forum, the Trustees had agreed a dividend rate of 19.2p per share for 2020 but following the difficult stock market conditions due to the impact of the Coronavirus crisis the distribution has been reduced to 15.215p per share. The dividend represents a return on capital of approximately 2.6% per annum.

5.5 Climate Challenge

5.5.1 The Trustees have for many years been aware of the importance of energy conservation and efficiency, introducing the Better Heating Scheme in 1979, the first UK denomination to do so. As the general understanding of issues such as carbon reduction and the impact of fossil fuels

has grown, the nature of advice and guidance has changed and developed: the Trustees' Heating Consultant supported the award-winning Cowal Churches Energy Project for example. Nevertheless, there remains an emphasis on the practical including improving energy efficiency, reducing energy costs and improving standards of comfort.

5.6 Energy Conservation

5.6.1 Mr Andrew W MacOwan, the Trustees' Heating Consultant, carries out independent surveys of heating systems at churches, halls and manse giving advice on improving standards of comfort and energy efficiency and reducing energy costs. The Trustees cover about one-third of the cost of these surveys. During 2019, Mr MacOwan undertook 41 surveys comprising 28 initial and 11 repeat surveys of churches and/or halls and 2 manse surveys.

5.6.2 In addition to surveys, Mr MacOwan can assist congregations by checking specifications for heating repairs and replacement as well as answering a range of enquiries relating to heating issues and problems.

5.6.2 The Trustees will consider giving financial assistance through the Central Fabric Fund towards the costs of installing renewable and sustainable energy sources (subject to the usual criteria as to financial need, etc) but will require that energy use and performance of the equipment is properly monitored after installation.

Contact with Mr MacOwan should be made through the Department:
gentrustees@churchofscotland.org.uk.

5.7 Energy Procurement

5.7.1 The contract with SSE plc for the supply of non-domestic gas and electricity expires on 31 March 2020. As intimated to last year's Assembly, the electricity contract had been renewed for one year. The Trustees conducted a tender process involving eight suppliers, all of whom submitted bids for both contracts. After a first round assessment, four of the suppliers were invited to

submit fresh bids.

5.7.2 As SSE plc through its trading arm, Scottish Hydro, had the best combination of unit rates and standing charges for gas, the Trustees signed a 4-year fixed-price contract starting on 1 April 2020. For electricity, the most competitive tender was from Opus Energy Ltd for a 3½-year fixed-price contract also starting on 1 April 2020. This is a wholly green tariff.

5.7.3 The vast majority of congregations in the procurement scheme have taken up the new contracts and a significant number of new congregations have agreed to join at the start date or as soon as they are free to do so. The gas supply contract costs are on average around 12% higher than under the previous contract which was secured at what with hindsight turned out to be the bottom of the market in 2017. The average increase in electricity costs is around 2%. The Trustees are satisfied that this represents a good deal for congregations and introduces an element of price stability into congregational budgeting.

5.8 Safe Buildings

5.8.1 The Trustees have continued to promote the provision of safe buildings and land for which congregations are responsible. The Safe Buildings team was strengthened by the appointment of a Fire Safety Adviser and a Health and Safety Adviser in May 2019 to work with individual congregations to provide advice, support and encouragement on how best to comply with regulatory requirements and ensure that churches and halls are safe and welcoming spaces for local worship and mission.

5.8.2 As reported to last year's Assembly, fire safety in historic buildings is a significant risk factor for the Church of Scotland. The devastating destruction of Notre-Dame Cathedral emphasised how important fire safety is particularly in older buildings. Last year the Scottish Government published its report into the circumstances surrounding the Glasgow School of Art fires in 2014 and 2018 and recommended that those responsible

for Category A-listed buildings seek additional assurances that the fire safety arrangements in their buildings are suitable and sufficient. The Trustees have developed a Fire Safety Assurance Framework to assist those congregations responsible for Category A-listed buildings in developing appropriate fire safety policies and procedures. The Framework will be rolled out to all congregations later in 2020.

5.8.3 The Trustees are pleased to report that there are now 628 congregational Health and Safety Administrators and 26 Presbytery Health and Safety Co-ordinators. These appointments play a critical role in promoting a positive change in the culture surrounding health and safety issues and help to ensure that properties and land are safe. The Trustees would like to acknowledge and thank all those who have volunteered to undertake these roles.

5.8.4 Over the course of 2019, the Trustees delivered 26 accredited training courses in food safety, risk management and health and safety. Over 500 people attended face-to-face training sessions, with a further 350 people participating in the e-learning programme. This year, the Trustees aim to build on this success by introducing a web-based enquiry and training service which will allow people to undertake training and engage with the Trustees from the comfort of their own home.

5.8 Insurance

5.9.1 The Church of Scotland Insurance Services Ltd is wholly owned by the General Trustees and is authorised and regulated by the Financial Conduct Authority. The Company arranges a comprehensive package of insurance cover appropriate for Church of Scotland congregations and also for congregations of other denominations. For information regarding the insurance scheme, please visit the Company's website at **www.cosic.co.uk**.

5.9.2 The Church scheme was not due for renewal until 1 January 2021 but given the good

claims record, a growing concern within the insurance industry at low premium levels, signs that it might be more difficult to insure historic buildings generally against fire loss, the risks over what might become a growing portfolio of unoccupied churches and halls and the risks associated with operating outside a rate stability agreement (a side effect of entering the final year of the existing scheme), the Company decided to approach both existing insurance partners and their primary competitor to gauge their thoughts on the future. This process resulted in a decision in late December that the time was right to renew the scheme with Aviva for another period of 3-5 years, effective from 1 January 2020. This process put significant strain on the Company's ability to deliver its normal renewal service going into the Candlemas 2020 renewal. However, the new arrangements are projected to save over £400,000 annually on congregational premiums and will see a 25% reduction in insurance costs for unoccupied property. Congregations will benefit from the scheme's historic good performance whilst minimising the potential risks of unforeseen rating increases over the next few years.

5.9.3 The Company has also been giving careful consideration to the most effective method of re-valuing church properties for insurance purposes. It is now approaching 10 years since many buildings were last re-valued. If the cover is to remain free from any under insurance clause (average), the insurers can reasonably expect that reinstatement figures will be reviewed regularly. Evidence from recent insurance re-valuations suggests a high level of randomness in the valuation factors applied by surveyors to traditional church buildings, almost certainly because of the lack of publicly-available qualitative information which would allow accurate assessment. There is no easy solution, as detailed valuation work is very expensive. The Company is investigating options for a facility to provide building valuations with sufficient accuracy and consistency to satisfy the insurers while capable of delivery at reasonable cost.

5.9.4 During 2019, the Company transferred £1.342.m under Gift Aid to the Trustees. The Trustees wish to state their appreciation of this significant financial contribution to the Trustees' work. One of the Directors of the Company who is a member of the Trustees receives no remuneration for his services.

5.9.5 In accordance with current accounting requirements, the 2019 Annual Accounts of the Company have been consolidated with those of the Trustees.

5.10 Voluntary Registration

5.10.1 In line with their policy of supporting voluntary registration of title, in 2019 the Trustees agreed to provide funding for an additional solicitor in the Law Department to enable an increase in the volume of the submission of applications for voluntary registration. The new solicitor took up the post in January 2020. Throughout 2019, and to the date of the writing of this report, the Law Department has concentrated on preparing and presenting applications for voluntary registration of a number of Glebes which had been identified by the Trustees as having development potential as well as buildings where registration would protect the interests of the Church. A total of 50 applications have been submitted to the Registers of Scotland, 21 of which have been completed with the remainder being in progress. It should be noted that this work is in addition to the registrations which are required as part of the conveyancing involved in the purchase of new buildings such as manse.

5.10.2 Agreement was reached in 2019 with the Registers of Scotland that the rights of access specified in the Church of Scotland (Property & Endowments) Act 1925 Act would be specifically noted on the registered title and the route of the access shown on the title plan. This has cleared the way for registration of the titles of the historic churches under a special arrangement with the Keeper of the Registers where no registration fee was payable.

5.11 Glebes

5.11.1 Income from agricultural, grazing and amenity lets of glebeland assists congregations in meeting their share of the cost of ministry posts approved under Presbytery Plans. Additionally proceeds from the sale of glebeland can be significant. The capital receipts are credited to the Consolidated Stipend Fund for the benefit of the congregation concerned. As with glebe rents, the income on the capital holding assists with ministry costs. The Trustees, therefore, encourage congregations with glebeland to consider the possibilities of using it for mission, development potential and income generation.

5.12 Care of Ecclesiastical Properties

5.12.1 As required by Assembly legislation, the Trustees are required to report on diligence by Presbyteries in the inspection of Property Registers and Manse Condition Schedules as well as in the obtaining of professional Inspection Reports in the 12 months to 30 June in each year. The details for the period to 30 June 2019 are contained in Appendix 7.

6. ADMINISTRATION

6.1 Collaborative working

6.1.1 The Trustees are pleased that there has been good collaboration with the Assembly Trustees since their inception at last year's Assembly. This has been to mutual benefit. The appointment of Mr Dave Kendall BSc FRSC as the Assembly Trustees' Chief Officer has enabled easy communications among the senior officers of the General Assembly, the Assembly Trustees and the General Trustees.

6.2 Committee on Church Art & Architecture

6.2.1 A practical example is in relation to the future of the Committee on Church Art & Architecture (CARTA) and its activities and functions. Discussions have taken place over recent months with Faith Nurture Forum, as successor to the Mission & Discipleship Council.

6.2.2 The Forum is proposing that the Assembly thank and discharge the Committee. The Trustees

are willing to take on the work previously dealt with under CARTA's remit subject to satisfactorily resolving matters including the transfer of staff and budgetary implications.

7. Register of Persons Holding a Controlled Interest in Land

7.1 Over recent months the Solicitor of the Church and the Trustees' Secretary have had discussions with Scottish Government officials on the proposals to establish a Register of Controlled Interests in Land. The aim of the Register is to identify those who have control over partnerships, trusts, unincorporated associations and overseas legal entities where these bodies own land or buildings. At the time of writing, Regulations laid before the Scottish Parliament in January had incorporated changes which took account of concerns about the impact which the operation of such a Register would have not only on the General Trustees but also on congregations.

7.2 For congregations, the original intention that all members of Congregational Boards and Kirk Sessions would require to Register as "associates" of the individuals holding title has been removed. Instead, only persons holding office or other official position will be obliged to register. The Regulations are scheduled to come into effect on 1 April 2021. There will be criminal penalties for non-compliance after an initial 12-month transitional period. The Solicitor will be producing detailed guidance to congregations prior to the commencement date.

8. People Resources

8.1 Mr W Iain Munro resigned as a Trustee in July 2019 due to health problems and the Trustees regret to report that he died in September 2019. They also report two resignations: that of Professor Stewart Brymer with effect from 31 December 2019 and Mr Neil A Price BSc CA FMAAT with effect from 2 August 2020. More details of their service can be found in Appendix 8.

8.2 At the Commission of Assembly at the end of May, the following persons were appointed as full members of the General Trustees: Mr Richard Bell Dip QS FRICS MCI Arb, Mr Robert Bell FI Struct MICE BSc (Hons), Mr Nigel Hicks BSc MSc CA, Rev Kenneth I Mackenzie DL BD

CPS and Rev Scott M Rennie MA BD STM FRSA all having served as Advisory Members. Further information can be found in Appendix 9.

8.3 Upon the recommendation of the Trustees, the Commission re-appointed Mr Raymond K Young CBE BArch (Hons) FRIAS and Mr Ian T Townsend FRICS as Chair and Vice-Chair respectively for the ensuing year.

8.4 Following their regular review of skills gaps, the Trustees have co-opted two additional Advisory members during the year: Mr Ian W T Lochhead and Mr Tom Nelson.

8.5 The Trustees also wish to record their thanks to the Trustees' staff team for their commitment and diligence during a period of rapid change and significantly increased work load not least of which has been due to the impact of the current health crisis.

8.6 Keith S Mason

8.6.1 The Trustees wish to record their appreciation of their Depute Secretary, Keith S Mason, who retired on 31 July 2020 after 17 years of service. Keith joined the Trustees' staff in 2003 as Assistant Secretary to the Fabric Committee before being appointed as Depute Secretary in 2009. He brought with him extensive experience as an in-house Solicitor with Dunfermline District Council and then Fife Council. A genuine interest in people and an appreciation of the role of buildings in worship, mission, witness and discipleship enabled Keith to help many congregational and Presbytery representatives over the years to deal with a myriad of building-related issues. With his friendliness, patience and kindness he was one of the human faces of the Trustees. The Trustees wish Keith a long, fulfilling and happy retirement with opportunities to indulge his love of Portugal and its wines, extend his knowledge of trams and trains and to keep in touch with his extensive list of family and friends.

9. DETERMINATIONS

9.1 Determinations made under Regulations V 1995

9.1.1 The Regulations provide a mechanism to re-allocate the capital held by the Trustees for the benefit of congregations between the Consolidated

Fabric and Stipend Funds. No re- allocations were made during 2018

9.2 Determinations made under Act VII 1995

9.2.1 The Trustees report that under the powers delegated to them by the General Assembly by Act VII 1995 (as amended by Act XIII 1996), they have made 57 Determinations as set out in Appendix 10.

In the name of the General Trustees

RAYMOND K YOUNG, *Chair*

IAN T TOWNSEND, *Vice-Chair*

DAVID D ROBERTSON, *Secretary and Clerk*

Appendix 1

WELL-EQUIPPED SPACES IN THE RIGHT PLACES CONSULTATION REPORT – EXECUTIVE SUMMARY

INTRODUCTION

- Built Environment Forum Scotland (BEFS) worked with the General Trustees of the Church of Scotland to undertake a nationwide consultation exercise on the future management of the Church of Scotland's estate - entitled 'Well-Equipped Spaces in the Right Places'.
- The consultation took place between August 2019 and the end of October 2019 and the primary aspect was an online survey, which received a total of almost 1,300 responses. In addition, eight workshops to promote and discuss the consultation with Church of Scotland Members took place in a range of locations across Scotland, as well as an online webinar and a further consultation with heritage sector stakeholders.

DEMOGRAPHICS

- Almost **two-thirds (64%) of replies were submitted as a member of a Kirk Session or congregation.**
- The majority of replies were from Male respondents (55%) with Female respondents accounting for 41%.
- In terms of **age of respondents, 53% of respondents described themselves as 66 and over.**

- Respondents were asked to identify if the geographic area they are located within was Urban, Rural or Semi-Rural. The results show a fairly even split between the three categories.

KEY FINDINGS - WHERE THE CHURCH IS NOW

- The first aspect respondents were asked about in the online survey was the extent to which they recognised the analysis of the Church of Scotland's current situation and **the majority of respondents (70%) strongly agree with the analysis of the Church's current situation, with** more than one-quarter (28%) mildly agreeing. These results overwhelmingly show that the vast majority (98%) of survey respondents agree with the analysis of the Church of Scotland's current situation.

KEY FINDINGS - WHERE THE CHURCH GOES FROM HERE

- The General Trustees are proposing a list of principles to underpin proposals, and respondents were asked to rate how strongly they agreed or disagreed with each principle. In general, there is agreement with the principles proposed, with very small proportions of respondents categorising any of them as 'not a priority', although the scale of agreement (and the scale of strong agreement in particular) does vary.
- Survey respondents were asked about the extent to which they agreed that a definition of a minimum standard would be helpful, overall, **88% of respondents agreed (strongly or mildly) that a definition of a minimum standard would be helpful.**
- **Aspect (e - All health and safety requirements met) was ranked highest with 94%** of respondents stating that this should be Included, **alongside, d - Regular use for with c - A welcoming space coming a close second and third.**
- The lowest ranked aspects were: (j - A minimum energy efficiency standard) and (i - A minimum amount of time during the week that the building is used (eg more than one hour per week?)).

- Survey respondents were asked whether they agreed with the general view of Presbyteries that there should be guidance to define 'in the right place'. Overall, **93% of respondents expressed agreement that there should be guidance to define 'in the right place'.**

KEY FINDINGS – HELPING THE CHURCH DEVELOP 'WELL-EQUIPPED SPACES IN THE RIGHT PLACES'

- The survey asked respondents whether they recognised the analysis of Presbyteries in relation to buildings and land. The results show that respondents overall do seem to recognise this analysis – at least to somewhat of an extent, if not wholly.
- The survey document suggests two options around future Building Surveys, and respondents were asked which of the two options they prefer. The results show that there is **no clear preference, with** almost equal proportions of respondents in favour of each of the two options.
- Survey respondents were asked if they agreed that the data on buildings and land in the Local Church Reviews (LCR) is capable of being used in the Presbytery Planning process. The vast majority (**almost 86%**) of respondents expressed some level of agreement that data on buildings and land in the Local Church Reviews (LCR) is capable of being used in the Presbytery Planning process.
- Respondents were asked if they agreed that Presbyteries or groups of Presbyteries should employ professional Building Officers provided the financial arrangements can be made. **88% of respondents expressed agreement on this issue.**
- The survey set out a range of options in relation to day-to-day fabric management and the results show **that Options A and B were identified as being very relevant and helpful by more than half of respondents (59% and 54% respectively).**
- Respondents were asked whether they thought

that a panel of external, professional project managers would be useful in relation to procuring and delivering Major Projects. 89% expressed agreement with this.

- In relation to **Redundant Buildings**, survey respondents were asked to consider a detailed possibility. The survey asked respondents about their agreement with the proposal and the suggestion as to how an arrangement might be financed. **91% describe the possibility suggested as helpful (either very or somewhat).**
- The survey asked respondents to consider **Manses** and, in particular, to consider two proposals. Respondents were asked how helpful either of these two options may be, and the results show a mixed response, with neither option garnering high levels of 'very helpful' responses. Both options scored higher on somewhat helpful (40% and 36% respectively).
- Survey respondents were asked whether they **agreed** that there should be more **sharing of resources** between congregations, 90% of respondents are in agreement that there should be more sharing of **resources between congregations.**
- The survey also asked whether respondents agreed that that Presbyteries should have more ability to direct the sharing of resources so long as they have a clear, agreed mission strategy, and **whilst there was general agreement on this, it is notable that the levels of disagreement on this question are higher than on any other question in the survey.**
- On **ecumenical sharing**, respondents were asked whether they agreed that there should be more sharing of spaces with other denominations, **and 94% of respondents agree that there should be more sharing of spaces with other denominations.**
- Finally, the survey asked respondents whether there should be more **sharing of spaces with the public, private and volunteer sectors. Strong**

agreement was highest for sharing with the voluntary sector (69%), followed by public sector (57%) with less than half of respondents (44%) strongly agreeing about sharing with the private sector.

The principles were: (A) Buildings and glebeland are simply a means by which the mission of the Church can be achieved. The traditional model which the church currently operates - that of providing space for Church presence through a dedicated building - is not appropriate in every case. A range of models is more appropriate. There are alternative ways of the Church having a 'space' or presence in the community which do not involve ownership of buildings; (B) Presbyteries have the key role to play in encouraging, supporting and supervising congregations and strategic planning, including identifying buildings to be retained or made redundant. Presbyteries need to be strengthened to undertake those roles; (C) The principal contact between the congregation and the General Trustees should continue to be through the Presbytery; (D)

While the congregation should continue to have the principal role of managing property assets at a local level, it is recognised that not all congregations are able to fulfil all of the tasks. There should be a variety of supports which would enable individual congregations to take the initiative about the future of their buildings; (E) While the Church values the land and buildings that it has inherited, these have to be suitable to achieve the Church's primary purpose of worship and mission, recognising the tension between buildings as missional assets as well as items of cultural, architectural and historical importance. The Church's charitable purpose is not the conservation of buildings; (F) Working together between congregations and between Presbyteries should be encouraged. Collaboration or partnership with organisations out with the Church should be developed where these could provide ways in which local congregations can be supported so that they can focus on worship and mission; (G) The Church should by default operate with an ecumenical mindset and should be open to sharing buildings with other Christendominations where practicable.

The two options were: (a) A revision of the current arrangements whereby the Presbytery continues to be responsible for commissioning the 5-yearly surveys but using professional surveys for both and ensuring that there is follow up to the survey, but with both a standard format, process and tendering arrangements agreed between Presbyteries and the General Trustees; (b) The General Trustees take responsibility for commissioning 5-yearly surveys, with the Presbytery responsible for follow up with the congregations.

The options were: (a) Presbyteries could provide procurement support to local Fabric Conveners, with the General Trustees producing a procurement manual and support similar to the guidance and support provided for Health and Safety. There should be induction programmes for Fabric Conveners and regular sharing of information; (b) A group of congregations could share a Fabric team, whose role would be to share regular inspections, information about contractors and plan a works programme (eg annual roof work) and get the benefit of some form of 'bulk purchasing' and longer-term contracts; (c) The Kirk Session could appoint an agent to undertake the role of the Fabric Convener, including regular inspections, arranging for both planned and reactive maintenance; (d) A longer term (and more centralised possibility) is that congregations (on a voluntary basis) could agree with the Presbytery and the General Trustees that responsibility for the day-to-day management of their buildings be handed over to the General Trustees (along with any fabric reserves whether locally or centrally-administered) and with the congregation occupying the buildings on the basis of a service charge. If this were to prove a popular proposal, there would be resource and timing issues for the General Trustees, and any implementation would require a planned change-over.

The paragraph about Redundant Buildings stated that "However, in many cases - particularly in parish adjustment where a building is identified by the Presbytery as redundant - looking after the building until it is sold can be a distraction from mission. One solution could be that the General Trustees take over day- to-day responsibility for the building from a date to

be agreed between the congregation, the Presbytery and the General Trustees, and manage it through the closure programme, and disposal. This would be a voluntary arrangement, and the timing could vary from case to case, depending on when the congregation wants to hand over responsibility. There could be a time limit (say six months) from the decision that the building was 'redundant' and if the building has not been disposed of under the existing arrangements, then the General Trustees could be invited to step in. The cost to the General Trustees for managing the process could be a charge against the net income from the sale. If not already the owners, title would have to be transferred to the General Trustees."

The survey asked respondents to consider the following two options about Manses: (a) The Kirk Session appoints an agent to look after the manse, including regular inspections, arranging for work to be carried out and reporting to the Session. The Minister would be asked to confirm his or her agreement to this and to allowing the agent regular access for inspection and work to be carried out. This arrangement currently operates for Glasgow Gorbals and is similar to the way many private sector organisations look after their rented houses; (b) The General Trustees take on the day-to-day management and upgrading of manses where the Kirk Session, Minister, Presbytery and General Trustees agree that this would enable the congregation to focus on worship and mission. If not already in General Trustees' ownership, title to the manse would need to be transferred. The Kirk Session would pay a service charge, and the Minister would occupy the manse on a 'written agreement' setting out responsibilities on both sides. Again, if this proved popular, the planning and resourcing would take some time.

Appendix 2**Central Fabric Fund**

Comparative figures for loans and grants voted over the past three years:

	2019 £	2018 £	2017 £
Interest-bearing Loans	697,000	1,576,453	2,090,000
Interest-free Loans	1,271,000	2,031,500	1,878,000
	1,968,000	3,607,953	3,968,000
Standard Grants	825,000	574,492	1,387,000
Priority Grants	723,000	986,496	785,000
	1,548,000	1,560,988	2,172,000

Appendix 3**SYNOPSIS OF CENTRAL FABRIC FUND GRANTS AND LOANS VOTED IN 2019**

	Churches/Halls		Manses		Total	
	Number	Amount £	Number	Amount £	Number	Amount £
Grants: Standard	61	657,000	12	168,000	73	825,000
Priority	20	495,000	9	228,000	29	723,000
Loans: 5%	13	565,000	1	52,000	14	617,000
3%	2	80,000	-	-	2	80,000
Interest free	5	119,000	6	1,152,000	11	1,271,000

Appendix 4**Application of a Levy on Proceeds of Sale Regulations (Regs VIII 2008)****[] REGULATIONS AMENDING THE application of a levy on proceeds of sale REGULATIONS (REGULATIONS VIII 2008) (AS AMENDED)**

Edinburgh, [] May 2020, Session []

The General Assembly hereby enact and ordain that the Application of a Levy on Proceeds of Sale Regulations (Regulations VIII 2008) (as amended), shall be further amended as follows:

1. In section A1 delete the definition of the Go For It Fund.
2. Delete the existing section B7 and substitute:
 "Where the levy is applied, the amount raised by it shall be allocated as follows:
 (a) Where the proceeds require to be credited to the benefit of the Congregation in the Consolidated Fabric Fund, to the Central Fabric Fund;

(b) Where the proceeds do not require to be so credited but require to be held as a local fabric fund, at the discretion of the Presbytery either to the Central Fabric Fund or to a fabric project in relation to the buildings of any other Congregation within the Presbytery or a combination of the two."

3. **Add an Appendix as follows: "CALCULATION OF 10% LEVY ON PROPERTY SALES**

- A. Net sale proceeds before levy (1) £.....
 Potential maximum levy at 10% (2) £.....

Existing Consolidated Fabric Fund holding

Revenue 50.....	
Capital 55.....	
Capital 56.....	
Total	(3) £

Combined holding of (1) and (3) (4) £.....

B. If total holding at (4) is under £75,000, then levy is NIL

C. If total holding at (4) is £75,000 or more, then (4) £.....

Minus (2) £.....

Balance (5) £.....

D. If balance at (5) is under £75,000, then reduce levy to leave minimum of £75,000 in the combined holding in the Fund, thus (4) £.....

Minus £75,000

Reduced levy £.....

E. If balance at (5) is £75,000 or more, then apply maximum levy

(2) £.....

Appendix 5

Value of heritable assets vested in the general trustees

	Unit	2019 £		2018 £	
		Quantity	Value £	Quantity	Value £
Glebeland	Acres	12,407	37,005,000	12,458	36,144,371
Land Other	Item	1	285,000	1	238,000
Churches including integral halls	Properties	1,314	200,056,000	1,327	198,073,829
Halls	Properties	195	20,099,000	198	20,007,580
Manses	Properties	805	259,947,000	816	262,297,940
TOTAL			517,392,000		516,808,721

Appendix 6

AMENDMENTS TO THE GUIDANCE NOTE ON ADMINISTRATION OF CONSOLIDATED FABRIC FUND MONIES

The Guidance Note shall be amended as follows:

1. *In section 4. Release of Funds paragraphs (a) and (c) insert at the start: "From 1 January 2020, subject to paragraph (e) below"*
2. Insert a new paragraph (e) as follows:
"From 1 January 2020, congregational treasurers may mandate the Trustees to release to their congregations' designated bank account accrued revenue towards the cost of (a) the buildings element of annual insurance premiums and (b) energy use at churches, halls and other non-domestic buildings without requiring to submit relevant vouchers or to obtain prior Presbytery support where the amount of revenue exceeds £10,000. The Trustees will obtain the relevant information from the Church of Scotland Insurance Services Ltd and from the annual congregational accounts submitted to the Stewardship & Finance Department."

Appendix 7

DILIGENCE REPORTS FOR 2019

33 out of 44 Presbyteries submitted a Diligence Report (2018 – 28/44; 2017 – 26/44)

Out of 1,061 congregations reported on, 1,071 Property Registers and 783 Manse Condition Schedules had been examined by Presbytery Property Committees;

145 professional 5-yearly inspection reports had been obtained and issued;

Of the 33 Presbyteries, 3 were behind schedule in obtaining professional reports.

Appendix 8

BIOGRAPHIES

Mr W Iain Munro BArch (Hons) FRIAS (2014 to 2019)

Appointed as a Trustee in 2014, Iain brought his professional expertise as a Chartered Architect and his service as an elder to the work of the Trustees' Fabric Committee where he was a diligent contributor.

He also took part in many deputation visits to congregations where his direct and sensible advice was welcomed. Through his firm, he undertook several hundred professional inspections of buildings on behalf of the Presbytery of Irvine & Kilmarnock. Iain was forced to resign in July 2019 due to increasing ill-health and, sadly, died in September 2019.

Professor Stewart Brymer OBE LLB (Hons) WS NP (2004 to 2019)

Stewart's appointment gave the Trustees a link to considerable expertise in conveyancing and property law. His involvement in advising a range of government agencies and other external bodies including the voluntary sector benefitted the Trustees. His capabilities were recognised by appointment as Law Committee Convener and he also contributed to the work of the Chairman's and Business Committees. Stewart resigned with effect from 31 December 2019.

Mr Neil A Price BSc CA FMAAT (2014 to 2020)

Neil was co-opted as an Advisory member and served initially on the Finance Committee in view of his accountancy and audit skills. He was appointed a full Trustee at the 2014 Assembly and in 20?? became Convener of the Audit & Assurance Committee. Living in manses as the husband of a parish minister and congregational experience of financing a major new-build Church Centre enabled Neil to contribute practical wisdom to the wider work of the Trustees. He resigned with effect from 2 August 2020.

Appendix 9

APPOINTMENT OF NEW TRUSTEES

Mr Richard Bell QS FRICS MCIArb: A keen supporter of the Boys Brigade and a member of the Kirk Session and Congregational Board at Lenzie: Old, Richard's professional experience encompasses work as a Quantity Surveyor and as a Chartered Arbitrator across private

practice, the construction industry and local government. He has represented the Scottish Society of Quantity Surveyors as Chair and as National President and he continues to be involved in the voluntary sector. Co-opted in 2018, he has been contributing to the work of the Fabric Committee.

Mr Robert Bell FIStruct MICE BSc (Hons): A recently-retired Structural and Civil Engineer and still active in University lecturing, Robert has worked for some of the major energy companies in Scotland and wider afield. An Elder and Reader in Stonehaven, he is also an active member of Presbytery. He has recently given his skills and expertise in the design of a community church in South Korea. Co-opted in 2018, Robert has become an active member of the Fabric Committee.

Mr Nigel Hicks BSc MSc CA: Qualifying as a Chartered Accountant in 1978, Nigel worked for a variety of commercial companies before taking up a post in local government where he served as a Management Accountant in a Housing Department. He then moved to the Housing Association sector, retiring after 10 years with a large independent social housing provider in Edinburgh and the Lothians. He continues to serve in a voluntary capacity with a number of organisations as well as an Elder and joint Congregational Treasurer with his wife at Corstorphine St Anne's, Edinburgh. Nigel was co-opted in 2017 and has been an enthusiastic member of the Audit & Assurance and the Presbytery Strategy & Innovation Committees.

Rev Kenneth I Mackenzie DL BD CPS: Currently the Minister of Braemar and Crathie, Kenneth was ordained in 1990 having previously worked in the rural sector after a spell at the Royal Agricultural College. He maintains his interest in matters agricultural as a member of the Glebes Committee since 2018 where his perspective as a parish Minister in a rural charge and his past service on Mission & Discipleship Council's Rural Strategy Task Group is invaluable.

Rev Scott M Rennie MA BD STM FRSA: Scott was ordained and inducted to Brechin Cathedral in 1999 before being inducted to Aberdeen: Queen's Cross in 2009 where he helped lead a major redevelopment of the Halls with

the purpose of increasing the congregation's outreach and mission. As Vice-Convenor and then Convenor of the Presbytery's Planning & Deployment Committee, he has been heavily involved in grappling with the realities of ministry deployment, parish adjustment and surplus buildings. With this background, Scott has been serving on the Presbytery Strategy & Innovation Committee after being co-opted in 2019.

Appendix 10

Determinations made under Act VII 1995

General Sales:

In the following cases, the General Trustees made determinations authorising the sale or let of the property concerned and directed that the proceeds should be credited for the benefit of the congregations in the Consolidated Fabric Fund:

Aberdeen: St George's Tillydrone – manse; Applecross, Lochcarron & Torridon - Camusterrach Church, Torridon; Arbroath: West Kirk – Knox Church and Halls; Auchtergaven & Moneydie – former Auchtergaven Old Church; Ayr: St Columba – Hall; Balmerino – Gauldry Church; Barrhead: St Andrew's – Manse; Cambuslang – Manse; Campsie – Manse; Creich, Flisk & Kilmany – Kilmany Church; Dunnichen, Letham & Kirkden – Manse; Forfar: East and Old – Halls; Fowls & Liff – Liff Church; Gairloch & Dundonnel – Aultbea Church; Glasgow: Govan & Linthouse – Linthouse St Kenneth's Church and Hall; Glasgow: Partick Trinity – retirement flat; Glasgow: Possilpark – Manse; Glenelg, Kintail & Lochalsh – Kyle Manse; Glens & Kirriemuir: United – Manse; Inverness: East – Manse; Kilmaronock: St Kentigern's – Manse; Kilmorack & Erchless – Cannich Church; Kilmuir & Paible – Sollas Mission Hall; Kilsyth: Burns and Old – Manse; Kirkintilloch: St Mary's – Manse; Kirkmuirhill – (1) Manse and (2) Field; Lerwick & Bressay – Mail Church; Marnoch: Old – Church; Nesting & Lunnasting – Nesting Church; New Stevenston: Wrangholm Kirk – Hall; Pentland Parish – Canisbay Manse; Peterhead: New – Manse; Port Glasgow: St Martin's – Manse; Redgorton & Stanley – (1) Manse and (2) Stanley Church and Hall; Sanquhar: St Bride's – Manse; South Ronaldsay & Burray – St Peter's Church; Stevenston: Livingstone – Manse; Stirling: St

Columba's – Manse; Traprain – Manse; Tundergarth
– Church; Urray & Kilchrist – Manse; Whitekirk &
Tyninghame - Hall

Glebe Sales:

In the following parishes, the General Trustees made determinations authorising the sale of Glebe subjects and directed that the proceeds should be credited to the benefit of the congregations in the Consolidated Stipend Fund:

Carnwath; Dallas; Glassary, Kilmartin & Ford; Inchtute & Kinnaird; Kilchrenan & Dalavich; Killeen & Kilchenzie; Lerwick & Bressay; Melness & Tongue; Yell

Miscellaneous Sales:

The General Trustees made the following miscellaneous determinations:

Bower (Dissolved) – sale of Church and proceeds credited to the Central Fabric Fund; Livingston: United – sale of former St Columba's Craigshill Church, Hall and Manse site and proceeds credited to the Ministries Council; sale of former retirement house, 4 Sydney Terrace, Edinburgh and proceeds credited equally to the Central Fabric Fund and to the Ministries Council



The Church of Scotland

**PART II - SUPPLEMENTARY
REPORT AND MINUTES OF
APPEAL HEARINGS AND
COMMISSIONS OF ASSEMBLY**

Jesus said:
Follow Me!

**AND I WILL
MAKE YOU FISH
FOR PEOPLE**

**And immediately
they left their nets
and followed him.**

General Assembly 2020

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GENERAL ASSEMBLY 2020

Supplementary Report and Minutes of Appeal Hearings and Commissions of Assembly

11/1 Supplementary Report of the Legal Questions Committee

12/1 Minutes of Appeal Hearings and Commissions of Assembly

1. Minute of the Appeal Hearing before the Judicial Commission June 2019
2. Minute of first Appeal Hearing before the Ministries Appeal Panel June 2019 (1)
3. Minute of second Appeal Hearing before the Ministries Appeal Panel June 2019 (2)
4. Minute of the Appeal Hearing before the Appeals Committee of the Commission of Assembly November 2019
5. Minute of the Appeal Hearing before the Judicial Commission December 2019
6. Minute of the Commission of Assembly November 2019
7. Minute of the Commission of Assembly May 2020
8. Minute of the Commission of Assembly July 2020

**SUPPLEMENTARY REPORT OF THE LEGAL
QUESTIONS COMMITTEE**

October 2020

Proposed Deliverance

The General Assembly:

1. Receive the Supplementary Report.
2. Agree that until the opening day of the next General Assembly, a Financial Board of a congregation (as that expression is used in the General Trustees (Delegated Powers) Act (Act VII 1995)) may meet and vote by video-conferencing or audio-conferencing or a combination of the two, provided that the principles set out in the Protocol agreed by the Commission of Assembly on 7 July 2020 shall be adhered to by all involved.
3. In relation to congregational meetings held in relation to the sale or disposal of church buildings:
 - (i) Agree that until the opening day of the next General Assembly it shall be permissible for a congregation to make a decision on the proposed sale or disposal of a church or hall building in terms of the General Trustees (Delegated Powers) Act (Act VII 1995) ("the Act") where the congregation has proceeded in the manner set out in the Congregational Meetings on Sale or Disposal of Church Buildings Protocol set out in Appendix G,
 - (ii) Agree that the Protocol set out in Appendix G may subsequently be amended as directed by the Committee, acting reasonably and in the interests of all parties (*Section 1 – Congregational Meetings and Appendix G*).

Supplementary Report

**1 CONGREGATIONAL MEETINGS ON SALE OR
DISPOSAL OF CHURCH BUILDINGS**

1.1 In addition to congregational meetings held as part of the adjustment process, or to adopt a new unitary constitution, such meetings might also be needed to make a decision as to the sale or disposal of a church building. The Committee had previously understood that there was no immediate need to make provision for this

situation, but now understands otherwise.

1.2 The Committee has therefore prepared a further (third – fourth in total) Protocol to address this problem. This follows the same general format as the two already contained in the Committee’s Report to this Assembly and it is set out in Appendix G. As with the other Protocols, it is intended to subsist until the next General Assembly.

1.3 As with the Protocol to approve a move to a new unitary constitution, the method suggested is a straightforward ballot. As with other Protocols, it is first suggested that both the Financial Board and the Presbytery approve this method of proceeding in the congregation(s) in question. The Financial Board also needs to be authorised to meet by audio and/or video conferencing and section 2 of the proposed deliverance is intended to address this.

1.4 As with other Protocols, this one is offered on the basis that it is for the Assembly to take a view on whether this is in fact a sensible way of proceeding. The alternative would be to continue, as is currently the case in practice, to be unable to approve the sale or disposal of a church building until meetings in person are possible.

In the name of the Committee
S GRANT BARCLAY, *Convener*
BARBARA R FINLAYSON, *Vice-Convener*
GEORGE J WHYTE, *Secretary*

Appendix G

The Congregational Meetings on Sale or Disposal of Church Buildings Protocol (v1, [3 October] 2020)

In light of the coronavirus pandemic and the restrictions it imposes on daily activities such as travelling, gathering and meeting, and with the intention of enabling congregations to make a decision on the proposed sale or disposal of a church or hall building even where a meeting to agree to do so has not been possible, and thus promote the vitality and well-being of congregations, and notwithstanding the provisions of the General Trustees (Delegated Powers) Act (Act VII 1995) ("the Act"), section 2(1), **it is agreed that it shall be permissible for a congregation to make a decision on the proposed sale or**

disposal of a church or hall building in terms of the General Trustees (Delegated Powers) Act (Act VII 1995) ("the Act") where the congregation has proceeded in the manner set out in this Protocol:

Before this Protocol can be used:

- The Financial Board of the congregation involved (as that expression is used in the Act) and the Kirk Session (if applicable) must first have met and voted in favour of the proposed sale or disposal of a church or hall building in question;
- Thereafter (and this meeting may follow on immediately after the meeting in the foregoing paragraph), the Presbytery (or its appropriate Standing Committee), must meet with the Financial Board of the congregation involved to decide whether the Protocol should be used for the congregation in question; this Protocol may only be used where the outcome of such a meeting is agreement that it is appropriate for the congregation in question to vote upon the proposed sale or disposal of a church or hall building in question in line with this Protocol; if the Presbytery and the Financial Board involved are not so agreed then the Protocol may not be used for the congregation in question;

If it is agreed at the meeting between the Presbytery and the Financial Board of the congregation involved that the

Protocol can be used for the congregation in question, then the process shall be as follows:

- intimation to all members and adherents of the congregation of the intended process as set out in this Protocol must be given as follows: at physical or online worship, by placing on the website and social media if used, and by email or letter and/or by phone, so as to ensure that all members and adherents of the congregation receive intimation of the intended process in some form or other, declaring for the avoidance of doubt that a mixture of intimation methods may be agreed by the Financial Board;
- a ballot paper asking whether the recipient is for or against the proposed sale or disposal of the church or hall building in question must be circulated in hard copy or by email to all members and adherents eligible to vote, declaring that there may be a combination of circulation methods depending on recipient;
- the ballot papers must be prepared and circulated in such a manner as to enable verification of eligibility to vote;
- the ballot papers must be returned (by email, post or hand-delivery) to the Clerk to the Financial Board within 14 days of their date of issue and all votes must be counted and the result announced in circumstances which are open and transparent and which promote trust and confidence in the outcome; the Financial Board shall agree the method(s) by which the result shall be intimated;
- prior to the Presbytery meeting at which the Presbytery is to decide whether or not to concur in the decision of the Financial Board and the congregation, the Presbytery must see and approve a report as to the use of this Protocol in the congregation in question, which report should contain the ballot paper used and a note of the votes cast for and against;
- for the avoidance of doubt: the Presbytery and Financial Board meetings at which the decisions

are made on whether or not to agree to the proposed sale or disposal of a church or hall building may be held in accordance with the decision of the Commission of Assembly on 7 July 2020 (ie by video and/or audio conference or by a combination of the two and/or with some persons physically present);

And provided further that detailed Guidance for Presbyteries and Financial Boards reflecting this Protocol may be issued by the Principal Clerk, which Guidance may be updated from time to time at the direction of the Legal Questions Committee.

Minute 1

MINUTE OF THE APPEAL HEARING BEFORE THE JUDICIAL COMMISSION

IN THE MATTER OF AN APPEAL AGAINST A DECISION OF THE PRESBYTERIAL COMMISSION GIVEN ON 9 JANUARY 2019

HELD AT THE ASSEMBLY HALL, MOUND PLACE, EDINBURGH ON MONDAY 24 JUNE 2019 AT 10.30AM

Sederunt: Mr Richard McFarlane Convener of the
Judicial Commission
The Rev Colin Renwick, Vice-Convener of the
Judicial Commission

The Rev Dr George J Whyte, Principal Clerk
Ms Christine Paterson, Depute Clerk

And ten members of the Judicial Commission (“the
Commission”) as per the signed Sederunt sheet

For the Appellant:

Mr Martin Stephen, Solicitor, Wright,
Johnston & Mackenzie LLP

For the Special Committee of the Presbytery of Annandale and Eskdale:

The Rev Dr Ian McLean, Convener of the
Special Committee
The Rev Dr John Ferguson, member of the
Special Committee
Mrs Helen McLeod, member of the Special

Committee

Introductions were made. The Hearing was opened with prayer.

Mr Stephen explained that the Appellant was not able to attend the Hearing as he is convalescing from major surgery, but confirmed that he had instructions to proceed in his client’s absence. The Convener asked that the Commission’s wishes for a speedy recovery be passed to the Appellant.

The Convener made some prefacing remarks, explaining the history of the matter now before the Commission and confirming the procedure to be followed.

In terms of Rule 8 of the Rules of Procedure set out in Schedule 2 to the Appeals Act (Act 1 2014) (“the Act”), the appeal proceeded as follows:

- each Party made comment supplementary to their Written Argument and Supplementary Note (if any), and was given the opportunity to make response to the Written Argument and Supplementary Note (if any) lodged by the other Party;
- each Party answered questions put to them by members of the Commission; and
- the Appellant was given the last word.

The Parties were removed and the Commission discussed its decision. The Parties were then recalled and the decision of the Commission, including a brief oral summary of the main reason for the decision, was given by the Convener.

The decision of the Judicial Commission was to dismiss the appeal and uphold the censure imposed by the Presbyterial Commission on 10 January 2019.

The decision was unanimous.

As with the Presbyterial Commission, the Judicial Commission in making its decision placed no weight upon the issue of conduct admitted at the funeral (charge 1). It was noted that the Appellant had apologised unreservedly for his conduct.

The Judicial Commission took the view that the various

“consequences” referred to in the Note of reasons accompanying the Presbyterial Commission’s decision were understood and did not need to be enumerated. The Appellant’s failures to discharge his duties occurred over many years with serious consequences, both actual and potential. The should have been aware that those failures would have adverse consequences and were contrary to what he should have known were the standards of good governance to be applied in Church courts. His failures in turn exposed the Church to considerable risk not just to reputation.

The Judicial Commission is satisfied that in reaching its decision, the Presbyterial Commission took proper account of the mitigating circumstances, carried out an appropriate balancing exercise and reached an appropriate decision on the material before it.

The Judicial Commission in reaching its decision determined that the Written Argument submitted by Mr Stephen was not incompetent, contrary to the argument of the Special Committee that it introduced new grounds of appeal.

The Convener thanked everyone present for their attendance. The Hearing was closed at 1.05pm with the Benediction.

Minute 2

MINUTE OF MINISTRIES APPEAL PANEL 27 JUNE 2019 (1)

At Edinburgh, and within the Church Offices, 121 George Street, Edinburgh, the twenty seventh day of June 2019 the Ministries Appeal Panel met and was duly constituted with prayer.

Sederunt: Mr Robin Stimpson (Convener), Rev Robert Allan and Rev Sheila Kirk

Apologies: Very Rev David Arnott, Mrs Isabell Montgomerie

The Appellant appeared via video conference

For the Recruitment Task Group of the Ministries

Council: Rev Eleanor McMahon, Mrs Margaret Kimmitt and Rev Lezley Stewart

In attendance: Rev Dr George J Whyte, Principal Clerk and Ms Christine Paterson, Depute Clerk

The Ministries Appeal Panel took up consideration of an Appeal in terms of the Admission and Readmission of Ministers Act (Act IX 2002) section 12 against a decision of the Recruitment Task Group of the Ministries Council not to grant a Certificate of Eligibility to the Appellant.

The Appellant appeared, via online video conference, for herself.

Parties were heard.

Questions were asked.

Parties were removed.

Following deliberation the Ministries Appeal Panel resolved unanimously to uphold the Appeal to the extent of annulling the Appellant’s attendance at, and the decision of the Recruitment Task Group not to grant the Appellant a Certificate of Eligibility following, the Admissions Conference in March 2019.

The Ministries Appeal Panel took the view that there was concern as to the Appellant’s state of health at the Conference, which may have affected her ability to participate effectively in the process. There was also uncertainty around the terms of the Assessors’ Report Form on what the Appellant had said regarding the specifics of her call, which led the Panel to conclude that the decision may have been influenced by incorrect material fact.

The judgement was intimated to the parties by email.

The meeting was closed with saying the Grace.

ROBIN STIMPSON, Convener
GEORGE J WHYTE, Clerk

Minute 3

MINUTE OF MINISTRIES APPEAL PANEL 27 JUNE 2019 (2)

At Edinburgh, and within the Church Offices, 121 George Street, Edinburgh, the twenty seventh day of June 2019 the Ministries Appeal Panel met and was duly constituted with

prayer.

Sederunt: Mr Robin Stimpson (Convener), Rev Robert Allan and Rev Sheila Kirk

Apologies: Very Rev David Arnott, Mrs Isabell Montgomerie

The Appellant appeared via video conference

For the Recruitment Task Group of the Ministries

Council: Rev Eleanor McMahon, Mrs Margaret Kimmitt and Rev Lezley Stewart

In attendance: Rev Dr George J Whyte, Principal Clerk and Ms Christine Paterson, Depute Clerk

The Ministries Appeal Panel took up consideration of an Appeal in terms of the Admission and Readmission of Ministers Act (Act IX 2002) section 12 against a decision of the Recruitment Task Group of the Ministries Council not to grant a Certificate of Eligibility to the Appellant.

The Appellant appeared, via online video conference, for himself.

Parties were heard.

Questions were asked.

Parties were removed.

Following deliberation the Ministries Appeal Panel resolved unanimously to dismiss the Appeal and uphold the decision of the Recruitment Task Group of the Ministries Council not to grant the Appellant a Certificate of Eligibility.

The Ministries Appeal Panel did not identify any incorrect material fact which influenced the decision, nor did the Ministries Appeal Panel identify any irregularities in the process or breach of the principles of natural justice which affected the decision reached.

The judgement was intimated to the parties by email.

The meeting was closed with saying the Grace.

ROBIN STIMPSON, Convener
GEORGE J WHYTE, Clerk

Minute 4

MINUTE OF THE APPEAL HEARING

BEFORE THE APPEALS COMMITTEE OF THE COMMISSION OF ASSEMBLY

UNDER THE APPEALS ACT (ACT I 2014) (AS AMENDED)

IN THE MATTER OF AN APPEAL FROM THE KIRK SESSION OF GARTHDEE AGAINST A DECISION OF THE PRESBYTERY OF ABERDEEN, IN RESPECT OF WHICH THE ASSEMBLY COMMITTEE'S CONCURRENCE WAS REPORTED TO PRESBYTERY ON 5 MARCH 2019, TO DISSOLVE THE GARTHDEE CONGREGATION

HELD AT 121 GEORGE STREET, EDINBURGH

ON FRIDAY 15 NOVEMBER 2019 AT 10.30AM

Sederunt: The Very Rev Bill Hewitt, Convener of the Appeals Committee of the Commission of Assembly
Mr Grahame Lees, Vice-Convener of the Appeals Committee of the Commission of Assembly

The Rev Dr George J Whyte, Principal Clerk
Ms Christine Paterson, Depute Clerk

For the Appellants:

Mrs Hilda Smith, Session Clerk, Garthdee
Mr Arnold Strachan, member of the Garthdee congregation

For the Presbytery of Aberdeen (the Respondent):

Rev Dr John Ferguson, Presbytery Clerk
Rev Scott Rennie, Convener, Planning and Deployment Committee

Also present for the Presbytery Planning Task Group ("PPTG"):

Mr Daran Golby, Partnerships and Development Secretary

And 15 members of the Appeals Committee as per the Sederunt sheet.

The Convener gave a preliminary explanation of expected procedure. Parties were called and the staff member of PPTG also took his seat.

The Hearing before the Appeals Committee of the Commission of Assembly ("the Committee") was constituted with prayer. Further introductions were made.

Mr Lees formally disclosed that he is a General Trustee, but noted that as a General Trustee, he had not had, and will not have, any involvement in the matter which is now before the Appeals Committee.

In terms of Rule 8 of the Rules of Procedure set out in Schedule 2 to the Appeals Act (Act 1 2014) ("the Act"):

- each Party made comment supplementary to their Written Argument, with the opportunity to make response to the Written Argument lodged by the other Party;
- PPTG were given the opportunity to speak and Mr Golby confirmed PPTG's concurrence in the Presbytery Plan;
- the Appellant was given a short right of reply;
- each Party answered questions put to them by members of the Committee;
- each Party was permitted to make their final presentations to the Committee, with the Appellant having the last word.

Parties were removed. PPTG also left the room.

After discussion a decision was reached.

Parties and PPTG were recalled and the decision of the Committee, including a brief oral summary of the main reasons for the decision, was read over by the Convener, as follows:

The Committee's decision was **that the appeal is refused**.

Ground 1: error in Church law: refused. The Appeals Committee did not identify any error in Church law. It did not think that the Presbytery had been negligent.

Ground 2: breach of the principles of natural justice

and material irregularity in process: refused: No procedural irregularity or breach of the principles of natural justice was identified. The Presbytery had been proactive in their communications and imaginative in their proposed solutions.

Ground 3: decision influenced by incorrect material fact: refused. The Appeals Committee did not identify any incorrect fact which was material to the Presbytery's decision.

Ground 4: the decision is, in all the circumstances, unreasonable: refused. The Appeals Committee cannot conclude that the Presbytery's decision was unreasonable in the sense of being a decision that no reasonable Presbytery properly exercising its powers and fulfilling its duties under the 2003 Act could have made.

The Convener confirmed that all decisions were taken unanimously.

The Convener confirmed that written reasons for the Committee's decision will follow within twenty one days.

The Convener thanked the Parties for their participation and added that although this is not the decision that the congregation would have wanted, the Committee's good wishes were conveyed for their Christian witness and worship to continue with the Presbytery's blessing and backing.

The Hearing was closed at 12.10pm by saying the Grace.

Minute 5

MINUTE OF THE APPEAL HEARING

BEFORE THE JUDICIAL COMMISSION

IN THE MATTER OF AN APPEAL AGAINST A DECISION OF THE PRESBYTERIAL COMMISSION GIVEN ON 30 MAY 2019

HELD AT 121 GEORGE STREET, EDINBURGH ON MONDAY 9 DECEMBER 2019 AT 10.30AM

Sederunt: Mr Richard McFarlane, Convener of the
Judicial Commission
The Rev Colin Renwick, Vice-Convener of the
Judicial Commission

The Rev Dr George J Whyte, Principal Clerk
Ms Christine Paterson, Depute Clerk

And eleven members of the Judicial
Commission ("the Commission") as per the
signed Sederunt sheet

For the Appellant:

Mr Paul Harvey, Advocate
Mr Paul Santoni, Freelands Solicitors

**For the Special Committee of the
Presbytery of Hamilton:**

Mrs Barbara Finlayson, member of the
Special Committee
The Rev Sally Russell, member of the Special
Committee
The Rev Dave Sutherland, member of the
Special Committee
Mr David Stihler, Solicitor

Introductions were made. The Hearing was opened with
prayer.

The Convener made some prefacing remarks, explaining
the history of the matter now before the Commission and
confirming the procedure to be followed.

In terms of Rule 8 of the Rules of Procedure set out in
Schedule 2 to the Appeals Act (Act I 2014) ("the Act"), the
appeal proceeded as follows:

**In respect of Grounds 1, 2 and part of Ground 5
[competency matters]:**

- each Party made comment supplementary
to their Written Argument and was given the
opportunity to make response to the Written
Argument lodged by the other Party;
- each Party answered questions put to them by
members of the Commission; and
- each Party was given the opportunity to make
final comments, with the Appellant being given
the last word.

The Parties were removed and the Commission discussed
its decision. The Parties were then recalled and the
decision of the Commission, including a brief oral

summary of the main reason for the decision, was given
by the Convener.

The decision of the Judicial Commission was:

Ground 1 [unreasonable delay in the proceedings]

This ground is incompetent. The Appellant exercised
discretion to challenge the competency of the
proceedings on the ground of delay at the first diet
before the Presbyterial Commission and having been
unsuccessful, did not challenge that decision by way
of appeal as she was entitled to do. Therefore the
question of delay was no longer before the Presbyterial
Commission and it follows that this ground of appeal is
incompetent.

**Ground 2 [inability of the Appellant to participate in
the Procedural Review Committee]**

This ground is incompetent. This appeal is against the
decision of the Presbyterial Commission issued on 30 May
2019. The issue of the Review process was not before
the Presbyterial Commission. The Judicial Commission is
constrained by the wording in section 2(1) of the Appeals
Act (Act I 2014).

**Ground 5 [the Presbyterial Commission failed to
properly apply the Code of Conduct]**

The Judicial Commission reserved its position and will
hear Parties on the merits.

The Convener confirmed that all these decisions were
unanimous.

The Commission's sitting was suspended at 1.05pm for
lunch and the Commission reconvened at 1.45pm.

In respect of Grounds 3, 4, 5 and 6:

- each Party made comment supplementary
to their Written Argument and was given the
opportunity to make response to the Written
Argument lodged by the other Party;
- each Party answered questions put to them by
members of the Commission; and
- each Party was given the opportunity to make
final comments, with the Appellant being given
the last word.

The Parties were removed and the Commission discussed its decision. The Parties were then recalled and the decision of the Commission, including a brief oral summary of the main reason for the decision, was given by the Convener.

The decision of the Judicial Commission was: Having considered all of the remaining grounds of appeal, the Judicial Commission decided that charge (ii) should not be upheld but charges (iv) and (vi) should be.

Ground 3 [redacted affidavits were before the Presbyterial Commission without appropriate written direction in the Presbyterial Commission's decision]

This ground of appeal is rejected. The decision of the Presbyterial Commission states that all evidence was considered. The Judicial Commission did not find anything in the Presbyterial Commission's decision which suggested that the redacted text affected or tainted the Presbyterial Commission's decision.

Ground 4 [the Presbyterial Commission erred in its drawing of conclusions on the evidence]

This ground is partly upheld and partly rejected. The Presbyterial Commission's decision had to be based on the balance of probabilities; it erred in finding charge (ii) proved. The other charges (iv) and (vi) were upheld.

On the first point, the Judicial Commission did not find any basis in the Presbyterial Commission's decision upon which to interfere with the Presbyterial Commission's approach to its consideration of the evidence.

On the second point, the Judicial Commission took the view that the Appellant is ultimately responsible for the document that was presented to the Sheriff Court. She was given the opportunity to correct it and failed to do so.

Ground 5 [the Presbyterial Commission failed to properly apply the Code of Conduct]

The Judicial Commission took the view that the Appellant, after 30 years' experience in ministry, should have been more careful in use of the term "next of kin". The Judicial Commission was satisfied that the Presbyterial Commission did not err in its decision.

Ground 6 [severity of censure]

The Judicial Commission noted that the Special

Committee of Presbytery did not, before the Presbyterial Commission, seek a more severe censure than that which was imposed. The Judicial Commission took the view that the censure was not unduly lenient nor unduly severe and therefore upheld it.

The Judicial Commission took the view that the recommendation that the Appellant be offered counselling was within the powers of the Presbyterial Commission.

The Convener confirmed that all these decisions were unanimous.

The Convener confirmed that written reasons for the Commission's decision will follow within twenty one days.

The Convener thanked everyone present for their attendance. The Hearing was closed at 4.32pm with the Benediction.

Minute 6

COMMISSION OF THE GENERAL ASSEMBLY

21 November 2019

CONCERNING THE MERGER OF THE MINISTRIES COUNCIL WITH THE MISSION AND DISCIPLESHIP COUNCIL AND THE MERGER OF THE CHURCH AND SOCIETY COUNCIL WITH THE WORLD MISSION COUNCIL AND THEN THE NAME, STRUCTURE, REMIT AND MEMBERSHIP OF THE TWO NEW GROUPINGS

At Edinburgh, and within the Assembly Hall, the 21st day of November 2019 at 10.40am.

The Commission of the General Assembly was constituted with prayer by the Moderator, the Very Rev Dr Russell Barr.

The List of Commissioners was laid on the Table.

The Commission took up consideration of a Report of the Assembly Trustees which was given in by the Very Rev Dr John Chalmers, Convener.

It was moved and seconded-

The Commission of the General Assembly:

1. Receive the Report.
 2.
 - a) Approve the merger of the work of the Ministries Council (other than as set out in paragraph 1.4.6 below and paragraphs 7 and 15 of the remit of the Faith Nurture Forum in Appendix I) with the work of the Mission and Discipleship Council under the working title Faith Nurture Forum, to take effect on 1 January 2020, and to have the structure, principal remits and membership set out in Appendix I to this Report.
 - b) Approve the merger of the work of the Church and Society Council with the work of the World Mission Council (other than as set out in paragraph 1.4.6 below and paragraphs 7 and 15 of the remit of the Faith Impact Forum in Appendix I) under the working title Faith Impact Forum, to take effect on 1 January 2020, and to have the structure, principal remits and membership set out in Appendix I to this Report.
 - c) Thank and discharge the current members of the Church and Society Council, the Ministries Council, the Mission and Discipleship Council and the World Mission Council (Section 1 and Appendix I) noting that the Ministries Council shall remain as a constituent committee of the Faith Nurture Forum and that the World Mission Council shall remain as a constituent committee of the Faith Impact Forum for the purposes of acting as the statutory employer for the Church of Scotland Pension Scheme for Ministers and Overseas Missionaries and the Church of Scotland Pension Scheme for Ministries Development Staff.
 3.
 - a) Instruct the Assembly Trustees, in consultation with the Faith Nurture Forum, to identify and propose to the 2020 General Assembly a detailed remit setting out those parts of the work of the relevant former Councils which should be carried out by the Faith Nurture Forum, those parts which should be carried out by Presbyteries, those parts which it is no longer necessary to carry out and how the work of the Forum is to be prioritised as from June 2020.
 - b) Instruct the Assembly Trustees in consultation with the Faith Impact Forum to identify and propose to the 2020 General Assembly a detailed remit setting out those parts of the work of the relevant former Councils which should be carried out by the Faith Impact Forum, those parts which should be carried out by Presbyteries, those parts which it is no longer necessary to carry out and how the work of the Forum is to be prioritised as from June 2020.
 4. Approve that Ecumenical Relations and the Theological Forum sit within the management and departmental structure of the Faith Nurture Forum.
 5. Approve that Interfaith work sits within the management, departmental structure and policy framework of the Faith Impact Forum.
 6. Approve the Remit of the Audit Committee set out in Appendix II to this Report.
- It was moved and seconded as an amendment of Sections 2 a) and b) of the Deliverance:*
- Add at the end of Section 2 a)*
- "but subject to the following amendment to paragraph 1 of Appendix I under the heading The Faith Nurture Forum: Delete 'or employee of the Church' "
- Add at the end of Section 2 b)*
- "but subject to the following amendment to paragraph 1 of Appendix I under the heading The Faith Impact Forum: Delete 'or employee of the Church' "
- On a vote being taken For or Against the amendment it carried Against.*
- It was moved, seconded and agreed as an amendment of Sections 2 a) and b) of the Deliverance:*
- Add at the end of Section 2 a)*
- "but subject to the following amendment to paragraph 7 of Appendix I under the heading The Faith Nurture Forum: Delete 'the statutory employer' and substitute 'one of the statutory employers.'"
- Add at the end of Section 2 b)*

"but subject to the following amendment to paragraph 7 of Appendix I under the heading The Faith Impact Forum:

Delete 'the statutory employer' and substitute 'one of the statutory employers.'"

It was moved, seconded and agreed as an amendment of Section 2 b) of the Deliverance:

Add at the end of Section 2 b)

"but subject to the following amendment to paragraph 23 under the heading The Faith Impact Forum:

Delete 'five' and substitute 'the'

and the following amendments to the Schedule headed The Salvesen Trust

Delete paragraph 3 and substitute 'the Trustees shall be the members of the Forum and shall serve for the period of their membership of the Forum.'

In paragraph 5, line 2 delete 'shall' and substitute 'may' "

It was moved and seconded:

Add a new Section 4 and renumber

'Instruct the Assembly Trustees to produce for the General Assembly of 2020 a Scheme of Delegation to clarify the relative roles and responsibilities of the Assembly Trustees and the Chief Officer on the one hand, and the Convener and members of each Forum on the other hand, in directing the staff of the Forum in line with the overall policies set by the General Assembly.'

On a vote being taken For or Against the amendment it carried Against.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add new Sections 7, 8 and 9 at the end:

7. Following the decisions made by the General Assembly of 2019 under the Report of the Special Commission on Structural Reform, authorise the Clerks to amend the Standing Orders of the General Assembly:

(a) to replace references as follows:

(i) to the "Council of Assembly" with

"Assembly Trustees",

(ii) to the "Assembly Arrangements Committee", with the "Assembly Business Committee",

(iii) to the "Business Committee" with the "Procedure Committee",

but with the following exceptions:

(iv) in SO 33. 2., delete "the Secretary of the Council of Assembly" and substitute "the Chief Officer", and

(v) amend SO 33. 3., to read "The Assembly Trustees, including the Administrative Trustee, as the Charity Trustees of the Unincorporated Councils and Committees of the General Assembly, shall also be Corresponding Members when not Commissioners", and

(b) to delete all references to "the Panel on Review and Reform".

8. Acknowledge that in terms of existing powers the Clerks will amend the Acts and Regulations of the Assembly, to replace references to the "Council of Assembly" and "Assembly Arrangements Committee" with "Assembly Trustees" and "Assembly Business Committee" respectively.

9. Following the decisions made by this Commission of Assembly of 21 November 2019:

(i) authorise the Clerks to amend the Standing Orders of the General Assembly to replace references to "Ministries Council" and "Mission and Discipleship Council" with "Faith Nurture Forum", and "Church and Society Council" and "World Mission Council" with "Faith Impact Forum",

(ii) acknowledge that in terms of existing powers the Clerks will add "Audit Committee" to the list of Standing Committees in SO 113, and

(iii) acknowledge that in terms of existing

powers the Clerks will amend the Acts and Regulations of the Assembly, to replace references to the “Ministries Council” and “Mission and Discipleship Council” with “Faith Nurture Forum”, and “Church and Society Council” and “World Mission Council” with “Faith Impact Forum”.

The Deliverance as amended was then agreed.

The Commission took up consideration of a Report of the Assembly Business Committee which was given in by the Rev Fiona Smith, Convener.

It was moved, seconded and agreed-

The Commission of the General Assembly:

1. Receive the Report in terms of section 7 of the Commission of Assembly Act (Act VI 1997).
2. Instruct the Nomination Committee to populate the Faith Nurture Forum and the Faith Impact Forum through making interim appointments of Conveners, Vice-Conveners and members, such interim appointments to be effective from 1st January 2020 until the General Assembly of 2020.
3. Instruct the Nomination Committee to bring forward to the GA of 2020 nominations for the Convener, Vice-Convener and members of each Forum, such appointments to reflect the priorities of the Forums agreed with the Assembly Trustees.

It was moved, seconded and agreed:

Appoint the Clerks as a Committee to Prepare the Minute.

It was moved, seconded and agreed:

Instruct the Legal Questions Committee to report the proceedings and decisions to the General Assembly of 2020 in terms of sections 15 and 16 of the Commission of Assembly Act (Act VI 1997).

The Commission of Assembly concluded at 12.21 pm with the Benediction pronounced by the Moderator.

ASSEMBLY HALL
EDINBURGH, 21 November 2019, 12.21 pm

Minute 7

COMMISSION OF THE GENERAL ASSEMBLY

5 May 2020

CONCERNING CERTAIN STRAIGHTFORWARD, TIME-CRITICAL AND NON-CONTROVERSIAL MATTERS REQUIRING TO BE DEALT WITH AFTER CANCELLATION OF THE GENERAL ASSEMBLY 2020

On 17th March 2020, in light of the COVID-19 pandemic, the General Assembly 2020 was cancelled.

At their meeting on 18th March 2020 the Assembly Business Committee agreed that there were certain straightforward, time-critical and non-controversial decisions which did need to be made at this time. They, therefore, requested that the Legal Questions Committee (LQC) call the Commission of Assembly appointed by the General Assembly of 2019. The Commission of Assembly Act (Act VI 1997) under “Meetings” enables the LQC to call a meeting of the Commission on its own initiative and under “Powers” says that such a Commission can “*dispose of any matter affecting the interests of the Church at home and abroad when the Church would be adversely affected by postponing consideration until the time of the next General Assembly.*”

The LQC subsequently concurred with this request.

On 20th April 2020 a Letter and Order of Proceedings was sent by email by the Principal Clerk, the Rev Dr George J Whyte, to the Commission of the General Assembly 2019. This set out in the form of a proposed deliverance, certain matters, characterised as “*straightforward, time-critical and non-controversial*”, on which decisions needed to be made at this time.

The methodology proposed was as follows. Commissioners were advised that if they were happy to approve the proposed sections of deliverance they need take no action. If on the other hand they believed that one or more of the items being proposed should instead be discussed at a meeting of the Commission, they were asked to send an email to the Clerks’ office by close of business on 4th May 2020 requesting a meeting of the Commission and specifying the item(s) of business which

they required to be discussed. They were told that if four or more Commissioners made such a request by the deadline given then a virtual meeting of the Commission would be held on 16th May 2020.

One Commissioner replied to ask that there be a discussion as regards section 5 of the proposed deliverance. No other such requests were received. Therefore on 5th May 2020 it was recorded that the following sections of deliverance had been agreed to by the Commission of Assembly:

The Commission of the General Assembly:

1. Elect the Rev Dr Martin Fair (Arbroath: St Andrew's) as Moderator of the General Assembly 2020-2021. (*see section 1*)
2. Pass an Act uniting the Presbyteries of Dunfermline, Kirkcaldy, and St Andrews to form the Presbytery of Fife as set out in the Overture received from the Presbyteries. (*see section 2*)
3. Pass an Act uniting the Presbyteries of Aberdeen and Shetland to form the Presbytery of Aberdeen and Shetland as set out in the Overture received from the Presbyteries. (*see section 3*)
4. Pass an Act uniting the Presbyteries of Dumbarton and Greenock & Paisley to form the Presbytery of Clyde as set out in the Overture received from the Presbyteries. (*see section 4*)
5. Note the process undertaken to streamline the governance arrangements proposed, agree that membership of the Social Care Council will with effect from 1st June 2020 be reduced to 12 in accordance with a revised nomination process and thank the existing members of the Social Care Council for their outstanding commitment and contributions. (*see Report of the Social Care Council at section 5*)
6. Appoint the Rev Donald McCorkindale as Convener of the Assembly Business Committee (*see Report of the Nomination Committee at section 6*)
7. Appoint the Rev Thom Riddell as Convener of the Social Care Council. (*see Report of the Nomination Committee at section 6*)

8. Make alterations to Standing Committees and Forums as set forth in the Report of Nomination Committee. (*see Report of the Nomination Committee at section 6*)

9. Make appointments to Trusts as set out in section 7 and as requested by these Trusts. (*see section 7*)

10. Agree that the Ecumenical Relations Committee shall act on behalf of the General Assembly in the dissolution of Local Ecumenical Partnerships. (*see Report of the Ecumenical Relations Committee at section 8*)

11. Amend Regulation I 2013 in the terms set out in the Appendix to the Report of the Assembly Business Committee. (*see Report of the Assembly Business Committee at section 9*)

12. Instruct the Nomination Committee to populate the Committee to Nominate the Moderator in terms of the amended Regulation I 2013.

13. Pass the Act amending the Income Protection and Ill-Health Act (Act VI 2019) as set out in the Appendix to the Report of the Faith Nurture Forum. (*see Report of the Faith Nurture Forum at section 10*)

In the schedule to this minute there is set out the detailed reports submitted and the appointments and legislation agreed to.

The Clerks have incorporated some minor adjustments to sections 6 and 7 in the schedule as follows:

Section 6 – Nomination Committee

Elsbeth McKay is a minister rather than a member who resigned from the Legal Questions Committee.

Section 7 – Appointments to Trusts

Ian Townsend is an additional re-appointment (as Vice-Chair) to the General Trustees.

Raymond Young's reappointment to the General Trustees is as Chair.

Harry Findlay is a re-appointment rather than a new appointment to the Trustees of the Housing and Loan Fund.

The decisions recorded in this minute will be reported to

the General Assembly of 2021.

The Rev Dr George J Whyte
Principal Clerk
EDINBURGH, 5 May 2020

**SCHEDULE to the Minute of the Commission of
Assembly dated 5 May 2020**

**1. Joint Report of the Committee to Nominate the
Moderator of the General Assembly and the Assembly
Business Committee**

As required by Regulation I 2013 the Committee to Nominate the Moderator have decided to nominate the Rev Dr Martin Fair, Minister of Arbroath: St Andrew's, as Moderator of the General Assembly 2020. It is expected that Dr Fair will initially be based in Arbroath as a parish minister, but will be available for Moderatorial duties as required. There will be a review of this situation in the summer or as conditions allow.

In the name of the Committees
SUSAN BROWN, Convener
GEORGE J WHYTE, Secretary
DONALD McCORKINDALE, Interim Convener
GEORGE J WHYTE, Secretary

**2. Act Uniting the Presbyteries of Dunfermline,
Kirkcaldy and St. Andrews.**

1. With effect from 1st January 2021 the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews shall be united in terms of the Basis of Union agreed by them all.
2. The name of the united Presbytery shall be the Presbytery of Fife.
3. The Presbytery shall be a charity registered with OSCR.
4. All ministers and deacons having seats in the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews in terms of Act III 2000 [as amended] shall be members of the Presbytery of Fife.
5. All Presbytery elders, whether commissioned by Kirk Session or appointed by the Presbytery, shall so long as their commission or appointment run be

members of the Presbytery of Fife.

6. All property or funds belonging to or held on behalf of the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews shall belong to the Presbytery of Fife. Any trust or other special funds held by the Presbyteries of Dunfermline, Kirkcaldy or St. Andrews shall, from the date of the Union, be dealt with in such a way as is competent and as may be agreed to by the united Presbytery, subject to obtaining legal advice on any question as may arise.

Initial Arrangements

1. Initially the united Presbytery shall meet on the First Saturday in February, the Third Saturday in June and the Third Saturday in September.
2. The united Presbytery's first meeting will be in St Bryce Kirk, Kirkcaldy on 6th February 2021.
3. The Presbytery shall at its first meeting appoint a Clerk.
4. The united Presbytery to establish Presbytery Office Space and administrative assistance.
5. The Presbytery shall endeavour to appoint a full-time Mission Advisor.
6. The Standing Orders for the united Presbytery to be approved by the united Presbytery at its first meeting.
7. The new Presbytery shall apply to become a charity in its own right.
8. The Committee Structure of the united Presbytery to comprise of the following: Business Committee, Nomination Committee, Board of Mission and Board of Management, with appropriate sub committees.
9. A Transition Task Group shall meet between May and December 2020 to finalize the arrangements for the initial structure and membership of the Committees and Boards of the uniting Presbytery.
10. Local Forums shall be set in place and shall meet three times per year initially mirroring

the current boundaries of the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews.

3. Act Uniting the Presbyteries of Aberdeen and Shetland.

1. The Presbytery of Aberdeen (SC013064) and the Presbytery of Shetland shall be united as of 1st June 2020.
2. The united Presbytery shall be made up of the existing boundaries of the Presbytery of Aberdeen and the Presbytery of Shetland.
3. The united Presbytery shall be known as the Church of Scotland Presbytery of Aberdeen and Shetland.
4. The united Presbytery shall, in the first instance, meet four times a year in September, November, March and June and at other times as it may determine from time to time.
5. The Moderator of the Presbytery shall, in the first instance, be appointed for two years.
6. The Presbytery shall, at its first meeting, appoint a Clerk and Depute Clerk.
7. The Standing Orders for the Presbytery shall be approved by the Presbytery at its first meeting.
8. The Presbytery shall have charitable status and shall retain the existing Charity Number of the Presbytery of Aberdeen (SC013064).
9. All ministers and deacons who had seats in the Presbytery of Aberdeen and of Shetland shall be members of the Presbytery of Aberdeen and Shetland.
10. All Presbytery of Aberdeen elders, whether appointed by the Presbytery or the Kirk Session, and all corresponding members of the Presbytery of Aberdeen shall be members or corresponding members of the Presbytery of Aberdeen and Shetland.
11. Three Presbytery Elders (in the first instance) from the Presbytery of Shetland (two of which, in the first instance, are Balancing Elders), whether

appointed by the Presbytery or the Kirk Session, and all corresponding members of the Presbytery of Shetland shall be members (so long as their commissions run) or corresponding members of the Presbytery of Aberdeen and Shetland.

12. The property and funds belonging to or held on behalf of the Presbytery of Shetland shall be transferred to the Presbytery of Aberdeen for benefit of the united Presbytery and any transference necessary shall be duly effected.

4. Act Uniting the Presbytery of Dumbarton and the Presbytery of Greenock & Paisley

1. The Presbyteries of Dumbarton and Greenock & Paisley shall be united on 1st September 2020.
2. The initial arrangements for the united Presbytery shall be as detailed in the Basis and Plan of Union appended to this Act, which has been agreed by both existing Presbyteries.
3. The name of the united Presbytery shall be the Presbytery of Clyde.
4. All ministers and deacons having seats in the Presbyteries of Dumbarton and Greenock and Paisley in terms of Act III 2000 [as amended] shall be members of Clyde Presbytery.
5. All Presbytery elders of the Presbyteries of Dumbarton and Greenock and Paisley, whether commissioned by Kirk Session or appointed by the Presbytery, shall, so long as their commissions or appointments run, be members of Clyde Presbytery.
6. All property or funds belonging to or held on behalf of the Presbyteries of Dumbarton and Greenock and Paisley shall belong to Clyde Presbytery. Any trust or other special funds held by the Presbyteries of Dumbarton and Greenock and Paisley shall, from the date of the Union, be dealt with in such a way as is competent and as may be agreed to by the united Presbytery, subject to obtaining legal advice on any question as may arise.
7. The Presbytery shall have charitable status and

shall retain the existing Charity Number of the
Presbytery of Greenock and Paisley (SC016779).

Basis and Plan of Union

1. The united Presbytery shall be created by uniting the existing Presbyteries of Dumbarton and Greenock and Paisley, the united Presbytery to comprise the 66 charges as at present.
2. The united Presbytery shall be known as Clyde Presbytery.
3. Initially, the united Presbytery shall meet at 7 pm on 1st September. Thereafter, the united Presbytery shall meet on such days and at such times as it shall decide and as enable it to fulfil its role and purpose as a presbytery of the Church of Scotland.
4. The united Presbytery shall meet for its first meeting in Inchinnan Parish Church. Thereafter, the united Presbytery shall meet at such locations as it shall decide.
5. The united Presbytery shall appoint a clerk and secretary at its first meeting.
6. The united Presbytery shall establish a Presbytery Office with appropriate clerical assistance. Initially, the Presbytery Office shall be at 'Homelea', Faith Avenue, Quarrier's Village, Bridge of Weir PA11 3TF.
7. The Standing Orders for the united Presbytery shall be based upon the Standing Orders of each of the existing Presbyteries and shall be approved by the united Presbytery at its first meeting.
8. The Committee Structure of the united Presbytery shall comprise the following:
9. Business Committee. Convener, Vice Convener (Nominations), Moderator, treasurer, clerk + conveners of Mission, Ministry, Local Church Review, Planning, Property and Stewardship and Finance.

Mission / Outward (including World Mission & ecumenical matters)

- Representatives from each of the Local Mission Areas
- Will support the work of the Mission Facilitator

Inward

- Ministry
- Local Church Review (to converge over 2 years)
- Planning (to converge over 2 years)
- Superintendence / Complaints
- Vacancy Procedure

Resources

- Stewardship and Finance
- Property (to converge over 2 years)
- Safeguarding

5. Report of the Social Care Council

Following a period of prayer and reflection the Social Care Council considered the debates and deliverances arising from General Assembly 2019 around the potential for it to become a more self-sustaining organisation at 'arms-length' within SC011353 and have, as was instructed, engaged with the Assembly Trustees on that issue. As a result of discussions it has become clear that there are a number of areas which require further consideration and clarification as its place within charity number SC011353 limits the degree of 'arms-length' possible at this time. However it was thought that a good starting place would be a review of the way in which the Social Care Council operates. It was believed that whilst much about the current Council arrangements were good, the size of the membership, and the way in which it conducted its business, did not give the best possible critical oversight of a large and complex social care organisation such as CrossReach which would be needed to support its efforts to become a more financially robust organisation.

Due to the increasing pressures being placed on the social care sector, in both terms of regulation and finance, it has become increasingly difficult for the current Council of 25 people to be fully engaged in overseeing and supporting its delivery of social care services by interrogating performance and strategy with the level of detailed understanding needed. The Council agenda has traditionally been heavily populated by standard reporting items from other past Councils and associated

bodies who have members assigned to the Social Care Council but which are heard with no real strategic tie up to the business of these other bodies. This has detracted from the careful and critical attention needed to give the most appropriate governance to its core business. In order to overcome this problem much of the business of governance has, in effect, been carried out by an Executive Committee which meets monthly. This has led to an onerous element of double reporting, some confusion about where ultimate decisions lie, and late debate on issues already considered by Executive but where Social Care Council members might have more experience or knowledge around a certain topic.

The makeup of the Social Care Council has also brought about its own challenges. This has been the business to date of the Nomination Committee who have traditionally worked to the same process of assigning people to the Social Care Council as they have to other Church of Scotland Forums and Committees and who have necessarily had to try to balance the needs of all equally, rather than primarily focussing on what is the absolute best make up for any one Council. However it should be recognised that there has been some strength in the current make-up of the Social Care Council in helping its work to be visible to and supported by the wider Church. It has also allowed for operational decision making to be balanced with a clear theological perspective on the importance of this aspect of the Church of Scotland's ministry.

The Council therefore proposed to the Assembly Trustees in January that with effect from June 2020 its membership should be reduced to 12 people who would work under the fullest delegated authorities possible, as agreed with the Assembly Trustees, to manage operational matters whilst continuing to give the Trustees appropriate oversight of the charity as a whole. The Council would in practice work in the way that a charitable board operates in terms of its accountability to the charitable objectives, whilst recognising that overall responsibility for these remains with the Assembly Trustees. It was also proposed that whilst it would be important for this board to ensure that Christian values remained at the heart of the organisation there was a need to attract people with the appropriate

skill sets needed to help think into some of the most pressing issues facing the organisation and to support good controls around quality, regulatory and financial compliance. Finally, it was proposed that the Council should consider the name under which it would operate at a later date. All of these proposals were approved by the Assembly Trustees as being conducive to good governance.

The make-up of the new slim-lined Council was also discussed. It was agreed that there should be a Convener and Vice Convener and that at least one member should be a Church of Scotland minister. The CEO should also be a non-voting *ex officio* member. Nominations would be sought with a view to ensuring a balance of skillsets, and should take into consideration, in addition, gender balance, age, and geography. The skills and experience needed to populate this board type body as opposed to the traditional Council membership in the past were to be matched against a skills matrix allowing for the appropriate balance of skills to be available to the Council in the future. Nominations for ordinary membership were to be sought through an open process run under the oversight of the Nomination Committee. Selection for the post of Convener and Vice Convener were, in this instance, to come from within the current Social Care Council membership to allow for continuity given the complexity of the operating environment.

It was also agreed that the Convener and Vice Convener would not serve for the same time period, so that continuity could also be provided in the leadership of the Council when a period of service came to an end. Any existing members of the Social Care Council appointed to the slim-lined Council would serve for three years, and all others for four. A further period could be allowed for depending on overall time served.

The final list of names was to be proposed by the Nomination Committee before going to the General Assembly for approval.

A process for recruiting afresh to the Council in its new guise commenced in February with the support and oversight of the Nomination Committee. The Convener and Vice Convener were selected from within the

membership of the Social Care Council following an open and transparent selection process, which included an interview and the taking up of references in line with selection for the Faith Nurture Forum and Faith Impact Forum. A broad call then went out through the Nominations process to attract members and with selection now complete the names are brought forward to the Commission of the General Assembly through the report of the Nomination Committee for final agreement.

The Social Care Council would wish to express sincere gratitude to all who currently serve as a member or who have given service in the past and who have generously contributed their time and talents to support its work.

In the name of the Council

THOM RIDDELL, Interim Convener

VIV DICKENSON, Council Secretary and Chief Executive of CrossReach

6. Report of the Nomination Committee

6.1 Nominations to the Faith Impact Forum and the Faith Nurture Forum

6.1.1 The Nomination Committee was invited to conduct a process, in September-October 2019, for the interim membership of the new Forums.

6.1.2 The Assembly Trustees produced a document with criteria for appointment to the new Forums. The Commission of the General Assembly in November 2019 instructed the Nomination Committee to populate the Faith Nurture Forum and the Faith Impact Forum through making interim appointments of Conveners, Vice-Conveners and members, such interim appointments to be effective from 1 January 2020 until the General Assembly of 2020. The Commission of the General Assembly is now invited to approve these.

6.1.3 Interviews for Convener and Vice-Convener of the Faith Nurture Forum took place in December 2019 and the Committee met to agree the names for interim appointments for membership of the forums. Due to an insufficient number of applications being received for the Faith Impact Convenership the deadline was extended.

Interviews then took place prior to the January Committee meeting at which the remaining interim appointments were confirmed.

6.1.4 All of the interim appointments were subject to review and the Committee now brings forward nominations for membership to serve 1-3 years.

6.1.5 The names for membership of the Forums with effect from 1 June 2020 are reported within Section 6.3.

6.2. Social Care Council

6.2.1 The Social Care Council has brought forward proposals for a revised governance structure.

6.2.2 With the hope that these proposals would be agreed by the General Assembly (*now the Commission of Assembly*) nominations were sought in March 2020 of persons who might serve on the reshaped Council. A separate interview process was also conducted for the roles of Convener and Vice-Convener of the Council, in which the Nomination Committee was consulted.

6.2.3 The Convener and Vice-Convener of the Committee acted under delegated authority in taking decisions to bring forward nominations for the Convener, Vice-Convener and members of the Council. Such nominations reflect the desirable criteria set out in the skills matrix provided by the Social Care Council.

6.2.4 The names for membership of the Social Care Council with effect from 1 June 2020 are reported within Section 6.3. The Committee notes that there are still vacancies within this body and that there is an issue in terms of gender balance. It is hoped that this can be resolved under delegated powers in the near future.

6.3. Nominations for Appointment to the Unincorporated Entities

6.3.1 A total of 93 vacancies were considered this year. 5 vacancies remain unfilled at the time of going to print and the Committee will act under

delegated authority to fill these.

6.3.2 The Committee noted that the Convener of the Assembly Business Committee resigned in December 2019. As the appointee is an ex officio Charity Trustee of the Unincorporated Entities, the Nomination Committee engaged with the Assembly Trustees as well as the Assembly Business Committee to ensure that 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 convenership. Under delegated authority the Committee approved interim arrangements for convenership. The Committee brings to the Commission of the General Assembly the nomination of the Rev Donald McCorkindale, Minister at Ardgour and Kingairloch linked with Morven linked with Strontian, as Convener of the Assembly Business Committee.

6.3.3 The Committee recommends the following appointments:

** denotes a reappointment*

Assembly Business Committee

Convener Resigned Fiona Smith Dec 2019

Interim Convener Appointed Donald McCorkindale Dec 2019-May 2020

Interim Vice-Convener Appointed Susan Pym Dec 2019-May 2020

Convener Appointed Donald McCorkindale (Ardgour and Kingairloch linked with Morven linked with Strontian)

Vice-Convener Appointed Susan Pym (London St Columba's)

Minister Retiring Sheila Kirk

Minister Appointed Sheila Kirk* (Deer)

Member Retiring Susan Pym

Member Appointed James Houston (Garelochhead)

Assembly Trustees

Minister Retiring Iain Torrance

Minister Resigned George Cowie

Members Retiring Sandra Carter, Gary Macfarlane, David Watt

Members Appointed Jean Couper (Glasgow Cathcart Trinity Church), David Harrison (Garelochhead), Linda Irvine (Motherwell, Dalziel St Andrew's), Geoff Miller (Glenrothes St Margaret's) Ann Nelson (Edinburgh Davidson's Mains) (1yr)

Audit Committee

Member Retiring Allan Munn

Chaplains to HM Forces Committee

Vice-Convener Retiring Carolyn MacLeod

Vice-Convener Appointed John Duncan (Leuchars St Athernase)

Member Retiring Rosemary Hoskins*

Member Resigned John Duncan

Member Appointed Jacqueline Thomson (Buckhaven and Wemyss)

Church and Society Council Discharged Dec 2019

Church Art & Architecture Committee (CARTA)

Convener Retiring Bill Hogg

Convener Appointed Bill Hogg* (1yr)

Ministers Retiring Susan Cord, Allan McCafferty*

Minister Appointed Susan Cord* (Killearnan linked with Knockbain)

Members Retiring Alasdair Donaldson*, Yvonne Grant, Gordon McFarlane*

Members Appointed James Alexander (Inverness Old High St Stephen's) (2yrs), David Inglis (Monifieth), Yvonne Grant* (Dundee Coldside), Alistair Smith (Orwell and Portmoak) (3yrs)

Ecumenical Relations Committee

Vice-Convener Retiring Kevin Mackenzie

Vice-Convener Appointed Eileen Miller (Glenrothes St

Margaret's)

Ministers Retiring Liam Fraser, Nikki Macdonald

Minister Appointed Nikki Macdonald* (The Upper Clyde), Gary Peacock (Irongray Lochrutton and Terregiles)

Minister Resigned Anikó Schütz Bradwell May 2019

Member Appointed Gemma King Jul 2019

Faith Impact Forum

Interim membership to continue as follows:

Convener Appointed Susan Brown (Dornoch Cathedral) (3yrs)

Vice-Convener Appointed Alan Miller (Stirling Church of the Holy Rude linked with Stirling Viewfield Erskine) (2yrs)

Ministers Appointed Richard Baxter (Fort William Duncansburgh MacIntosh linked with Kilmonivaig) (2yrs), Stuart Fulton (Glasgow Newlands South) (2yrs), Karen Hendry (Glasgow Yoker) (2yrs), Peter Johnston (Aberdeen Ferryhill) (3yrs), Peter Nimmo (Inverness Old High St Stephen's) (3yrs), Justin Taylor (Kirkcaldy Abbotshall) (3yrs)

Members Appointed Caroline Cowan (Edinburgh Canongate) (3yrs), Rebecca Gebauer (Glasgow Wellington) (3yrs), Maureen Jack (St Andrew's and St Leonard's) (1yr), Peter Lloyd (Perth St Matthew's) (2yrs), Valerie Macniven (Edinburgh Greenbank) (2yrs), Mary Sweetland (Lomond) (1yr), Barry Watson (Glasgow Castlemilk) (1yr)

Faith Nurture Forum

Interim membership to continue as follows:

Convener Appointed Rosemary Frew (Bowden and Melrose) (3yrs)

Vice-Convener Appointed Karen Campbell (Edinburgh Marchmont St Giles') (2yrs)

Ministers Appointed Michael Goss (Barry linked with Carnoustie) (1yr), Alan Hamilton (Bearsden Killermont) (3yrs), Fraser Macnaughton (Kirkwall St Magnus Cathedral) (1yr), Hanneke Marshall (St Machar's Ranfurly Church) (1yr), Scott McCarthy (Glasgow Garthamlock and Craigend) (2yrs), Andrew Morrice (Dunfermline East)

(2yrs)

Members Appointed Lesley-Ann Calvert (Dundee The Steeple) (3yrs), Barbara Finlayson (Edinburgh St Andrew's and St George's West) (3yrs), Stefanie Fowler (Aberdeen St Columba's Bridge of Don) (3yrs), Richard Lloyd (Dalgety) (2), Ruth Mackenzie (Peterhead New) (2), Murdo McMillan (Auchterarder) (3), Sue Thomson (Aberdeen St Columba's Bridge of Don) (1yr)

Iona Community Board

Member Retiring Morag Michael*

Minister Appointed Willie Strachan (Dundee Lochee)

Legal Questions Committee

Minister Retired Alexander Forsyth

Minister Appointed Marjory McPherson (Presbytery Clerk, Edinburgh)

Minister Resigned Sept 2018 Elspeth McKay

Member Retired Robin Stimpson*

Member Appointed David McClements (Lenzie Old), Katherine Taylor (Edinburgh Duddingston)

Appointment to Legal Bodies

Appeals Committee of the Commission of Assembly

Convener Retiring Philip Brodie

Convener appointed Philip Brodie* (St Giles' Cathedral)

Vice-Conveners Retiring Helen Jamieson*, J G Grahame Lees

Vice-Conveners appointed Janet Foggie (Pioneer Minister, Stirling University), J G Grahame Lees* (Dunblane Cathedral)

Judicial Panel

Ministers Retiring Grant Barclay, John Christie, Janet Foggie, Robin Hill

Ministers Appointed John Christie* (Dumbarton Presbytery), Robin Hill* (Gladsmuir linked with Longniddry)

Elders Retiring David Alexander, William Imlay, Colin Mackenzie, Hugh Millar, Leslie Moffat, Sam Scobie

Elders Appointed David Alexander* (Uddingston Viewpark), William Imlay*, Leslie Moffat* (Udny and Pitmedden), Sam Scobie* (Wigtown and Stranraer)

Judicial Proceedings Panel

Ministers Retiring John Ferguson, William Hewitt, Alistair May*, Val Ott*, Thomas Pollock, Sally Russell*, Lindsay Schlüter*, David Sutherland*, Alison Swindells

The Discipline of Ministry Act (Act III 2001) provides that anyone who has an active case remains on the Judicial Proceedings Panel until their case is complete. The following Ministers are retained: *William Hewitt (Kilmarnock St Andrew's and St Marnock's), Thomas Pollock (Glasgow Sherbrooke Mossbank),*

Elders Retiring Barbara Finlayson, Myrtle Gillies

Presbyterial Commission/Discipline Tribunal

Vice-Convener Withdrawn Graeme Dalglish

Ministries Appeal Panel

Convener Retiring David Arnott

Convener Appointed Robin Stimpson

Vice-Convener Retiring Robin Stimpson (Edinburgh Morningside)

Vice-Convener Appointed Leslie Milton (Musselburgh St Andrews High)

Ministers Retiring Robert Allan, Sheila Kirk

Minister Appointed Catherine Collins (Dundee Broughty Ferry New Kirk)

Member Appointed Andrew Gibb (Edinburgh Corstorphine St Ninian's)

Life & Work Advisory Committee

Convener Retiring John Ferguson

Convener Appointed James Stewart (Perth Letham St Mark's)

Ministers Retiring Marion Dodd, Anne Paton*

Ministers Appointed Ewen Gilchrist (Scone and St Martin's), John Paterson (Lugar linked with Old Cumnock)

Ministries Council Discharged Dec 2019

Vice-Conveners Resigned Ruth Halley Jun 2019, Sarah Ross Nov 2019

Mission and Discipleship Council Discharged Dec 2019

Nomination Committee

Convener Retiring Lynsey Kimmitt

Convener Appointed Julie Rennick (Larbert West)

Minister Resigning Julie Rennick

Member Retiring Patricia McEwan

Members Appointed Christine Mackenzie (Inverness Old High St Stephen's), Iain MacLeod (Stornoway Martin's Memorial), David Murie (Dundee Broughty Ferry St James')

Registration of Ministries Committee

Vice-Convener Retiring Hazel Hastie

Vice-Convener Appointed Hazel Hastie* (Edinburgh Drylaw) (1yr)

Safeguarding Committee

Vice-Convener Retiring Caroline Deerin

Vice-Convener Appointed Caroline Deerin* (Biggar) (1yr)

Member Retiring Robert McCabe

Member Appointed Robert McCabe* (Edinburgh Palmerston Place)

Social Care Council

Convener Passed Away Bill Steele Oct 2019

Interim Convener Appointed Thomas Riddell Nov 2019-May 2020

Convener Appointed Thomas Riddell (Linlithgow St Michael's)

Vice-Convener Appointed Sarah Wood (Ceres, Kembick and Springfield)

Minister Appointed Ramsay Shields (Milngavie St Luke's)

Members Appointed Mike Cantlay (Callender), Jo Elliot (Edinburgh Greyfriars Kirk) (3yrs), John Graham (Edinburgh Mayfield Salisbury) (2yrs), Douglas Hamilton (North Berwick St Andrew Blackadder), Iain Hunter

(Aberdeen Mannofield) (3yrs), Christine Johnson
(Edinburgh Liberton) (3yrs)

Theological Forum

Vice-Convener Retiring Sarah Lane Ritchie

Vice-Convener Appointed Liam Fraser (Linlithgow St Michael's)

Minister Retiring Lance Stone

Minister Appointed Lance Stone* (Amsterdam)

Members Retiring Lindsay Sawyer*, Scott Spurlock

Member Appointed Paul Nimmo (Kemnay), Glen Pettigrove (Milngavie Cairns)

World Mission Council Discharged Dec 2019

Convener Resigned John Chalmers May 2019

Interim Convener Appointed Susan Brown (Dornoch Cathedral) Jun-Dec 2019

Member Resigned (the late) Peter Chirnside Jun 2019

In the name of the Committee
LYNSEY KIMMITT, *Convener*
BILL WISHART, *Vice-Convener*
DAVE KENDALL, *Secretary*

Addendum

Lynsey Kimmitt

Lynsey Kimmitt comes to the end of her term of office as Convener of the Nomination Committee this May. In serving as a member of the Committee and then as Convener, Lynsey has offered thoughtful and valued contributions to all aspects of the Committee's work. On behalf of the Committee we would like to thank Lynsey for her leadership, support and guidance and wish her well for the future.

In the name of the Committee
BILL WISHART, *Vice-Convener*
DAVE KENDALL, *Secretary*

7. Report of the Clerk – Nominations to Trusts

At the request of the Trusts listed below I bring forward the names of those the Trusts believe should be added to their number:-

Pension Trustees:

Raymond Martin (new appointment) and Lin Macmillan (change to Employer Nominated Trustee)

General Trustees:

Richard Bell, Robert Bell, Nigel Hicks, Kenneth Mackenzie, and Scott Rennie (new appointments)

Ian Townsend (as Vice-Chair), Raymond Young (as Chair) (re-appointments)

Church of Scotland Trust:

Iain Cunningham and Christopher Mackay (both to be re-appointed)

Church of Scotland Investors Trust:

Susan Boyd (new appointment), David D Campbell and Thomas M Walker (both to be re-appointed)

Housing and Loan Fund:

Harry D W Findlay (re-appointment)

GEORGE J WHYTE, *Principal Clerk*

8. Report of the Committee on Ecumenical Relations

In the course of engagement with presbyteries, the question of the dissolution of a Local Ecumenical Partnership (a "LEP") is an issue that has been raised. In general terms, the dissolution of a LEP to which the Church of Scotland is a party requires the consent of the General Assembly. In order to facilitate any such dissolution, should such an action be proposed, the Committee requests that it be granted powers to act, in consultation with the Principal Clerk, the Law Department and the relevant Presbytery, on behalf of the General Assembly with respect to the dissolution of a LEP.

In the name of the Committee
ALEXANDER HORSBURGH, *Convener*
JOHN McPAKE, *Secretary*

9. Report of the Assembly Business Committee

In 2013 the General Assembly agreed to change the process by which an Assembly received at its opening session a nomination for the person to be the Moderator for the ensuing year.

Previously there had been a large Committee formed by a representative from each Presbytery and some former Moderators. This Committee itself said that the process was unsatisfactory.

After discussion it was agreed that instead each General Assembly would elect from its own number a Nomination Committee of fifteen persons to nominate a candidate to the following year's Assembly. This was seen to be a parallel to the Nominating Committee elected by a congregation in a time of vacancy. The whole church membership would be invited to recommend people to the Committee and because of its reduced size this new format of Nomination Committee could meet prospective candidates for a discussion – an opportunity which the previous body with perhaps fifty members could not practicably do.

However, experience has shown us that Commissioners have not demonstrated any great enthusiasm for putting forward names for election to the Nomination Committee which has meant that the Selection Committee has had to meet on several occasions to fill in the gaps. In addition, there have also been occasions when several members of one Presbytery have been elected and once there were three members of the same congregation appointed.

The Assembly Business Committee would therefore to like to propose that the Regulation I 2013 which sets out the process for the Nomination of the Moderator should be amended so that the Committee to Nominate the Moderator would be populated in the same way as every other Committee, Council and Forum is populated – namely through the work of the Nomination Committee of the General Assembly. In this way the General Assembly would still appoint the Committee to Nominate the Moderator but the Nomination Committee could ensure that there was an appropriate breadth of membership.

In the exceptional circumstances of the coronavirus pandemic what is being proposed is that firstly the Regulation is amended in the way set out above and since the 2020 General Assembly has been cancelled that the Nomination Committee should work over the next few months to appoint the Committee to Nominate the

Moderator for 2021. This will mean that this Committee can carry out its work in the summer and autumn of this year as the Regulation stipulates. Next year, if all is well, the Nomination Committee would bring the list of names to the General Assembly for approval in the usual way.

The Assembly Business Committee seeks the approval of the Commission of Assembly for the amendment and the use of this temporary process.

In the name of the Committee
DONALD McCORKINDALE, Convener
GEORGE J WHYTE, Secretary

Appendix to Report of the Assembly Business Committee

I. NOMINATION OF THE MODERATOR OF THE GENERAL ASSEMBLY REGULATIONS

Edinburgh, [] May 2020

If the amendments are approved these Regulations shall take effect from 1 June 2020 and in the following form:

Definitions

1. In these Regulations, the following definitions apply:

- (1) 'the Committee' shall mean the Committee to Nominate the Moderator referred to in Regulation 2;
- (2) "minister" includes an individual who has been ordained to ministry as defined in section 1(d) of the Selection and Training for Full-Time Ministry Act (Act X 2004), an individual who has been ordained to ministry as defined in the Ordained Local Ministry Act (Act IX 2011) and an individual who has been ordained to ministry as defined in the Auxiliary Ministry Act (Act XIII 2003).
- (3) "deacon" shall mean an individual who has been ordained to ministry as defined in the Deacons Act (Act VIII 2010).
- (4) 'elder' shall mean a person ordained to that office (whether or not he or she is a member of a Kirk Session) who is neither a minister nor a deacon; and

(5) 'the Moderator-Designate' shall mean the person nominated by the Committee to be Moderator of the next General Assembly.

Appointment of a Committee to Nominate the Moderator

2. The Moderator of the General Assembly shall be nominated by a Committee of up to fifteen persons, comprising up to eight ministers and deacons and up to seven elders. All members of the Committee shall be appointed by the General Assembly through the nomination procedure on the recommendation of the Nomination Committee, which shall seek to recommend a Committee which is representative of the diversity of the whole Church.

3. The Committee shall be convened by the immediate past-Moderator of the General Assembly whom failing by another former Moderator of the General Assembly. Where the Committee is convened by another former Moderator, the same former Moderator shall not convene the Committee in consecutive years. The Convener of the Committee shall not be a member of the Committee. The clerk to the Committee, who shall not be a member of the Committee, shall be the Principal or Depute Clerk whom failing another suitable person selected by the Committee from outwith its membership.

4. Members of the Committee shall serve for a period of one year only. No-one may be a member of the Committee more than once in any three year period.

5. In the event of the death, resignation or supervening incapacity of persons on the Committee such that the number of ministers and deacons on the Committee drops below six or the number of elders drops below five, steps shall be taken to bring the number of ministers and deacons back up to six or the number of elders back up to five, as the case may be, by seeking further recommendations of suitable appointees from the Nomination Committee.

Process at the Committee to Nominate the Moderator

6. The Committee shall receive recommendations from any member of the Church of Scotland (excluding members of the Committee, who shall not be eligible to make recommendations) of names of ministers,

deacons or elders proposed as the next Moderator. The Committee shall take reasonable steps to publicise its willingness to receive recommendations, which recommendations may be submitted to any member of the Committee or to the Office of the General Assembly.

7. The Committee itself shall decide how best to proceed in its task in a fair and efficient manner having due regard to confidentiality at all stages. The quorum for meetings of the Committee shall be nine persons.

8. In considering persons recommended to it, the Committee shall:

- (1) consider the circumstances of the Church;
- (2) having sought the advice of the immediate three past Moderators, decide the gifts, experience and other qualities which are required for the post of Moderator in order to benefit the Church and the kingdom of God and examine the candidates in the light of these requirements ;
- (3) prepare a short-list from among the recommendations which it has received;
- (4) obtain the consent of each person on the short list to be nominated as Moderator, if chosen, together with a full curriculum vitae and such other information as it considers to be helpful;
- (5) meet with all persons on the short list; and
- (6) select its nominee from among those on the short-list or, if this is not possible, prepare another short-list from which to select its nominee.

9. Unless there are exceptional circumstances, the Committee shall inform the Principal Clerk of the name of the Moderator-Designate no later than 31 October each year. Thereafter, the name of the Moderator-Designate shall be made public by the Principal Clerk.

10. In the event of the death, resignation or supervening incapacity of the Moderator-Designate, the Convener of the Committee shall call an extraordinary meeting of the Committee for the purpose of nominating another person to be Moderator. The Committee shall follow regulations 7 and 8 insofar as they are able to do so

in the circumstances and shall nominate another person to be Moderator from among those recommended in terms of regulation 6.

11. In the event of any difficulty inhibiting process in terms of these regulations, the Committee shall have a general discretionary power to take any other steps appropriate in the circumstances to fulfil the intention of these regulations.

10. Report of the Faith Nurture Forum – Amending the Ill-Health Act (Act VI 2019)

The General Assembly of 2019 received the report of the formal Consultation regarding ill health provisions for ministers, and passed the new Income Protection and Ill Health Act. On that basis the Faith Nurture Forum proceeded to have these provisions underwritten in order to renew the Income Protection (“IP”) contract as anticipated in January 2020.

Our brokers, PwC, consulted but it subsequently proved impossible to achieve this, as neither our current IP provider nor the wider market was willing to underwrite on the terms agreed. It was possible for IP provision to be payable at 52 weeks as proposed, but no providers were willing to allow stipend to be paid beyond that point as agreed at the General Assembly of 2019.

Following endorsement by the Faith Nurture Forum, a further period of Consultation with eligible members took place during November 2019 with the proposal of IP provision to commence at 78 weeks (instead of 52 weeks) which would allow payment of stipend up to 18 months (or state retirement age if earlier) as agreed previously by the Forum and the General Assembly in 2019.

The revised proposal was accepted by the majority of members who responded, and achieves much that was sought at the outset: reduction in the deferment period for IP assessment (from 104 weeks to 78 weeks); clarity around receipt of stipend; the bringing together of these combined provisions into the framework of the new Act; and renewal of the IP contract from January 2020 as anticipated. It was thought then that there would be ample time to bring the necessary amendments to the Act as passed to the General Assembly of 2020, which would have occurred before those who are eligible for IP

assessment come under the new Act’s terms.

What the revised proposal did not achieve was having the final decision for IP eligibility at 52 weeks, which would have allowed earlier clarity for those facing long term ill health.

The renewal of the IP contract from January 2020 on this basis has now been approved and actioned within the Forum, and the proposed revisions to the Income Protection and Ill Health Act now reflect these changes.

Section 9 has been re-written to make clearer the financial provisions for those eligible for IP assessment/ those not eligible for IP assessment (due to the fact they will have reached their state retirement age). This is not seeking to change anything that was agreed at the General Assembly of 2019, but instead makes this more clear in practice and process. Payment for those eligible for IP is to 18 months (18 months is the IP deferred period while demission/severance occurs at 15 months as per the Act). Payment for those not eligible for IP is to 15 months (when demission/severance occurs as per the Act).

The rationale of the Forum decision to pay stipend to those eligible for IP assessment to 18 months was to provide a cushion of income during a time when much readjustment would take place – moving manse, family, community, and ongoing reduction in income. These circumstances differ from those reaching state retirement age (and therefore not eligible for IP assessment), as they would have access to state pension benefits, and other pension benefits by virtue of their age at the date of demission/severance of tie.

It will be important to have these Ill Health provisions agreed by the Commission so that the IP contract now renewed at January 2020 and the Act are in synch for those who will come under its provisions this year.

In the name of the Forum
ROSEMARY FREW, Convener
ANGUS MATHIESON, Interim Head

Appendix to Report of the Faith Nurture Forum

[] ACT AMENDING THE INCOME PROTECTION AND ILL-HEALTH ACT (ACT VI 2019)

Edinburgh, [] May 2020

The General Assembly hereby enact and ordain that the Income Protection and Ill-Health Act (Act VI 2019), shall be amended as follows:

1. *Amend the definition of "Income Protection by deleting "fifty-two" and substituting "seventy-eight".*

2. *Delete the existing section 7(2)(d) and re-letter subsequent paragraphs accordingly.*

3. *Delete the existing section 9 and substitute the following:*

"9. (1) A minister who is absent in terms of this Act and who is eligible to be assessed for Income Protection benefit shall be considered as follows:

(a) He or she shall be entitled to receive payment of an amount equivalent to (i) full stipend appropriate to the charge and years of service at the date absence commenced, (ii) the appropriate employer's pension contribution, and (iii) if applicable, Car Allowance, all subject to deduction of tax and National Insurance contributions, for one or other of the following periods:

(A) where this Act is triggered by six months' continuous absence, a maximum period of eighteen months in total from when the absence commenced, or

(B) where this Act is triggered by an absence of 300 days out of a twenty-two-month period, during that absence and then for a maximum further period of twelve months from the Trigger Date.

(b) Subject to sections 9(1)(c) and 9(1)(d), where such a minister is found, in terms of the final Medical Assessment, to be eligible for Income Protection, he or she shall be entitled to receive payment of an amount equivalent to one third of stipend appropriate to the charge and years of service at the date absence commenced (subject to appropriate deductions) plus

the appropriate employer's pension contribution. Payment will begin on:

(i) where this Act is triggered by six months' continuous absence, the date eighteen months after absence commenced, or

(ii) where this Act is triggered by an absence of 300 days out of a twenty-two-month period, the date twelve months after the Trigger Date.

Payment will continue until the minister is assessed by the Income Protection Provider as able to return to work, or as no longer eligible for Income Protection, or until the date of the minister's UK State Pension Age, whichever of the three is earliest.

(c) During the whole time that a minister is in receipt of payments in terms of this section 9(1), the minister shall require to provide regular medical certificates (fit notes) to the Forum.

(d) The minister's eligibility for Income Protection will be determined according to the rules and procedures of the Income Protection Provider as they exist from time to time, which rules may include regular reassessment of the minister as to eligibility.

(e) The amount payable to the minister in terms of this section 9(1) may be reduced if income over a certain amount (determined by the Income Protection Provider) is earned by the minister while he or she is in receipt of payments under section 9(1).

(2) A minister who is absent in terms of this Act and who is not eligible to be assessed for Income Protection benefit shall be considered as follows:

He or she shall be entitled to receive an amount equivalent to (i) full stipend appropriate to the charge and years of service at the date absence commenced, (ii) the appropriate employer's

pension contribution, and (iii) if applicable, Car Allowance, all subject to deduction of tax and National Insurance contributions, for one or other of the following periods:

- (i) where this Act is triggered by six months' continuous absence, a maximum period of fifteen months in total from when the absence commenced, or
- (ii) where this Act is triggered by an absence of 300 days out of a twenty-two-month period, during that absence and then for a maximum further period of nine months from the Trigger Date;

(3) Notwithstanding sections 9(1) and (2), the Forum may agree that a minister who is absent in terms of this Act may, once payments under section 9(1) or (2) have expired and where the pastoral tie has not been severed, receive payment equivalent to one-third of stipend appropriate to the charge and years of service at the date absence commenced (subject to appropriate deductions) and employer's pension contribution, for such period as it may determine is appropriate, in its sole discretion, in the following circumstances:

- (a) the minister falls under section 8(1) and the Presbytery has not severed the pastoral tie because the minister is undergoing medical treatment and the prognosis is that he or she will be able to return to work imminently; or
- (b) the absence of the minister has resulted from more than one unrelated health cause in succession and it has not yet been possible to carry out a Medical Assessment for that reason; or
- (c) the minister is awaiting the outcome of a review/appeal under section 12(2) or 12(3);

Provided always that in no circumstances shall any payments be made beyond the date which is the earlier of
 (i) twenty-four months from when absence commenced
 or (ii) eighteen months from the Trigger Date."

- 4. *In section 10(2)(b) change "7(2)(h)" to "7(2)(g)".*
- 5. *In section 12(1) change "7(2)(g) or (h)" to "7(2)(f) or (g)".*

Minute 8

COMMISSION OF THE GENERAL ASSEMBLY

7 July 2020

CONCERNING (1) A PROTOCOL FOR VACANCY PROCEDURE DURING THE CORONAVIRUS PANDEMIC AND (2) VIDEO-CONFERENCED MEETINGS OF PRESBYTERIES AND KIRK SESSIONS, BOTH UNTIL THE NEXT GENERAL ASSEMBLY

**At Edinburgh, and within the Assembly Hall, and also
via video-conference using Microsoft Teams, on the 7th day
of July 2020 at 4.09pm.**

The Commission of the General Assembly was constituted with prayer by the Moderator, the Rev Dr Martin Fair.

The List of Commissioners was laid on the Table.

The Commission called for the Report of the Procedure Committee which was given in by the Rev Donald McCorkindale, Convener.

The Commission took up consideration of a Report of the Legal Questions Committee which was given in by the Rev Dr Grant Barclay, Convener.

It was moved, seconded and agreed:

The Commission of the General Assembly:

1. Receive the Report.
2. Agree that until the opening day of the next General Assembly it shall be permissible for a Presbytery to sustain a Call by following a vacancy process which follows the terms of the Ministers and Deacons in Civil Partnerships and Same Sex Marriages Act (Act I 2015) and the Vacancy Procedure Act (Act VIII 2003) save only to the extent that those are altered by the Protocol set out in the Report.
3. Agree that the Protocol set out in the Report may subsequently be amended as directed by the Legal Questions Committee but only to the extent necessary to reflect changes in civil legislation.
4. Agree that until the opening day of the next

General Assembly both Presbyteries and Kirk Sessions may meet and vote by video-conferencing or audio-conferencing or a combination of the two, provided that the principles stated in the Protocol set out in the Report shall be adhered to by all involved.

It was moved, seconded and agreed:

Appoint the Clerks as a Committee to Prepare the Minute.

It was moved, seconded and agreed:

Instruct the Legal Questions Committee to report the proceedings and decisions of the Commission of Assembly to the next General Assembly in terms of sections 15 and 16 of the Commission of Assembly Act (Act VI 1997).

The Commission of Assembly concluded at 4.47pm with the Benediction pronounced by the Moderator.

ASSEMBLY HALL, EDINBURGH
and online via video-conference
7 July 2020, 4.47pm



The Church of Scotland

PART - III
DELIVERANCES, ACTS,
REGULATIONS AND MEMBERS
OF COUNCILS AND COMMITTEES

Jesus said:
Follow Me!

**AND I WILL
MAKE YOU FISH
FOR PEOPLE**

**And immediately
they left their nets
and followed him.**

General Assembly 2020

www.churchofscotland.org.uk/ga

GENERAL ASSEMBLY OCTOBER 2020

Deliverances of the General Assembly

- 13/1 Assembly Business Committee
- 13/1 Legal Questions Committee
- 13/2 Faith Nurture Forum
- 13/3 Principal Clerk
- 13/3 Safeguarding Committee
- 13/3 Nomination Committee
- 13/3 Assembly Trustees
- 13/4 Faith Impact Forum
- 13/5 General Trustees

Acts, Regulations and Members

- 14/1 A – Legislative Acts of the General Assembly
- 15/1 B – Regulations of the General Assembly
- 16/1 C – List of Members of Standing Committees

Deliverances of the General Assembly October 2020

ASSEMBLY BUSINESS COMMITTEE

The General Assembly:

1. Receive the Report.
2. Approve the Order of Business.
3. Appoint the Rev Colin Renwick to act as Precentor until the end of May 2021.
4. Appoint Mr Roy Pinkerton to index the verbatim record.
5. Suspend certain Standing Orders for the duration of this Assembly and endorse the alternative arrangements proposed by the Committee, as detailed in section 6.7 of the Report.

GEORGE J WHYTE
CI Eccl Scot

LEGAL QUESTIONS COMMITTEE

The General Assembly:

1. Receive the Report and the Supplementary Report.
2. Amend Standing Orders 33.1, 33.3, 39 and 56 as detailed in section 1 and Appendix A of the Report of the Assembly Business Committee and amend Standing Order 33.1(a) by deleting the words "Assembly Trustees".
3. In view of increased options for electronic delivery of documents as explained in section 1.6 of the Report of the Assembly Business Committee, instruct the Clerks to amend the Standing Orders for the Assembly of 2021 so as to remove mentions of "printing" or "bound" documents.
4. In relation to Youth Representatives:
 - (a) Amend Standing Order 35(ii) as detailed in section 2.2 of the Report.
 - (b) Instruct the Faith Nurture Forum to devise a suitable process for selecting the additional ten Youth Representatives from the applications received and report to the General Assembly of 2021.
 - (c) Instruct the Legal Questions Committee in consultation with the Faith Nurture Forum and the Assembly Business Committee to review the

arrangements for Presbytery Youth Representation at the General Assembly and report to the General Assembly of 2024 or sooner.

5. Pass an Act amending the Registration of Ministries Act (Act II 2017) as set out in Appendix A.
6. Pass an Act amending the Vacancy Procedure Act (Act VIII 2003) as set out in Appendix B.
7. Pass an Act amending the Appeals Act (Act I 2014) as set out in Appendix C.
8. Pass an Act amending the Commission of Assembly Act (Act VI 1997) as set out in Appendix D.
9. Note that (1) the Vacancy Protocol and (2) the arrangements for Presbyteries and Kirk Sessions to meet and vote by video-conferencing or audio-conferencing or a combination of the two, agreed by the Commission of Assembly on 7 July 2020, have proved useful and continue these arrangements until the General Assembly of 2021.
10. In relation to congregational meetings:
 - (i) Agree that until the opening day of the next General Assembly it shall be permissible for a Presbytery to effect adjustment in terms of the Appraisal and Adjustment Act (Act VII 2003) ("the Act") where a Basis of Adjustment has been considered and voted upon by the congregation(s) involved in the manner specified in the Congregational Meetings on Bases of Adjustment Protocol set out in Appendix E, provided that the adjustment process otherwise complies with the terms of the Act.
 - (ii) Agree that until the opening day of the next General Assembly it shall be permissible for the Delegation of Assembly to issue a Unitary Constitution in terms of the Congregational Constitutions Act (Act XIX 1964) where the congregation(s) has/have agreed to adopt that Constitution in the manner specified in the Congregational Meetings for Adopting the Unitary Constitution Protocol set out in Appendix F.

- (iii) Agree that the Protocols set out in Appendices E and F may subsequently be amended as directed by the Committee, acting reasonably and in the interests of all parties.

11. Agree that until the opening day of the next General Assembly, a Financial Board of a congregation (as that expression is used in the General Trustees (Delegated Powers) Act (Act VII 1995)) may meet and vote by video-conferencing or audio-conferencing or a combination of the two, provided that the principles set out in the Protocol agreed by the Commission of Assembly on 7 July 2020 shall be adhered to by all involved.

12. In relation to congregational meetings held in relation to the sale or disposal of church buildings:
(i) Agree that until the opening day of the next General Assembly it shall be permissible for a congregation to make a decision on the proposed sale or disposal of a church or hall building in terms of the General Trustees (Delegated Powers) Act (Act VII 1995) where the congregation has proceeded in the manner set out in the Congregational Meetings on Sale or Disposal of Church Buildings Protocol set out in Appendix G, and
(ii) Agree that the Protocol set out in Appendix G may subsequently be amended as directed by the Committee, acting reasonably and in the interests of all parties.

4. Pass an Act amending the Selection and Training for Full-Time Ministry Act (Act X 2004) as set out in Appendix I.

5. Pass an Act amending the Ordained Local Ministry Act (Act IX 2011) as set out in Appendix II.

6. Pass an Act amending the Admission and Re-admission of Ministers Act (Act IX 2002) as set out in Appendix III.

7. Pass an Act amending the Discipline Act (Act I 2019) as set out in Appendix IV.

8. Pass the Restricted Certificates of Eligibility Regulations as set out in Appendix V.

9. Pass an Act amending the Vacancy Procedure Act (Act VIII 2003) as set out in Appendix VI.

10. Pass an Act amending act amending the Admission and Re-Admission of Ministers Act (Act IX 2002) as set out in Appendix VII.

11. Pass an Act amending the Selection and Training for Full-Time Ministry Act (Act X 2004) as set out in Appendix VIII.

12. Pass an act amending the Ordained Local Ministry Act (Act IX 2011) as at Appendix IX.

13. Pass an act amending the Readership Act (Act XVII) 1992 as set out in Appendix X but subject to the following amendment to Appendix X: delete the existing section 6(f) and substitute: "A Reader shall be advised by Presbytery that they risk being removed from its Roll of Readers if they do not, without good cause, appear before Presbytery as referred to in subsection 6(e) above. In the event of a Reader not attending Presbytery without good cause for two consecutive years, they should be invited to engage in a supportive conversation to ascertain reasons. In the event that this does not result in a positive outcome within 6 months, the Reader will be removed from the Roll and advised accordingly."

14. Affirm the priorities outlined for the Forum's work (Section 7).

GEORGE J WHYTE
Cl Eccl Scot

FAITH NURTURE FORUM

The General Assembly:

1. Receive the Report.

2. Note the progress made to the creation of the new agency.

3. Note the proposal to keep Heart and Soul under review.

- 15. Instruct the Forum to additionally prioritise engagement with under 40s, in the first instance through: a) working with those already engaged with the Church to find out their experience of lockdown and what the national Church can be doing for and with them, b) providing a range of digital discipleship options for engagement of young adults, and c) working ecumenically wherever possible, including learning from the experience in these areas of other denominations.
- 16. Instruct the Forum, in consultation with the Assembly Trustees and Presbyteries, to review the Appraisal and Adjustment Act (Act VII 2003), with a view to bringing to the General Assembly of 2021 proposed amendments to the Act which would enable Presbyteries to overcome barriers encountered when seeking to implement robust planning, and to include in such a review the exploration of whether, where appropriate and after careful consideration, a Presbytery should be enabled to dissolve the pastoral tie so that adjustments can be made.
- 17. Instruct the Forum to work with the General Trustees to effect the transfer of the functions of the Committee on Church Art and Architecture to the General Trustees, thank the Committee and discharge its members on 31st December 2020.
- 18. Instruct the Forum to publish the report of the Youth Attitudes Survey undertaken in 2019 as a matter of urgency and at latest by end of March 2021, making this publicly available and accessible, and encourage the whole church to listen to the voices contained within it.
- 19. Note the content of Appendix XI, a summary of the work of the predecessor Councils, Mission and Discipleship, and Ministries, covering the months between the 2019 General Assembly and when they were discharged on 31 December 2019.

GEORGE J WHYTE
CI Eccl Scot

PRINCIPAL CLERK

The General Assembly:

- 1. Receive the Report.
- 2. Approve the reappointment of Robert Coulter as a Pension Trustee from 5 May 2020.

GEORGE J WHYTE
CI Eccl Scot

SAFEGUARDING COMMITTEE

The General Assembly:

- 1. Receive the Report.
- 2. Pass an Act amending the Safeguarding Act (Act XVI 2018) (as amended) as set out in Appendix 1.
- 3. Instruct the Committee to work with the IT department to prioritize the development of a system through which the SG7 and SG11 forms can be submitted electronically to the Safeguarding Department and report progress to the General Assembly of 2021.

GEORGE J WHYTE
CI Eccl Scot

NOMINATION COMMITTEE

The General Assembly:

- 1. Receive the Report.
- 2. Note appointments to the Committee to Nominate the Moderator as set forth in the Report.
- 3. Note appointments to the Social Care Council as set forth in the Report.
- 4. Note alterations to Standing Committees as set forth in the Report.

GEORGE J WHYTE
CI Eccl Scot

ASSEMBLY TRUSTEES

The General Assembly:

1. Receive the Report.
2. Receive the 2019 Report and Accounts of The Church of Scotland Unincorporated Entities.
3. (a) Approve congregational Ministry and Mission contributions in 2021 of £38.172m, being an 18% reduction from 2020.

(b) Note the targeted reduction in the 2021 expenditure budgets of Faith Nurture and Faith Impact Forums of £4m.

(c) Note the commitment of around £8m of General Reserves and the accompanying constraints which are being applied in order to maintain fiscal control throughout 2021.
4. Homologate the decision of the Trustees to suspend the implementation of the Growth Fund for the time being; but note the intention of the Trustees to institute an interim system which would make some element of funding available for local church pilot schemes and further note the decision of the Trustees to build investment in local church into the **Faith Action Plan**.
5. Welcome the use of the Church of Scotland Vision Statement and the Five Marks of Mission which underpin the **Faith Action Plan** and endorse the incorporation of the Radical Action Plan in the **Faith Action Plan**.
6. Encourage the Chief Officer and the Head of Communications to undertake a review of External Communications with a view to ensuring a fully integrated and professionally-led strategic communications programme across all external media, and instruct the Assembly Trustees to bring an update on its implementation to the General Assembly in 2021.
7. Note the Fundamental Aims and Key Areas of Work of the Faith Nurture and Faith Impact Forums set out in the Schedules to Appendix 2 and adopt the **Faith Action Plan** as a framework for establishing priorities and determining future budgets.
8. Instruct Presbyteries, in this year's annual review of Presbytery Plans, to exercise robust oversight which will prepare the Church for revising down the number of charges, buildings and ministries required across Scotland and note the intention to produce realistic predictions on the number of ministries that are needed and can be afforded in order to structure the local Church for mission and growth.
9. Note that, due to the disruption cause by COVID-19, determination of the future use or disposal of 121 George Street was put on hold and instruct the Trustees to engage with the Presbytery of Edinburgh, as part of the Presbytery's Radical Plan, to determine whether the relocation of the Church Offices to an existing Church building within the Presbytery of Edinburgh might be feasible and to include their findings in a report and recommendations to be brought to the General Assembly in 2021.
10. Instruct the Trustees to examine the implications and changes that would be required to unify the work of the Church under a single Forum and bring a report to the General Assembly in 2021 on what they believe will be the most effective and efficient structure for the delivery of work which has to be managed and delivered from the Church's national base.
11. Delegate to the Assembly Trustees the authority to nominate members to the Boards of (i) The Esdaile Trust and (ii) The Society for the Benefit of Sons and Daughter of the Clergy of the Church of Scotland, and approve the appointment of Rev Brian Hilsley (Aberlady with Gullane) and Mrs Sandra Carter (Mayfield Salisbury) to the Board of the Society for the Benefit of Sons and Daughters of the Clergy.

12. Grant authority to the Assembly Trustees, in consultation with the Nomination Committee, to appoint a Trustee to fill a mid-term vacancy, such appointment to be approved by the next General Assembly.

GEORGE J WHYTE
CI Eccl Scot

FAITH IMPACT FORUM

The General Assembly:

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| <p>1. Receive the Report.</p> <p>2. Instruct the Faith Impact Forum to enable and support congregations and presbyteries as they seek to engage with local, national and international issues, with particular focus on identifying and using multiple methods of connection, including face to face and virtual.</p> <p>3. Urge the whole church to continue our long-term support of Christian Aid in addressing the development and humanitarian needs of some of the poorest people across the world.</p> <p>4. Acknowledge the generosity of the world church, especially the Presbyterian Church of Taiwan and the Evangelical Church of Westphalia, for their financial and practical assistance during the peak of Covid-19 infections, and thank them for their kindness and love.</p> <p>5. Give thanks for the inspirational ministry of many connecting with those in our society who are suffering in the Covid-19 pandemic, and urge the Scottish government to review the role of spiritual care in medical settings and to offer more consistent opportunities for Covid-19 compliant PPE-clad visits for families whose loved ones are in end-of-life care situations.</p> <p>6. Instruct the Faith Impact Forum to work with others to develop a strategy for the Church to transition both locally and nationally to net zero carbon emissions by 2030, reporting an outline strategy to the General Assembly of 2021.</p> | <p>7. Instruct the Forum to urge the Scottish and UK governments to do all they can to tackle the issue of homelessness, not least by continuing the practice (evident during the Covid-19 crisis) of providing safe places to live for all homeless people once the crisis has past.</p> <p>8. Instruct the Forum to report to the General Assembly of 2021 on the ethical, scientific and theological arguments for and against urgent disinvestment from oil and gas companies.</p> <p>9. Urge the Scottish Government to introduce policies and spending priorities in line with proposals for a Just and Green Recovery in response to the economic, social and environmental impact of Covid-19.</p> <p>10. Reaffirm that racism is a sin, and declare that Black Lives Matter; instruct the Faith Impact Forum, in partnership with the Faith Nurture Forum, Assembly Trustees, and General Trustees to report to a future Assembly on the issue of racial justice and the legacy of slavery and the Church of Scotland and to consult widely with people of colour in the Church of Scotland and with Black Majority churches in Scotland.</p> <p>11. Note that elections to the Scottish Parliament are due to be held on 6 May 2021 and encourage congregations to consider holding hustings or community election meetings, in person or online, and commit the Church of Scotland to pray for candidates, political representatives, and national leaders.</p> <p>12. Send love and prayers in giving thanks for the life and witness of the Church of Pakistan and Church of North India as they celebrate, in November 2020, the 50th anniversary of each of them becoming united churches.</p> <p>13. Note the Report on the work of the World Mission Council and the Church & Society Council and thank all members and staff who gave of their time and talents in the service of these two Councils.</p> |
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14. Declare that the Faith Impact Forum has and may exercise all the functions and powers held formerly by the World Mission Council and its Middle East Committee under the Constitution of the Scots Memorial, Jerusalem (St. Andrew's Church and Hospice) Trust, including all the functions and powers of that Council and Committee under the Constitution of the Scots Memorial, Jerusalem (St. Andrew's Church and Hospice) Trust and also that the Convener and Head of the Faith Impact Forum are the successors in office of the Convener and Secretary of the World Mission Council and as such are trustees *ex officiis* under the said Constitution.

GEORGE J WHYTE
Cl Eccl Scot

GENERAL TRUSTEES

1. Receive the Report and Accounts of the General Trustees.
2. Welcome the report on the 'Well-Equipped Spaces in the Right Places' consultation and its findings, and in the light of the consultation process affirm that:
 - (a) The Church urgently needs a 'well equipped places in the right places' plan which will rationalise its buildings by reducing the overall number while supporting church planting, and ensuring that those buildings which are kept are made welcoming and less of an administrative burden to local congregations so that they can focus on worship and mission.
 - (b) For many congregations, the current model of managing, maintaining and developing the estate is no longer appropriate and that a variety of models need to be offered.
 - (c) The 'Well-Equipped Spaces in the Right Places' plan should be based on the principles set out in the report, namely:

- i. Buildings and land are simply means by which the mission of the Church can be achieved.
 - ii. Presbyteries have the key role to play in encouraging, supporting and supervising congregations and in strategic planning, and to be the link between the Congregation and the General Trustees.
 - iii. Kirk Sessions and Congregational Boards should continue to have the principal role of managing property assets at a local level with the recognition that not all congregations are able to fulfil all of the tasks.
 - iv. While the Church values the land and buildings that it has inherited, these have to be suitable to achieve the Church's primary purpose of worship and mission. The Church's charitable purpose is not the conservation of buildings.
 - v. Working together between congregations and between Presbyteries should be encouraged.
 - vi. The Church should by default operate with an ecumenical mindset.
- (d) Better Presbytery Planning is key to a strategic approach to the future, in which land and buildings are an integrated part of the process.
- (e) There should be minimum standards for church buildings (well-equipped spaces) and guidelines on location of church buildings (in the right places) and these should be developed to be brought forward to the next General Assembly.
- (f) Presbyteries should develop and provide a clear framework of support for congregations, to prepare and enable them to work through the process of change that will be required to implement "Well-Equipped Spaces in the Right Places".

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| <p>3. Urge the General Trustees to encourage architectural quality of both the sanctuary and church exterior within the 'Well-Equipped Spaces in the Right Places' plan and report their progress to the next General Assembly.</p> <p>4. Note the General Trustees' response to the outcome of the 'Well-Equipped Spaces in the Right Places' Consultation and support the first phase of the work being undertaken towards a Presbytery Planning Toolkit for land and buildings:</p> <ul style="list-style-type: none"> i. Developing minimum standards for church buildings; ii. Preparing guidelines on location; iii. Developing legislation and operational procedures for buildings that are surplus to the Church's requirements; iv. Introducing new procedures for approving work at buildings and approving applications for financial assistance: and to bring forward proposals on these, where appropriate, to a future General Assembly. <p>5. Note the intention of the Trustees to carry out a review of the existing Parliamentary and Assembly legislation under which they operate and to report on the result of this review to the 2021 General Assembly.</p> <p>6. Support the discontinuation of the 75-year age rule for General Trustees and Advisory Members and support the introduction of fixed term appointments.</p> <p>7. Pass Regulations amending the Application of a Levy on Proceeds of Sale Regulations (Regs VIII 2008) as set out in Appendix 4.</p> <p>8. Note the amendments to the Administration of Consolidated Fabric Fund Monies Guidance Note as set out in Appendix 6.</p> | <p>9. Note the impending Scottish Government legislation requiring the registration of controlled interests in land.</p> <p style="text-align: right;">GEORGE J WHYTE
<i>CI Eccl Scot</i></p> |
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A – Legislative Acts of the General Assembly October 2020

Note: Acts I to IV were agreed by the Commission of Assembly minuted on 5 May 2020.

I ACT UNITING THE PRESBYTERIES OF DUNFERMLINE, KIRKCALDY AND ST ANDREWS

Edinburgh, 5 May 2020

1. With effect from 1st January 2021 the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews shall be united in terms of the Basis of Union agreed by them all.
2. The name of the united Presbytery shall be the Presbytery of Fife.
3. The Presbytery shall be a charity registered with OSCR.
4. All ministers and deacons having seats in the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews in terms of Act III 2000 [as amended] shall be members of the Presbytery of Fife.
5. All Presbytery elders, whether commissioned by Kirk Session or appointed by the Presbytery, shall so long as their commission or appointment run be members of the Presbytery of Fife.
6. All property or funds belonging to or held on behalf of the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews shall belong to the Presbytery of Fife. Any trust or other special funds held by the Presbyteries of Dunfermline, Kirkcaldy or St. Andrews shall, from the date of the Union, be dealt with in such a way as is competent and as may be agreed to by the united Presbytery, subject to obtaining legal advice on any question as may arise.

Initial Arrangements

1. Initially the united Presbytery shall meet on the First Saturday in February, the Third Saturday in June and the Third Saturday in September.
2. The united Presbytery's first meeting will be in St Bryce Kirk, Kirkcaldy on 6th February 2021.

3. The Presbytery shall at its first meeting appoint a Clerk.
4. The united Presbytery to establish Presbytery Office Space and administrative assistance.
5. The Presbytery shall endeavour to appoint a full-time Mission Advisor.
6. The Standing Orders for the united Presbytery to be approved by the united Presbytery at its first meeting.
7. The new Presbytery shall apply to become a charity in its own right.
8. The Committee Structure of the united Presbytery to comprise of the following: Business Committee, Nomination Committee, Board of Mission and Board of Management, with appropriate sub committees.
9. A Transition Task Group shall meet between May and December 2020 to finalize the arrangements for the initial structure and membership of the Committees and Boards of the uniting Presbytery.
10. Local Forums shall be set in place and shall meet three times per year initially mirroring the current boundaries of the Presbyteries of Dunfermline, Kirkcaldy and St. Andrews.

II ACT UNITING THE PRESBYTERIES OF ABERDEEN AND SHETLAND

Edinburgh 5 May 2020

1. The Presbytery of Aberdeen (SC013064) and the Presbytery of Shetland shall be united as of 1st June 2020.
2. The united Presbytery shall be made up of the existing boundaries of the Presbytery of Aberdeen and the Presbytery of Shetland.
3. The united Presbytery shall be known as the Church of Scotland Presbytery of Aberdeen and Shetland.
4. The united Presbytery shall, in the first instance,

- meet four times a year in September, November, March and June and at other times as it may determine from time to time.
5. The Moderator of the Presbytery shall, in the first instance, be appointed for two years.
6. The Presbytery shall, at its first meeting, appoint a Clerk and Depute Clerk.
7. The Standing Orders for the Presbytery shall be approved by the Presbytery at its first meeting.
8. The Presbytery shall have charitable status and shall retain the existing Charity Number of the Presbytery of Aberdeen (SC013064).
9. All ministers and deacons who had seats in the Presbytery of Aberdeen and of Shetland shall be members of the Presbytery of Aberdeen and Shetland.
10. All Presbytery of Aberdeen elders, whether appointed by the Presbytery or the Kirk Session, and all corresponding members of the Presbytery of Aberdeen shall be members or corresponding members of the Presbytery of Aberdeen and Shetland.
11. Three Presbytery Elders (in the first instance) from the Presbytery of Shetland (two of which, in the first instance, are Balancing Elders), whether appointed by the Presbytery or the Kirk Session, and all corresponding members of the Presbytery of Shetland shall be members (so long as their commissions run) or corresponding members of the Presbytery of Aberdeen and Shetland.
12. The property and funds belonging to or held on behalf of the Presbytery of Shetland shall be transferred to the Presbytery of Aberdeen for benefit of the united Presbytery and any transference necessary shall be duly effected.

III ACT UNITING THE PRESBYTERY OF DUMBARTON AND THE PRESBYTERY OF GREENOCK & PAISLEY

Edinburgh, 5 May 2020

1. The Presbyteries of Dumbarton and Greenock & Paisley shall be united on 1st September 2020.
2. The initial arrangements for the united Presbytery shall be as detailed in the Basis and Plan of Union appended to this Act, which has been agreed by both existing Presbyteries.
3. The name of the united Presbytery shall be the Presbytery of Clyde.
4. All ministers and deacons having seats in the Presbyteries of Dumbarton and Greenock and Paisley in terms of Act III 2000 [as amended] shall be members of Clyde Presbytery.
5. All Presbytery elders of the Presbyteries of Dumbarton and Greenock and Paisley, whether commissioned by Kirk Session or appointed by the Presbytery, shall, so long as their commissions or appointments run, be members of Clyde Presbytery.
6. All property or funds belonging to or held on behalf of the Presbyteries of Dumbarton and Greenock and Paisley shall belong to Clyde Presbytery. Any trust or other special funds held by the Presbyteries of Dumbarton and Greenock and Paisley shall, from the date of the Union, be dealt with in such a way as is competent and as may be agreed to by the united Presbytery, subject to obtaining legal advice on any question as may arise.
7. The Presbytery shall have charitable status and shall retain the existing Charity Number of the Presbytery of Greenock and Paisley (SC016779).

Basis and Plan of Union

1. The united Presbytery shall be created by uniting the existing Presbyteries of Dumbarton and Greenock and Paisley, the united Presbytery to comprise the 66 charges as at present.
2. The united Presbytery shall be known as Clyde Presbytery.
3. Initially, the united Presbytery shall meet at 7 pm on 1st September. Thereafter, the united Presbytery

shall meet on such days and at such times as it shall decide and as enable it to fulfil its role and purpose as a presbytery of the Church of Scotland.

4. The united Presbytery shall meet for its first meeting in Inchinnan Parish Church. Thereafter, the united Presbytery shall meet at such locations as it shall decide.
5. The united Presbytery shall appoint a clerk and secretary at its first meeting.
6. The united Presbytery shall establish a Presbytery Office with appropriate clerical assistance. Initially, the Presbytery Office shall be at 'Homelea', Faith Avenue, Quarrier's Village, Bridge of Weir PA11 3TF.
7. The Standing Orders for the united Presbytery shall be based upon the Standing Orders of each of the existing Presbyteries and shall be approved by the united Presbytery at its first meeting.
8. The Committee Structure of the united Presbytery shall comprise the following:
Business Committee. Convener, Vice Convener (Nominations), Moderator, treasurer, clerk + convenors of Mission, Ministry, Local Church Review, Planning, Property and Stewardship and Finance.

Mission / Outward (including World Mission & ecumenical matters)

- Representatives from each of the Local Mission Areas
- Will support the work of the Mission Facilitator

Inward

- Ministry
- Local Church Review (to converge over 2 years)
- Planning (to converge over 2 years)
- Superintendence / Complaints
- Vacancy Procedure

Resources

- Stewardship and Finance
- Property (to converge over 2 years)

- Safeguarding

IV ACT AMENDING THE INCOME PROTECTION AND ILL-HEALTH ACT (ACT VI 2019)

Edinburgh, 5 May 2020

The General Assembly hereby enact and ordain that the Income Protection and Ill-Health Act (Act VI 2019), shall be amended as follows:

1. *Amend the definition of "Income Protection by deleting "fifty-two" and substituting "seventy-eight".*
2. *Delete the existing section 7(2)(d) and re-letter subsequent paragraphs accordingly.*
3. *Delete the existing section 9 and substitute the following:*
"9. (1) A minister who is absent in terms of this Act and who is eligible to be assessed for Income Protection benefit shall be considered as follows:
(a) He or she shall be entitled to receive payment of an amount equivalent to (i) full stipend appropriate to the charge and years of service at the date absence commenced, (ii) the appropriate employer's pension contribution, and (iii) if applicable, Car Allowance, all subject to deduction of tax and National Insurance contributions, for one or other of the following periods:
(A) where this Act is triggered by six months' continuous absence, a maximum period of eighteen months in total from when the absence commenced, or
(B) where this Act is triggered by an absence of 300 days out of a twenty-two-month period, during that absence and then for a maximum further period of twelve months from the Trigger Date.

(b) Subject to sections 9(1)(c) and 9(1)(d), where such a minister is found, in terms of

the final Medical Assessment, to be eligible for Income Protection, he or she shall be entitled to receive payment of an amount equivalent to one third of stipend appropriate to the charge and years of service at the date absence commenced (subject to appropriate deductions) plus the appropriate employer's pension contribution. Payment will begin on:

- (i) where this Act is triggered by six months' continuous absence, the date eighteen months after absence commenced, or
- (ii) where this Act is triggered by an absence of 300 days out of a twenty-two-month period, the date twelve months after the Trigger Date.

Payment will continue until the minister is assessed by the Income Protection Provider as able to return to work, or as no longer eligible for Income Protection, or until the date of the minister's UK State Pension Age, whichever of the three is earliest.

(c) During the whole time that a minister is in receipt of payments in terms of this section 9(1), the minister shall require to provide regular medical certificates (fit notes) to the Forum.

(d) The minister's eligibility for Income Protection will be determined according to the rules and procedures of the Income Protection Provider as they exist from time to time, which rules may include regular reassessment of the minister as to eligibility.

(e) The amount payable to the minister in terms of this section 9(1) may be reduced if income over a certain amount (determined by the Income Protection Provider) is earned by the minister while he or she is in receipt of payments under section 9(1).

(2) A minister who is absent in terms of this Act

and who is not eligible to be assessed for Income Protection benefit shall be considered as follows: He or she shall be entitled to receive an amount equivalent to (i) full stipend appropriate to the charge and years of service at the date absence commenced, (ii) the appropriate employer's pension contribution, and (iii) if applicable, Car Allowance, all subject to deduction of tax and National Insurance contributions, for one or other of the following periods:

- (i) where this Act is triggered by six months' continuous absence, a maximum period of fifteen months in total from when the absence commenced, or
- (ii) where this Act is triggered by an absence of 300 days out of a twenty-two-month period, during that absence and then for a maximum further period of nine months from the Trigger Date;

(3) Notwithstanding sections 9(1) and (2), the Forum may agree that a minister who is absent in terms of this Act may, once payments under section 9(1) or (2) have expired and where the pastoral tie has not been severed, receive payment equivalent to one-third of stipend appropriate to the charge and years of service at the date absence commenced (subject to appropriate deductions) and employer's pension contribution, for such period as it may determine is appropriate, in its sole discretion, in the following circumstances:

- (a) the minister falls under section 8(1) and the Presbytery has not severed the pastoral tie because the minister is undergoing medical treatment and the prognosis is that he or she will be able to return to work imminently; or
- (b) the absence of the minister has resulted from more than one unrelated health cause in succession and it has not yet been possible to carry out a Medical Assessment for that reason; or

(c) the minister is awaiting the outcome of a review/appeal under section 12(2) or 12(3);

Provided always that in no circumstances shall any payments be made beyond the date which is the earlier of (i) twenty-four months from when absence commenced or (ii) eighteen months from the Trigger Date."

4. *In section 10(2)(b) change "7(2)(h)" to "7(2)(g)".*
5. *In section 12(1) change "7(2)(g) or (h)" to "7(2)(f) or (g)".*

V ACT AMENDING THE REGISTRATION OF MINISTRIES ACT (ACT II 2017)

Edinburgh, 2 October 2020, Session 1

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. *In section 23, add at the end "and (iii) where an individual completes a transfer from one type of ministry to another in terms of the Transfer Between Ministries Act (Act V 2019), the individual concerned may promptly be re-categorised accordingly on the Register of Ministry".*
2. *Add a new section 28(1)(iv): "invite the Recruitment Sub-Committee, as defined in the Safeguarding Act (Act II 2018), to comment on the application and adhere thereafter to the recommendations of that Sub-Committee".*
3. *In section 28(3), delete the words "if the applicant has not served in a Category ● appointment within the preceding three years".*
4. *In Schedule 2, add a new paragraph (i) at sub-section (1) as follows and renumber accordingly thereafter: "the determination of the Presbyterial Commission, the Discipline Tribunal and/or the Judicial Commission, as the case may be".*
5. *In Schedule 2, delete the existing paragraph 2(2)(i) and substitute the following: "the determination of the Presbyterial Commission, the Discipline*

Tribunal and/or the Judicial Commission, as the case may be".

VI ACT AMENDING THE VACANCY PROCEDURE ACT (ACT VIII 2003) (AS AMENDED)

Edinburgh, 2 October 2020, Session 1

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

1. *Delete the existing section 18 and substitute the following:*

"18. Eligibility for Election

(1) The following categories of persons, and no others, are eligible to be nominated, elected, and called as ministers of parishes in the Church of Scotland, but always subject, where appropriate, to the provisions of Act IX 2002:

- (a) A minister holding Category ● registration, in terms of the Registration of Ministries Act (Act II 2017);
- (b) A minister who has applied for Category ● registration, whose application is currently under consideration, provided that before the call can be sustained or the minister in question inducted, Category ● registration must have been granted;
- (c) (i) A licentiate of the Church of Scotland who has satisfactorily completed, or has been granted exemption from, his or her period of probationary service.
(ii) A Graduate Candidate holding a Graduate Candidate's Certificate in terms of section 22 of Act X 2004.
- (d) The holder of a Certificate of Eligibility or of a Temporary Certificate of Eligibility, in either case in terms of Act IX 2002. The holder of a Certificate of Eligibility who is a national outside the European Economic Area and Switzerland shall be eligible to apply for

charges only in terms of section 27 of Act VIII 2003.

(2) Notwithstanding section (1) above, the following categories of persons shall not be eligible to apply for vacancies:

(a) Anyone who has served as an Interim Moderator in the current vacancy unless the conditions set out in section 6(3) apply.

(b) A person who is the subject of ongoing proceedings being undertaken in accordance with the Discipline of Ministry Act (Act III 2001) or the Discipline Act (Act I 2019).

(c) A person who is not a member of, or cannot become a member of, the PVG Scheme, as defined in the Safeguarding Act (Act XVI 2018)."

2. *Add a new paragraph (d) to subsection 21(3) as follows:*
"In the case of all ministers, this shall include evidence of membership of the PVG Scheme, as defined in the Safeguarding Act (Act II 2018), or of application for such membership."
3. *Amend section 29(1) to delete the word "and" in the second line, insert a comma in its place and add "and evidence of membership of the PVG Scheme, as defined in the Safeguarding Act (Act XVI 2018)" at the end of the section.*
4. *Amend section 29(2) to delete the word "and" in line five, insert a comma in its place and add "and evidence of membership of the PVG Scheme as defined in the Safeguarding Act (Act XVI 2018)" at the end of the second sentence.*
5. *Delete the existing section 30(4) and substitute:*
"No Call shall be sustained until the following evidence has been laid before the Vacancy Procedure Committee: (i) that the new minister has Category **○** registration, in the form of a certified extract from the Register of Ministry, and (ii) that the new minister is a member of the PVG Scheme, as defined in the Safeguarding Act (Act XVI 2018)."

VII ACT AMENDING THE APPEALS ACT (ACT I 2014) (AS AMENDED)

Edinburgh, 2 October 2020, Session 1

The General Assembly hereby enact and ordain that the Appeals Act (Act I 2014), as amended, shall be further amended as follows:

1. *Delete the existing sections 9(1) and 9(3) and substitute the following:*

"9. Conveners and Vice-Conveners of the Commission of Assembly

(1) The General Assembly, on the nomination of the Nomination Committee, and in accordance with the Standing Orders of the General Assembly, shall appoint up to six persons to be Conveners and Vice-Conveners of the Appeals Committee of the Commission of Assembly, all of whom shall be qualified to practise as lawyers or shall be persons experienced in the law and practice of the Church.

(3) In the event that (i) none of the Conveners nor Vice-Conveners is able to attend a sitting of the Appeals Committee of the Commission of Assembly, or (ii) all of the Conveners and Vice-Conveners disqualify themselves from the hearing of a particular appeal, the Appeals Committee of the Commission of Assembly may choose their own convener from their own number to moderate that sitting (or the hearing of a particular appeal within that sitting, as the case may be), provided always that the same person shall continue to act as convener throughout the hearing of any given appeal. Any such person chosen to act as convener shall either be a person qualified to practise as a lawyer or shall be a person experienced in the law and practice of the Church."

VIII ACT AMENDING THE COMMISSION OF ASSEMBLY ACT (ACT VI 1997) (AS AMENDED)

Edinburgh, 2 October 2020, Session 1

The General Assembly hereby enact and ordain that the

Commission of Assembly Act (Act VI 1997), as amended, shall be further amended as follows:

1. *At the end of section 2, add the following:*
 "Where a minister or elder designated under section (a) is unable to attend a meeting of the Commission due to ill-health or subsequent decease, or has, after the date of appointment, been administratively or judicially suspended or has demitted status, the Presbytery in question may appoint a substitute and shall provide to the Clerks of Assembly, at least seven days in advance of the date of the meeting of the Commission, the name and other required details of the substitute appointee. Substitutions shall not be permitted in any other circumstances. A minister shall be substituted for a minister and an elder for an elder. Substitutes need not have been Commissioners at the General Assembly which appointed the Commission."

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

Edinburgh, 2 October 2020, Session 1

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. *Delete the existing sections 2, 5 and 6 and substitute the following:*
"Discernment conversation and Initial Screening process"
2. (1) A person wishing to apply for the Ministry of the Church of Scotland shall have a discernment conversation with a staff member of the Forum's Recruitment Team to determine how they will proceed, and should they subsequently make application, this will be followed by an Initial Screening process arranged by the Forum.
 (2) A person deemed ready to proceed after that screening process shall be entitled to apply in terms of section 4 to be recognised as a Candidate for the Ministry. Any person who makes such an

application shall be known as an applicant.

(3) A person who is not deemed ready to proceed after that screening process must wait a period of between one and three years, as notified to that person by the Committee in writing, before they may again participate in an Initial Screening process. If as a result of the second Initial Screening process a person is again deemed not ready to proceed, they must wait a further period of between one and three years, as notified to that person by the Committee in writing, and may then participate in a third Initial Screening process. If such person is still deemed not ready to proceed at the third Initial Screening process, then they shall not be entitled to participate in any further Initial Screening process and their application for the Ministry of the Church of Scotland shall not proceed any further.

(4) The outcome of each Initial Screening process shall be final and not subject to any form of review or appeal.

Period of Discernment and Local Review

5. (1) Following the Forum's receipt of their application, the applicant will enter a period of discernment with a Mentor. During the period of discernment, the applicant and the Mentor shall explore together the nature of the applicant's call and gifting. The period of discernment shall last for three to six months. The Mentor will be chosen by the Committee and shall undertake such training as may from time to time be specified by the Committee. The Mentor shall be responsible for supervising the period of discernment according to the guidelines and standards established by the Committee, and shall produce assessment materials as required using such *Indicators for Assessment* document as may be from time to time in use by the Forum. During the period of discernment the applicant shall also meet regularly with a representative (or representatives) of Presbytery.
 (2) At the end of the period of discernment

the applicant shall proceed to a Local Review. The Local Review will be undertaken by a group consisting of a National Assessor appointed by the Forum, the Mentor and a representative appointed by the Presbytery.

(3) In addition, before the end of a period of discernment, the Presbytery or the Forum 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(4) (ii), (iii) or (iv). Sections 5(5) and 5(6) shall still apply.

(4) Subject to the provisions of section 5(3), arising out of the Local Review, one of the following written decisions shall be reported by the Review to the Committee:

- (i) That the applicant is ready to proceed to National Assessment in terms of section 6 (or in the case of the Readership, to proceed to training for the Readership);
- (ii) That the applicant should undergo a further period of discernment of such length as may be determined by the Local Review before a decision to proceed to National Assessment can be made;
- (iii) That the applicant is not yet ready to proceed to National Assessment in terms of Section 6;
- (iv) That the applicant is not suitable to proceed to National Assessment in terms of section 6.

(5) Applicants in respect of whom a decision is made in terms of paragraph 5(4)(iii) may apply, in each case from one year after the decision of the previous Local Review, to undertake up to two further periods of discernment.

(6) An applicant shall have the right to appeal to the Ministries Appeal Panel in relation to a decision made in terms of paragraph 5(4)(iv). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk

within 14 days of the date upon which the Local Review's decision was intimated to the applicant. The appeal shall proceed in terms of sub-section 6(5). At the Appeal Hearing the applicant shall be entitled to appear in person and the Chair of the Local Review shall also appear to present the case for the Local Review decision. The applicant may be accompanied by a companion, who shall not be entitled to speak.

- (7) (i) All materials received by the Committee from the Local Review in terms of sub-section 5(4) shall be available to those making consideration in terms of sub-section 6(1).
- (ii) No individual shall serve as an Assessor for the same applicant more than once.

National Assessment

6. (1) The Committee shall make suitable arrangements for the careful consideration of the applicant's character and beliefs, vocation, motivation and general suitability, shall be responsible for accepting or not accepting the applicant as a prospective Candidate for the Ministry and shall inform the Presbytery of this decision. The Committee may delegate to the Assessment Conference powers to reach decisions on its behalf. Notwithstanding its responsibilities in terms of sub-section 5(2) above, the Presbytery shall be entitled to submit to the Committee written comments on the applicant's character and beliefs, vocation, motivation and general suitability. The Conference shall report its decision to the Committee which shall pass the names of prospective candidates to the Presbytery for nomination as candidates in training for the ministry.

(2) All applicants who are accepted as candidates shall receive, as part of their training and development, feedback from the Committee on their assessment. Applicants who have not been accepted as prospective candidates shall be offered the opportunity to receive, through the

Committee, feedback outlining the reasons for their non-acceptance.

(3) An applicant who has not been accepted as a prospective candidate may reapply to be considered on up to two further occasions, provided that at least one year elapses between each application. An applicant who has been considered by the Committee on three occasions without being accepted as a prospective candidate may submit a fourth application only with the prior approval of that Committee.

(4) An applicant who has not been accepted by an Assessment Conference shall have the right to appeal to the Ministries Appeal Panel subject to the provisions of sub-section 6(5). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Assessment Conference's decision was intimated to the applicant. At the Appeal Hearing the applicant shall be entitled to appear in person and to address the Panel. He or she may be accompanied by a companion, who shall not be entitled to speak. A representative of the Forum shall also appear to present the case for the decision reached in terms of sub-section 6(1). All parties will be in possession of the reports from the Local Review and the Assessment Conference.

(5) An appeal to the Ministries Appeal Panel in terms of sub-section 5(6) or 6(4), can only be brought on one or more of the following grounds: (a) that in the course of the Local Review or National Assessment Conference there were irregularities in the process, (b) that the final decision of the Local Review or National Assessment Conference was influenced by incorrect material fact, or (c) that the Local Review or National Assessment Conference acted contrary to the principles of natural justice. For the avoidance of doubt, it shall be competent for the purposes of this Act to appeal against a decision made in the name of the Forum, and the relevant provisions of the Ministries Appeal Panel

Act (Act VI 2007) shall apply.

(6) If the decision at a Ministries Appeal Panel hearing 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 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."

2. *Delete the existing section 10 and substitute the following:*

"10. (1) A prospective candidate who has been refused nomination by the Presbytery has the right of appeal to the Ministries Appeal Panel. The prospective candidate may in any event submit a re-application for nomination on up to two further occasions, provided that at least one year elapses between each application.

(2) Notification of the intention to appeal to the Ministries Appeal Panel shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Presbytery's decision was made. At the Appeal Hearing the prospective candidate shall be entitled to appear in person and to address the Panel. He or she may be accompanied by a companion, who shall not be entitled to speak. Such an appeal can only be brought on one or more of the following grounds: (a) that there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Presbytery acted contrary to the principles of natural justice."

3. *Delete the existing section 11.*

X ACT AMENDING THE ORDAINED LOCAL MINISTRY ACT (ACT IX 2011)

Edinburgh, 2 October 2020, Session 1

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. *Delete the existing sections 4, 7 and 8 and substitute the following:*

“Discernment conversation and Initial Screening process

4. (1) A person wishing to apply for the Ordained Local Ministry of the Church of Scotland shall have a discernment conversation with a staff member of the Forum’s Recruitment Team to determine how they will proceed, and should they subsequently make application, this will be followed by an Initial Screening process arranged by the Forum.
- (5) A person deemed ready to proceed after that screening process shall be entitled to apply in terms of section 6 to be recognised as a Candidate for the Ordained Local Ministry. Any person who makes such an application shall be known as an applicant.
- (6) A person who is not deemed ready to proceed after that screening process must wait a period of between one and three years, as notified to that person by the Committee in writing, before they may again participate in an Initial Screening process. If as a result of the second Initial Screening process a person is again deemed not ready to proceed, they must wait a further period of between one and three years, as notified to that person by the Committee in writing, and may then participate in a third Initial Screening process. If such person is still deemed not ready to proceed at the third Initial Screening process, then they shall not be entitled to participate in any further Initial Screening process and their application for the Ordained Local Ministry of the Church of Scotland shall not proceed any further.
- (7) The outcome of each Initial Screening process shall be final and not subject to any form of

review or appeal.

Period of Discernment and Local Review

7. (1) Following the Forum’s receipt of their application, the applicant will enter a period of discernment with a Mentor. During the period of discernment, the applicant and the Mentor shall explore together the nature of the applicant’s call and gifting. The period of discernment shall last for three to six months. The Mentor will be chosen by the Committee and shall undertake such training as may from time to time be specified by the Committee. The Mentor shall be responsible for supervising the period of discernment according to the guidelines and standards established by the Committee, and shall produce assessment materials as required using such *Indicators for Assessment* document as may be from time to time in use by the Forum. During the period of discernment the applicant shall also meet regularly with a representative (or representatives) of Presbytery.
- (2) At the end of the period of discernment the applicant shall proceed to a Local Review. The Local Review will be undertaken by a group consisting of a National Assessor appointed by the Forum, the Mentor and a representative appointed by the Presbytery.
- (3) In addition, before the end of a period of discernment, the Presbytery or the Forum may require that an early Local Review takes place. Such a Review shall be undertaken by the same group as specified in section 7(2) but may only reach a decision in terms of section 7(4) (ii), (iii) or (iv). Sections 7(5) and 7(6) shall still apply.
- (5) Subject to the provisions of section 7(3), arising out of the Local Review, one of the following written decisions shall be reported by the Review to the Committee:
 - (i) That the applicant is ready to proceed to National Assessment in terms of section 8;

- (ii) That the applicant should undergo a further period of discernment of such length as may be determined by the Local Review before a decision to proceed to National Assessment can be made;
- (iii) That the applicant is not yet ready to proceed to National Assessment in terms of section 8;
- (iv) That the applicant is not suitable to proceed to National Assessment in terms of section 8.

(5) Applicants in respect of whom a decision is made in terms of paragraph 7(4)(iii) may apply, in each case from one year after the decision of the previous Local Review, to undertake up to two further periods of discernment.

(6) An applicant shall have the right to appeal to the Ministries Appeal Panel in relation to a decision made in terms of paragraph 7(4)(iv). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Local Review's decision was intimated to the applicant. The appeal shall proceed in terms of sub-section 8(5). At the Appeal Hearing the applicant shall be entitled to appear in person and the Chair of the Local Review shall also appear to present the case for the Local Review decision. The applicant may be accompanied by a companion, who shall not be entitled to speak.

- (7) (i) All materials received by the Committee from the Local Review in terms of sub-section 7(4) shall be available to those making consideration in terms of sub-section 8(1).
- (ii) No individual shall serve as an Assessor for the same applicant more than once.

National Assessment

- 8. (1) The Committee shall make suitable arrangements for the careful consideration of the applicant's character and beliefs, vocation,

motivation and general suitability, shall be responsible for accepting or not accepting the applicant as a prospective candidate for the Ordained Local Ministry and shall inform the Presbytery of this decision. The Committee may delegate to the Assessment Conference powers to reach decisions on its behalf. Notwithstanding its responsibilities in terms of sub-section 7(2) above, the Presbytery shall be entitled to submit to the Committee written comments on the applicant's character and beliefs, vocation, motivation and general suitability. The Conference shall report its decision to the Committee which shall pass the names of prospective candidates to the Presbytery for nomination as candidates in training for the Ordained Local Ministry.

(2) All applicants who are accepted as candidates shall receive, as part of their training and development, feedback from the Committee on their assessment. Applicants who have not been accepted as prospective candidates shall be offered the opportunity to receive, through the Committee, feedback outlining the reasons for their non-acceptance.

(3) An applicant who has not been accepted as a prospective candidate may reapply to be considered on up to two further occasions, provided that at least one year elapses between each application. An applicant who has been considered by the Committee on three occasions without being accepted as a prospective candidate may submit a fourth application only with the prior approval of that Committee.

(4) An applicant who has not been accepted by an Assessment Conference shall have the right to appeal to the Ministries Appeal Panel subject to the provisions of sub-section 8(5). Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Assessment Conference's decision was intimated to the applicant. At the Appeal Hearing the applicant shall be entitled to appear in person and to address the Panel. He or

she may be accompanied by a companion, who shall not be entitled to speak. A representative of the Forum shall also appear to present the case for the decision reached in terms of sub-section 8(1). All parties will be in possession of the reports from the Local Review and the Assessment Conference.

(5) An appeal to the Ministries Appeal Panel in terms of sub-section 7(6) or 8(4), can only be brought on one or more of the following grounds: (a) that in the course of the Local Review or National Assessment Conference there were irregularities in the process, (b) that the final decision of the Local Review or National Assessment Conference was influenced by incorrect material fact, or (c) that the Local Review or National Assessment Conference acted contrary to the principles of natural justice. For the avoidance of doubt, it shall be competent for the purposes of this Act to appeal against a decision made in the name of the Forum, and the relevant provisions of the Ministries Appeal Panel Act (Act VI 2007) shall apply."

2. *Delete the existing section 9(4) and substitute the following:*

- "9. (4) (a) A prospective candidate who has been refused nomination by the Presbytery has the right of appeal to the Ministries Appeal Panel. The prospective candidate may in any event submit a re-application for nomination on up to two further occasions, provided that at least one year elapses between each application.
- (b) Notification of the intention to appeal to the Ministries Appeal Panel shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Presbytery's decision was made. At the Appeal Hearing the prospective candidate shall be entitled to appear in person and to address the Panel. He or she may be accompanied by a companion, who shall

not be entitled to speak. Such an appeal can only be brought on one or more of the following grounds: (a) that there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Presbytery acted contrary to the principles of natural justice."

XI ACT AMENDING THE ADMISSION AND RE-ADMISSION OF MINISTERS ACT (ACT IX 2002) (AS AMENDED)

Edinburgh, 2 October 2020, Session 1

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 at section 1 the following:*
(h) "Restricted Certificate of Eligibility" shall have the meaning given in section 6(b)(iii).
2. *Add a new section 6(b)(iii) as follows and renumber the existing subsection (iii) as subsection (iv):*
(iii) a "Restricted Certificate of Eligibility" entitles the holder to apply for a specified charge within the Presbytery of International Charges and that on the basis of the holder being introduced to the charge for an initial period of three years only, subject to the following provisions:
 - (A) The Certificate shall entitle the holder to hold a post for a period of three years provided that post commences within six months of the date on which the Restricted Certificate of Eligibility is granted.
 - (B) At the request of the congregation where the holder is introduced and with the concurrence of the Presbytery of International Charges 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 shall sign the Formula upon being introduced to the post and shall thereafter 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 under the Church's normal process of admission in terms of this Act and satisfactorily completes same, though the applicant's service in the Presbytery of International Charges shall be taken into account in determining what familiarisation might be required.
- (E) Any contract which the holder enters into in the Presbytery of International Charges shall have a condition that it is an essential requirement for the person to hold a Restricted Certificate of Eligibility.

3. *At the end of section 2 add "and a Restricted Certificate of Eligibility".*

XII ACT AMENDING THE DISCIPLINE ACT (ACT I 2019)

Edinburgh, 2 October 2020, Session 1

The General Assembly hereby enact and ordain that the Discipline Act (Act I 2019), shall be amended as follows:

- 1. *At the end of section 2 add "and a Restricted Certificate of Eligibility".*

XIII ACT AMENDING THE VACANCY PROCEDURE ACT (ACT VIII 2003) (AS AMENDED)

Edinburgh, 2 October 2020, Session 1

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

With effect from 1 January 2021:

- 1. *Delete section 13(2)(d).*

- 2. *Delete the second sentence of section 18(4).*
- 3. *Delete section 27.*

XIV ACT AMENDING THE ADMISSION AND RE-ADMISSION OF MINISTERS ACT (ACT IX 2002) (AS AMENDED)

Edinburgh, 2 October 2020, Session 1

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:
With effect from 1 January 2021:

- 1. *Delete the words "Subject to the provisions of the Vacancy Procedure Act (Act VIII 2003) section 27," at the start of section 6(b).*

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

Edinburgh, 2 October 2020, Session 1

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. *Delete the existing sections 20, 21 and 22 and substitute the following:*

"Initial Course Meeting

20 (1) At the outset of the candidate's course an Initial Course Meeting shall be held, attended by the candidate and whichever member of the staff of the Forum has been allocated responsibility for the care of the candidate.

(2) At the Initial Course Meeting the candidate will receive a personalised training plan, training policies (including the performance review policy) and an outline of expectations and responsibilities. Academic, practical and personal goals for the first year of training will be agreed. At the beginning of each placement a Learning Covenant will be agreed by the supervising minister and the candidate on placement.

(3) Other tasks of the Initial Course Meeting, and its structure and procedure, shall be determined from time to time by the Forum.

Annual Appraisal

21 (1) An Annual Appraisal Meeting shall take place at the end of each academic year in which training has been undertaken, whether or not a candidate has undertaken academic study during that year, and shall be carried out in terms of this section except during the final, fifteen month placement when the provisions of section 22 shall apply. The functions of each Meeting shall be to confirm satisfactory progress, to set formation and learning goals through a facilitated conversation and discussion, and to implement the performance review policy if applicable.

(2) The member of staff of the Forum who has been allocated responsibility for the Annual Appraisal Meeting shall receive written reports from the candidate, the supervising minister (if any) and the College (if academic study has been undertaken during the year); and shall use them along with the Formation Framework to prepare a Pre-Appraisal Form, to be circulated to all those attending the Annual Appraisal Meeting, containing a positive or negative recommendation regarding the candidate's progress. A copy of the Pre-Appraisal Form shall also be sent to the Committee, for oversight purposes.

(3) A positive recommendation on the candidate's progress shall include a recommendation that one of the following conclusions be reached after the Annual Appraisal Meeting:

- (a) that progress is entirely satisfactory; or
- (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report.

(4) A negative recommendation on the candidate's progress shall include a recommendation that one of the following

conclusions be reached after the Annual Appraisal Meeting:

- (a) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report; or
- (b) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or
- (c) that the candidature should be terminated.

(5) At the Annual Appraisal Meeting the following shall apply:

- (i) The candidate may be accompanied by a companion, who may be the supervising minister of the candidate's most recent placement; the companion shall not be entitled to speak.
- (ii) No-one may act as a representative of Presbytery who has not received the appropriate training as shall be determined and provided by the Forum.
- (iii) The representative appointed by Presbytery shall be appointed with powers to make decisions on behalf of Presbytery; the member of staff appointed by the Forum shall be appointed with powers to make decisions on behalf of the Forum.
- (iv) In the case of a Pre-Appraisal Form containing a positive recommendation, in attendance shall be the candidate, the member of staff of the Forum who has been allocated responsibility for the Appraisal and a representative of Presbytery.
- (v) In the case of a Pre-Appraisal Form containing a negative recommendation, in attendance shall be the candidate,

the member of staff of the Forum who has been allocated responsibility for the Appraisal, a member or representative of the Forum and a representative of Presbytery. In this situation, the candidate shall be notified prior to the Annual Appraisal Meeting that there are concerns regarding their performance and that a member of the Forum shall be present.

- (vi) The Meeting shall be co-convened by the member of staff of the Forum and the representative of Presbytery.

(6) At the Annual Appraisal Meeting the candidate's progress shall be confirmed, and learning and formation goals for the following year shall be set with reference to the Formation Framework.

(7) Following the Annual Appraisal Meeting, an Appraisal Report will be prepared by the member of staff of the Forum who has been allocated responsibility for the Appraisal and circulated within 3 working days of the Meeting to all those who attended the Meeting. If the candidate dissents from the Report or any part thereof, his or her dissent and the reasons for it shall be recorded in the Report, but shall not alter the status of the Report of the purposes of this Act.

(8) The Appraisal Report shall contain one of the following decisions:

- (a) that progress is entirely satisfactory; or
- (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time specified in the Report.
- (c) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or
- (d) that the candidature should be terminated.

(9) The candidate may appeal to the Ministries Appeal Panel against a decision in terms of sub-sections 21(8) (c) or (d) on one or more of the following grounds: (a) that in the course of the Annual Appraisal there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Annual Appraisal was conducted contrary to the principles of natural justice. Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Appraisal Report was intimated to the candidate. At the Appeal Hearing the candidate shall be entitled to appear in person and the representative of Presbytery who co-convened the Annual Appraisal Meeting shall also appear to present the case for the Annual Appraisal decision. The candidate may be accompanied by a companion, who shall not be entitled to speak.

(10) Other tasks of the Annual Appraisal Meeting shall be as determined from time to time by the Forum.

(11) Notwithstanding the above provisions, at any time during candidature, an Appraisal Meeting with full powers may be held.

Final Appraisal and sustaining the course

22. The review process during the final (fifteen month) probationary placement shall be as follows:

(1) After six months, an Informal Appraisal of the candidate's progress shall take place, conducted by the member of staff of the Forum who has been allocated responsibility for the Informal Appraisal. Prior to the Informal Appraisal, the member of staff shall informally consult with the supervising minister and the Presbytery. Any concerns shall be addressed either informally or by recourse to the procedures set out in section 23.

(2) The Final Appraisal shall be held in the twelfth month. The Final Appraisal shall follow

the procedure described in section 21; and in addition to the decision reached in terms of sub-section 21(8), it shall be decided whether the final placement can be sustained and whether the candidate is fit to be ordained in due course. The Presbytery representative shall be appointed in such a way as to have powers to indicate the final approval of the Presbytery at this stage; the member of staff of the Forum who has been allocated responsibility for the Final Appraisal shall be granted power to indicate the final approval of the Forum at this stage.

(3) Where such approval has been given, the Committee shall satisfy itself that the requirements of sections 13-17 have been fulfilled, including all academic requirements. Provided both requirements are satisfied, the Forum shall have the power to issue an Exit Certificate upon completion of the probationary placement, at which point the candidate shall become a Graduate Candidate and shall then remain under the supervision of the Presbytery within whose bounds the final placement was undertaken, pending ordination to a charge or appointment.

(4) The Presbytery shall in each calendar year assess in terms of the criteria set out in section 9 above, the general suitability of each Graduate Candidate and, if satisfied, shall issue a Graduate Candidate's Certificate confirming continuing approval, and shall advise the Forum by 31 December. Candidates will have a right of appeal in the event of the Presbytery declining to issue a Certificate.

(5) A Presbytery must obtain a current Graduate Candidate's Certificate for any Graduate Candidate whose call or appointment is to be sustained by that Presbytery after 31 December of the year in which his or her Exit Certificate was awarded.

(6) A Presbytery may issue a Graduate Candidate's Certificate on up to three occasions only. Thereafter, in order to obtain a

Graduate Candidate's Certificate, the Graduate Candidate must apply for such a Certificate to the Registration of Ministries Committee, following an application procedure equivalent *mutatis mutandis* to that set out in section 27 of the Registration of Ministries Act (Act II 2017) (Application for Category **O** registration).

(7) Where the Committee has prescribed, under section 17(5) above, a part-time equivalent to the requirement of a fifteen month full-time probationary placement, the Committee may also under this section prescribe equivalent milestones for Informal Appraisal and for Final Appraisal, as are appropriate to the arrangements agreed for the part-time probationary placement."

XVI ACT AMENDING THE ORDAINED LOCAL MINISTRY ACT (ACT IX 2011)

Edinburgh, 2 October 2020, Session 1

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. *Delete the existing sections 15, 16 and 17 and substitute the following:*

"Initial Course Meeting

- 15 (1) At the outset of the candidate's course an Initial Course Meeting shall be held, attended by the candidate and whichever member of the staff of the Forum has been allocated responsibility for the care of the candidate.
- (2) At the Initial Course Meeting the candidate will receive a personalised training plan, training policies (including the performance review policy) and an outline of expectations and responsibilities. Academic, practical and personal goals for the first year of training will be agreed. At the beginning of each placement a Learning Covenant will be agreed by the supervising minister and the candidate on placement.
- (3) Other tasks of the Initial Course Meeting, and

its structure and procedure, shall be determined from time to time by the Forum.

Annual Appraisal

- 16 (1) An Annual Appraisal Meeting shall take place at the end of each academic year in which training has been undertaken, whether or not a candidate has undertaken academic study during that year, and shall be carried out in terms of this section except during the final, probationary placement when the provisions of section 17 shall apply. The functions of each Meeting shall be to confirm satisfactory progress, to set formation and learning goals through a facilitated conversation and discussion, and to implement the performance review policy if applicable.
- (2) The member of staff of the Forum who has been allocated responsibility for the Annual Appraisal Meeting shall receive written reports from the candidate, the supervising minister (if any) and the College (if academic study has been undertaken during the year); and shall use them along with the Formation Framework to prepare a Pre-Appraisal Form, to be circulated to all those attending the Annual Appraisal Meeting, containing a positive or negative recommendation regarding the candidate's progress. A copy of the Pre-Appraisal Form shall also be sent to the Committee, for oversight purposes.
- (3) A positive recommendation on the candidate's progress shall include a recommendation that one of the following conclusions be reached after the Annual Appraisal Meeting:
- (a) that progress is entirely satisfactory; or
 - (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report.
- (4) A negative recommendation on the candidate's progress shall include a recommendation that one of the following conclusions be reached after the Annual Appraisal Meeting:

- (a) that pieces of work require to be completed, or areas of work require to be improved, within a period of time to be specified in the report; or
 - (b) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or
 - (c) that the candidature should be terminated.
- (5) At the Annual Appraisal Meeting the following shall apply:
- (i) The candidate may be accompanied by a companion, who may be the supervising minister of the candidate's most recent placement; the companion shall not be entitled to speak.
 - (ii) No-one may act as a representative of Presbytery who has not received the appropriate training as shall be determined and provided by the Forum.
 - (iii) The representative appointed by Presbytery shall be appointed with powers to make decisions on behalf of Presbytery; the member of staff appointed by the Forum shall be appointed with powers to make decisions on behalf of the Forum.
 - (iv) In the case of a Pre-Appraisal Form containing a positive recommendation, in attendance shall be the candidate, the member of staff of the Forum who has been allocated responsibility for the Appraisal and a representative of Presbytery.
 - (v) In the case of a Pre-Appraisal Form containing a negative recommendation, in attendance shall be the candidate, the member of staff of the Forum who has been allocated responsibility for the

Appraisal, a member or representative of the Forum and a representative of Presbytery. In this situation, the candidate shall be notified prior to the Annual Appraisal Meeting that there are concerns regarding their performance and that a member of the Forum shall be present.

(vi) The Meeting shall be co-convened by the member of staff of the Forum and the representative of Presbytery.

(6) At the Annual Appraisal Meeting the candidate's progress shall be confirmed, and learning and formation goals for the following year shall be set with reference to the Formation Framework.

(7) Following the Annual Appraisal Meeting, an Appraisal Report will be prepared by the member of staff of the Forum who has been allocated responsibility for the Appraisal and circulated within 3 working days of the Meeting to all those who attended the Meeting. If the candidate dissents from the Report or any part thereof, his or her dissent and the reasons for it shall be recorded in the Report, but shall not alter the status of the Report of the purposes of this Act.

(8) The Appraisal Report shall contain one of the following decisions:

- (a) that progress is entirely satisfactory; or
- (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time specified in the Report.
- (c) that an extension of training requires to be arranged by the Forum and a further, final Annual Appraisal conducted (this option may be exercised only once in any academic year); or
- (d) that the candidature should be terminated.

(9) The candidate may appeal to the Ministries

Appeal Panel against a decision in terms of sub-sections 16(8) (c) or (d) on one or more of the following grounds: (a) that in the course of the Annual Appraisal there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Annual Appraisal was conducted contrary to the principles of natural justice. Notification of the intention to appeal shall be made to the Forum and to the Principal Clerk within 14 days of the date upon which the Appraisal Report was intimated to the candidate. At the Appeal Hearing the candidate shall be entitled to appear in person and the representative of Presbytery who co-convened the Annual Appraisal Meeting shall also appear to present the case for the Annual Appraisal decision. The candidate may be accompanied by a companion, who shall not be entitled to speak.

(10) Other tasks of the Annual Appraisal Meeting shall be as determined from time to time by the Forum.

(11) Notwithstanding the above provisions, at any time during candidature, an Appraisal Meeting with full powers may be held.

Final Appraisal and sustaining the course

17. The review process during the final probationary placement shall be as follows:

(1) After six months, an Informal Appraisal of the candidate's progress shall take place, conducted by the member of staff of the Forum who has been allocated responsibility for the Informal Appraisal. Prior to the Informal Appraisal, the member of staff shall informally consult with the supervising minister and the Presbytery. Any concerns shall be addressed either informally or by recourse to the procedures set out in section 18.

(2) The Final Appraisal shall be held in the twelfth month. The Final Appraisal shall follow the procedure described in section 16; and in addition to the decision reached in terms of

sub-section 16(8), it shall be decided whether the final placement can be sustained and whether the candidate is fit to be ordained in due course. The Presbytery representative shall be appointed in such a way as to have powers to indicate the final approval of the Presbytery at this stage; the member of staff of the Forum who has been allocated responsibility for the Final Appraisal shall be granted power to indicate the final approval of the Forum at this stage.

(3) Where such approval has been given, the Committee shall satisfy itself that the requirements of sections 10, 11 and 12 have been fulfilled, including all academic requirements. Provided all such requirements are satisfied, the Forum shall have the power to issue an Exit Certificate upon completion of the probationary placement, at which point the candidate shall become a Graduate Candidate and shall then remain under the supervision of the Presbytery within whose bounds the final placement was undertaken, pending ordination to an appointment.

(4) The Presbytery shall in each calendar year assess in terms of the criteria set out in section 9(3) above, the general suitability of each Graduate Candidate and, if satisfied, shall issue a Graduate Candidate's Certificate confirming continuing approval, and shall advise the Forum by 31 December. Candidates will have a right of appeal in the event of the Presbytery declining to issue a Certificate.

(5) A Presbytery must obtain a current Graduate Candidate's Certificate for any Graduate Candidate whose call or appointment is to be sustained by that Presbytery after 31 December of the year in which his or her Exit Certificate was awarded."

XVII ACT AMENDING THE READERSHIP ACT (ACT XVII 1992)

Edinburgh, 2 October 2020, Session 1

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

1. *In section 1:*
 - (i) *Amend the heading to be "Application and acceptance as a candidate";*
 - (ii) *In paragraph (a), insert "and 7-11" after (5) in line one;*
 - (iii) *Add at the end a new paragraph (f): "A decision in terms of section 1(c)(iii) or (iv) shall be subject to the right of appeal set out in section 10."*
2. *In section 2, delete the last sentence and substitute "These decisions shall be subject to the right of appeal set out in section 10."*
3. *Delete the existing section 6 and substitute the following:*
 - 6. Supervision**
 - (a) Each Presbytery shall maintain and revise annually a Roll of Readers under its supervision.
 - (b) A Reader shall have the choice of being on the Roll of Readers of the Presbytery in which they reside or the one in which they have their congregational membership. A Reader shall only be on the Roll of one Presbytery at a time. A Reader may choose to remove their name from the Roll of Readers at any time.
 - (c) Presbyteries shall send the names and contact details of those whom it admits to the office of Reader, and those whom it removes from its Roll of Readers, to the Faith Nurture Forum and the Editor of the Year Book no later than 30th June in each year.
 - (d) On leaving the Roll of Readers of one Presbytery, and seeking to be transferred to the supervision of another Presbytery, a

Reader shall, on request to the Presbytery Clerk, receive a certificate of status, valid for a period of one year. He or she may lodge this certificate with the Clerk of the Presbytery in which they wish to be enrolled. Once enrolled by the new Presbytery, the Reader's name shall be added to the Roll of Readers of the latter Presbytery, whose Clerk shall notify the Faith Nurture Forum and the Editor of the Year Book.

- (e) Presbytery shall invite all Readers on its Roll, giving one month's notice, to appear annually at a Presbytery meeting in recognition of their ministry. All Readers on a Presbytery's Roll shall be invited to be corresponding members of that Presbytery.
- (f) A Reader shall be advised by Presbytery that they risk being removed from its Roll of Readers if they do not, without good cause, appear before Presbytery as referred to in subsection 6(e) above. In the event of a Reader not attending Presbytery without good cause for two consecutive years, they should be invited to engage in a supportive conversation to ascertain reasons. In the event that this does not result in a positive outcome within 6 months, the Reader will be removed from the Roll and advised accordingly.
- (g) Presbytery shall undertake the regular review of each Reader, not less than once every two years, and shall support their continuing development in the Readership. Presbyteries shall consult with Faith Nurture Forum on the resourcing of the above.
- (h) Presbytery, shall, before making any appointment of a Reader in the terms of section 4(b) of this Act, satisfy itself that the Reader is an enrolled Reader in terms

of this Act.

- 4. *In section 8, delete paragraph (g) and substitute "These decisions shall be subject to the right of appeal set out in section 10."*
- 5. *In section 10, delete the existing wording and substitute: "An appeal in terms of section 1, 2, 6 or 8 of this Act shall be heard by the Ministries Appeal Panel in terms of the Ministries Appeal Panel Act (Act VI 2007) and may be taken on one or more of the following grounds: (a) that there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the process was conducted contrary to the principles of natural justice. Notification of the intention to appeal shall be sent to the Faith Nurture Forum and to the Principal Clerk within 14 days of the date upon which the decision was intimated to the applicant or candidate, as the case may be ("the appellant"). At the Appeal Hearing the appellant shall be entitled to appear in person. The appellant may be accompanied by a companion, who shall not be entitled to speak."*

XVIII ACT AMENDING THE SAFEGUARDING ACT (ACT XVI 2018)

Edinburgh, 2 October 2020, Session 1

The General Assembly hereby enact and ordain that the Safeguarding Act (Act XVI 2018) shall be amended as follows:

- 1. *Amend section 1(30) "Subject" to add new paragraphs (vi) and (vii) as follows:*
 - "(vi) Any person found responsible by a court of law or by their professional body or regulator for committing an act which has, even in part, a sexual element, whether or not that individual accepts that finding.
 - (vii) Any person, who after risk assessment by the Safeguarding Service, is believed to pose a risk of violence or sexual harm and who has contact with the Church of Scotland, its members and adherents

- or those individuals who use and access worship, groups and services run by or on behalf of the Church."
2. *Amend section 1(32) so that the definition of "Worker" reads as follows:*
 "(32) "Worker" means any person undertaking Regulated Work, whether in a paid or voluntary position; for the avoidance of doubt this includes Ministers of Word and Sacrament, as defined in the Registration of Ministries Act (Act II 2017)."
 3. *At the end of section 3(1) add "This shall include Locums."*
 4. *Add a new section 3(7) as follows:*
 "In addition Kirk Sessions must conduct Basic Disclosure Checks on all individuals (regardless of their employment status) in (or working with) their congregations in leadership roles and/or positions of trust, including but not limited to organists, church officers/caretakers and cafe workers, where their duties may involve contact with Vulnerable Groups."
 5. *At the end of section 4(1) add "This shall include Interim Moderators."*
 6. *Amend section 5(3) to read as follows:*
 "(3) Decisions of the Recruitment Sub-Committee shall be notified to the person involved, to the relevant Safeguarding Coordinator and to any other person who has a legitimate interest. Notification shall include a statement of the reasons for the decision."
 7. *Add at the end of section 5(4): ", nor may such person be appointed as a Minister of Word and Sacrament, as defined in the Registration of Ministries Act (Act II 2017)."*
 8. *In section 12 add the word "electronically" between "shall" and "submit".*
 9. *Add new sections 13 and 14 as follows and renumber accordingly thereafter:*
 "13. Presbyteries must forward electronically the Safeguarding Congregational Register and the Safeguarding Audit Checklist to the Safeguarding Service on conclusion of their annual inspection of records.
 14. Presbyteries must hold a Presbytery Safeguarding Register and must forward this electronically to the Safeguarding Service on conclusion of their annual inspection of records."
 10. *«Delete the existing 14(3) and substitute the following paragraphs as 14(3) and 14(4):*
 "(3) All Fora, Councils, Committees, Presbyteries and Safeguarding Coordinators have a general responsibility promptly to report any Safeguarding Concerns to the Safeguarding Service.
 (4) Fora, Councils, Committees, Presbyteries and Safeguarding Coordinators must report promptly to the Safeguarding Service on action taken after advice from the Service has been given in relation to reports of Safeguarding Concerns."
 11. *Add a new section 16 and renumber accordingly thereafter:*
"Overseas work"
 (1) Any Church body or agency which sends Workers abroad must ensure that such persons are members of the PVG Scheme, and Kirk Sessions must ensure that any individuals who host Vulnerable Groups from abroad are safely recruited.
 (2) Fora, Councils and Committees must have clear Safeguarding protocols, approved by the Safeguarding Service, in place for overseas work."

B - Regulations of the General Assembly October 2020

Note: Regs I were agreed by the Commission of Assembly minuted on 5 May 2020.

I. **NOMINATION OF THE MODERATOR OF THE GENERAL ASSEMBLY REGULATIONS (AS AMENDED BY REGS I 2020)**

Edinburgh, 5 May 2020

Note: These amended Regulations take effect from 1 June 2020.

Definitions

1. In these Regulations, the following definitions apply:
 - (1) 'the Committee' shall mean the Committee to Nominate the Moderator referred to in Regulation 2;
 - (2) "minister" includes an individual who has been ordained to ministry as defined in section 1(d) of the Selection and Training for Full-Time Ministry Act (Act X 2004), an individual who has been ordained to ministry as defined in the Ordained Local Ministry Act (Act IX 2011) and an individual who has been ordained to ministry as defined in the Auxiliary Ministry Act (Act XIII 2003).
 - (3) "deacon" shall mean an individual who has been ordained to ministry as defined in the Deacons Act (Act VIII 2010).
 - (4) 'elder' shall mean a person ordained to that office (whether or not he or she is a member of a Kirk Session) who is neither a minister nor a deacon; and
 - (5) 'the Moderator-Designate' shall mean the person nominated by the Committee to be Moderator of the next General Assembly.

Appointment of a Committee to Nominate the Moderator

2. The Moderator of the General Assembly shall be nominated by a Committee of up to fifteen persons, comprising up to eight ministers and

deacons and up to seven elders. All members of the Committee shall be appointed by the General Assembly through the nomination procedure on the recommendation of the Nomination Committee, which shall seek to recommend a Committee which is representative of the diversity of the whole Church.

3. The Committee shall be convened by the immediate past-Moderator of the General Assembly whom failing by another former Moderator of the General Assembly. Where the Committee is convened by another former Moderator, the same former Moderator shall not convene the Committee in consecutive years. The Convener of the Committee shall not be a member of the Committee. The clerk to the Committee, who shall not be a member of the Committee, shall be the Principal or Depute Clerk whom failing another suitable person selected by the Committee from outwith its membership.
4. Members of the Committee shall serve for a period of one year only. No-one may be a member of the Committee more than once in any three year period.
5. In the event of the death, resignation or supervening incapacity of persons on the Committee such that the number of ministers and deacons on the Committee drops below six or the number of elders drops below five, steps shall be taken to bring the number of ministers and deacons back up to six or the number of elders back up to five, as the case may be, by seeking further recommendations of suitable appointees from the Nomination Committee.

Process at the Committee to Nominate the Moderator

6. The Committee shall receive recommendations from any member of the Church of Scotland (excluding members of the Committee, who shall not be eligible to make recommendations) of names of ministers, deacons or elders proposed as the next Moderator. The Committee shall take reasonable steps to publicise its

willingness to receive recommendations, which recommendations may be submitted to any member of the Committee or to the Office of the General Assembly.

7. The Committee itself shall decide how best to proceed in its task in a fair and efficient manner having due regard to confidentiality at all stages. The quorum for meetings of the Committee shall be nine persons.
8. In considering persons recommended to it, the Committee shall:
 - (1) consider the circumstances of the Church;
 - (2) having sought the advice of the immediate three past Moderators, decide the gifts, experience and other qualities which are required for the post of Moderator in order to benefit the Church and the kingdom of God and examine the candidates in the light of these requirements ;
 - (3) prepare a short-list from among the recommendations which it has received;
 - (4) obtain the consent of each person on the short list to be nominated as Moderator, if chosen, together with a full curriculum vitae and such other information as it considers to be helpful;
 - (5) meet with all persons on the short list; and
 - (6) select its nominee from among those on the short-list or, if this is not possible, prepare another short-list from which to select its nominee.
9. Unless there are exceptional circumstances, the Committee shall inform the Principal Clerk of the name of the Moderator-Designate no later than 31 October each year. Thereafter, the name of the Moderator-Designate shall be made public by the Principal Clerk.
10. In the event of the death, resignation or supervening incapacity of the Moderator-Designate, the Convener of the Committee shall call an extraordinary meeting of the Committee for the purpose of nominating another person to be Moderator. The Committee shall follow

regulations 7 and 8 insofar as they are able to do so in the circumstances and shall nominate another person to be Moderator from among those recommended in terms of regulation 6.

11. In the event of any difficulty inhibiting process in terms of these regulations, the Committee shall have a general discretionary power to take any other steps appropriate in the circumstances to fulfil the intention of these regulations.

II RESTRICTED CERTIFICATES OF ELIGIBILITY REGULATIONS (REGS II 2020)

Edinburgh, 2 October 2020, Session 1

1. The Presbytery of International Charges, when recruiting to ministry in that Presbytery in terms of a Restricted Certificate of Eligibility, as referred to in the Admission and Re-admission of Ministers Act (Act IX 2002), shall ensure as follows:
 - (1) That the following conditions are satisfied before a recruit is introduced to a charge:
 - (a) That the applicant is interviewed in person and the Presbytery is satisfied that the applicant is suitable for introduction to the charge;
 - (b) That the applicant is theologically suitable to be ministering in the Church of Scotland;
 - (c) That all necessary Safeguarding checks and confirmations are obtained as to the applicant's suitability for Regulated Work, as defined in the Safeguarding Act (Act XVI 2018) and as that term can practicably be understood in the country where the applicant would be introduced to a charge, such checks to be undertaken in both the country where the applicant would be introduced to a charge and in the applicant's home nation, all in accordance with advice obtained from the Safeguarding Service;

(2) That the following conditions are satisfied within 3 months after a recruit is introduced to a charge:

- (a) In consultation with the Principal Clerk's office, that the recruit is given sufficient training on the law of the Church as it applies to ministry in the Presbytery of International Charges;
- (b) In consultation with the Stewardship & Finance department, that the recruit is given sufficient training on matters of finance in the Church;
- (c) In consultation with the Safeguarding Service, that the recruit undertakes appropriate training on Safeguarding rules and procedures to enable the recruit to work safely in the charge;
- (d) In consultation with the Law Department, that the recruit is sufficiently briefed on matters of Church property law to enable the recruit competently to manage property matters arising in the charge; and

(3) That appropriate oversight over the recruit is exercised by the Presbytery.

(a) Where the proceeds require to be credited to the benefit of the Congregation in the Consolidated Fabric Fund, to the Central Fabric Fund;

(b) Where the proceeds do not require to be so credited but require to be held as a local fabric fund, at the discretion of the Presbytery either to the Central Fabric Fund or to a fabric project in relation to the buildings of any other Congregation within the Presbytery or a combination of the two."

III REGULATIONS AMENDING THE APPLICATION OF A LEVY ON PROCEEDS OF SALE REGULATIONS (REGULATIONS VIII 2008) (AS AMENDED)

Edinburgh, 2 October 2020, Session 4

The General Assembly hereby enact and ordain that the Application of a Levy on Proceeds of Sale Regulations (Regulations VIII 2008) (as amended), shall be further amended as follows:

1. *In section A1 delete the definition of the Go For It Fund.*
2. *Delete the existing section B7 and substitute:*

"Where the levy is applied, the amount raised by it shall be allocated as follows:

3. Add an Appendix as follows:

“CALCULATION OF 10% LEVY ON PROPERTY SALES

A. Net sale proceeds before levy (1) £.....

Potential maximum levy at 10% (2) £.....

Existing Consolidated Fabric Fund holding

Revenue 50.....	
Capital 55.....	
Capital 56.....	
Total	(3) £

Combined holding of (1) and (3) (4) £.....

B. If total holding at (4) is under £75,000, then levy is NIL

C. If total holding at (4) is £75,000 or more, then (4) £.....

Minus (2) £.....

Balance (5) £.....

D. If balance at (5) is under £75,000, then reduce levy to leave minimum of £75,000 in the combined holding in the Fund, thus

(4) £.....

Minus £75,000

Reduced levy £.....

E. If balance at (5) is £75,000 or more, then apply maximum levy (2) £.....”

GENERAL ASSEMBLY 2020

List of Members of Standing Committees

*= Reappointed

APPEALS COMMITTEE OF THE COMMISSION OF ASSEMBLY

Philip Brodie* (2020-2024), William Hewitt (2019-2023), *Conveners*
Janet Foggie (2020-2023), J G Grahame Lees* (2020-2023), *Vice-Conveners*

ASSEMBLY BUSINESS COMMITTEE

2021	2022	2023	2024
Ministers Michael Mair< Gillian Paterson<	Alison Mehigan<		Sheila Kirk*
Elders	Graeme Roberts<		James Houston
<i>Convener, Vice-Convener, 2 members of the Legal Questions Committee (Convener and another member involved more in judicial matters to be nominated by the Legal Questions Committee), a further 6 members made up of ministers and elders with experience of the General Assembly, with the following members ex officio: the Moderator and the Moderator Designate, the Principal Clerk, the Depute Clerk, the Solicitor, the Procurator and the General Treasurer.</i> <Initial members appointed from June 2019.			

Donald McCorkindale, *Convener* (2020-2023)
Susan Pym, *Vice-Convener* (2020-2022)

ASSEMBLY TRUSTEES

2021	2022	2023
Ministers	Anikó Schütz Bradwell<	
Members Beth Ashcroft< Alan Campbell< Ann Nelson		Jean Couper David Harrison Linda Irvine Geoff Miller
<i>12 trustees appointed in accordance with the Constitution and Remit approved at the General Assembly of 2019 (from which shall be drawn the Convener, Vice-Convener, and Administrative Trustee), plus 2 ex officio members: the Convener of the Assembly Business Committee and the Chair of the General Trustees.</i> <Initial Trustees appointed to serve from June 2019. The Trustees first appointed shall be eligible to serve a second term, non-renewable, after an interval of three years.		

John Chalmers, *Convener* (2019-2022)
Norma Rolls, *Vice-Convener* (2019-2021)
James McNeill, *Administrative Trustee* (2019-2022)

AUDIT COMMITTEE

2021	2022	2023	2024
Ministers Graeme Glover			
Members		Kenneth Baldwin Douglas Horn	
<i>Convener, who shall not be an Assembly Trustee, three voting members appointed by the General Assembly through the Nomination Committee, all of whom shall be independent of the Unincorporated Entities and at least one of whom shall have recent and relevant financial experience, and two additional voting members be appointed by the Assembly Trustees. The quorum shall be three voting members, at least one of whom is a Trustee member. The Chief Officer and the General Treasurer shall attend without a right to vote or make a motion. In addition, other officials, as required by the Committee, may be in attendance from time to time without a right to vote or make a motion. Representatives of the External and Internal Auditors, shall be entitled to attend all meetings but without a right to vote or make a motion.</i>			

Andrew Croxford, Convener (2018-2022)

CHAPLAINS TO HER MAJESTY’S FORCES COMMITTEE

2021	2022	2023	2024
Ministers Fiona Ogg Lisa-Jane Rankin	James Aitchison Daniel Connolly Shuna Dicks William McLaren	Alen McCulloch	
Members Ethne Brown	Morag Crawford DCS Eric Fraser	Alexander Bolland* Colin Hogg*	Jacqueline Thomson DCS
<i>Convener, Vice-Convener and 16 members appointed by the General Assembly. There are also 2 non-voting members: one representative from and appointed by each of the Faith Nurture and Faith Impact Forums.</i>			

Marjory Maclean, Convener (2018-2022)
John Duncan, Vice-Convener (2020-2023)

CHURCH OF SCOTLAND INVESTORS TRUST

Members Alan Aitchison Susan Boyd Robert Burgon David Campbell* Elaine Crichton Jane Henderson Rodger Nisbet	Donald Tosh Thomas Walker* Grant Wilson Gordon Young Michael Yuille
<i>Trustees are appointed as required, by the General Assembly on the nomination of the Trust.</i>	

Catherine Alexander, Chair
Brian Duffin, Vice-Chair

THE CHURCH OF SCOTLAND TRUST

Ministers John Chalmers Iain Cunningham* Lorna Hood George Whyte	Members Hugo Allan Morag Angus Angus Bethune John Hodge Christopher Mackay* Leon Marshall
<i>Trustees are appointed as required, by the General Assembly on the nomination of the Trust.</i>	

Thomas Watson, *Chair*
Stuart Lynch, *Vice-Chair*

COMMITTEE TO NOMINATE THE MODERATOR

Ministers and Deacons Gavin Elliott Rhona Graham Alison Jaffray Mark McKeown Elisabeth Spence Peter Sutton Jacqueline Thomson DCS Linda Walker	Elders Rachel Cadell Cheryl Fairholm Helen Hannan John Haston William Imlay Connor MacFadyen Colin Mackenzie
<i>Up to 8 ministers and deacons and up to 7 elders appointed by the General Assembly, to create a Committee which is representative of the diversity of the whole Church. The Committee is to be convened by the immediate past-Moderator of the General Assembly, failing which by another former Moderator of the General Assembly.</i>	

Colin Sinclair, *Convener*

DELEGATION OF THE GENERAL ASSEMBLY

The Clerks of Assembly, the Principal Clerk as Chairman, the Procurator and the Solicitor of the Church, ex officiis.

DISCIPLINE TRIBUNAL (for cases commencing from 18 May 2019) /
PRESBYTERIAL COMMISSION

David Burns* (2019-2023), Roddy John MacLeod (2018-2022), Ian Miller* (2018-2022), *Conveners*
Jonathan Brodie (2018-2022), Shona Haldane* (2019-2023), Andrew Stevenson (2018-2022), Keith Stewart (2018-2022),
Vice-Conveners

ECUMENICAL RELATIONS COMMITTEE

2021	2022	2023	2024
Ministers	John McMahon	Ross Blackman* David Coulter Sally Russell	Nikki Macdonald* Gary Peacock
Members Gemma King	Pauline Weibye		

a) 8 members appointed by the General Assembly one to be attached, for the purposes of ecumenical accompaniment, to each of the Faith Nurture Forum, the Faith Impact Forum, the Social Care Council, and the Theological Forum. b) Convener who will act as a personal support for the Ecumenical Officer (EO) and Vice-Convener, appointed by the General Assembly. c) A representative of the Roman Catholic Church in Scotland appointed by the Bishops' Conference and 1 representative from each of 3 churches drawn from among the member churches of ACTS and the Baptist Union of Scotland, each to serve for a period of 4 years. d) The Committee shall co-opt Church of Scotland members elected to the central bodies of Churches Together in Britain and Ireland (CTBI), the Conference of European Churches (CEC), the World Council of Churches (WCC), the World Communion of Reformed Churches (WCRC) and the Community of Protestant Churches in Europe (CPCE, formerly the Leuenberg Fellowship of Churches). e) The General Secretary of ACTS shall be invited to attend as a corresponding member. f) For the avoidance of doubt, while only those persons appointed under paragraphs a) and b) above shall be entitled to vote, before any vote is taken the views of members representing other churches shall be ascertained. The Convener shall be entitled to call a meeting of the voting members

Alexander Horsburgh, Convener (2018-2022)
Eileen Miller, Vice-Convener (2020-2023)

FAITH IMPACT FORUM

2021	2022	2023
Ministers	Richard Baxter< Stuart Fulton< Karen Hendry<	Peter Johnston< Peter Nimmo< Justin Taylor<
Members Maureen Jack< Mary Sweetland< Barry Watson<	Peter Lloyd< Valerie Macniven<	Caroline Cowan< Rebecca Gebauer<
<i>Convener, Vice-Convener and 13 members nominated by the Nomination Committee and appointed by the General Assembly. <Initial Members appointed by Commission of the General Assembly May 2020. Members shall serve for three years, renewable for one further term on special cause shown, save that, of the members first appointed, five shall serve until General Assembly 2021, five including the first Vice Convener until General Assembly 2022 and five including the first Convener until General Assembly 2023, in each case non-renewable.</i>		

Susan Brown<, Convener (2020-2023)
Alan Miller<, Vice-Convener (2020-2022)

FAITH NURTURE FORUM

2021	2022	2023
Ministers Michael Goss< Fraser Macnaughton< Hanneke Marshall<	Scott McCarthy< Andrew Morrice<	Alan Hamilton<
Members Sue Thomson<	Richard Lloyd< Ruth Mackenzie<	Lesley-Ann Calvert< Barbara Finlayson< Stefanie Fowler< Murdo McMillan<
<i>Convener, Vice-Convener and 13 members nominated by the Nomination Committee and appointed by the General Assembly. <Initial Members appointed by Commission of the General Assembly in May 2020. Members shall serve for three years, renewable for one further term on special cause shown, save that, of the members first appointed, five shall serve until General Assembly 2021, five including the first Vice Convener until General Assembly 2022 and five including the first Convener until General Assembly 2023, in each case non-renewable.</i>		

Rosemary Frew<, Convener (2020-2023)
Karen Campbell<, Vice-Convener (2020-2022)

GENERAL TRUSTEES

Ministers James Cutler Sheila Kirk Neil MacGregor Kenneth MacKenzie Janet Mathieson Fiona Mathieson Scott Rennie	Elders Robert Balfour Walter Barbour Richard Bell Robert Bell Michael Cunliffe Manliffe Goodbody William Hall Nigel Hicks Alan Kennedy Douglas Kerr William Lawrie	J G Grahame Lees J Kenneth Macaldowie John Maddock David Menzies Robin Stimpson Donald Thomas D Stewart Toy Ian Trushell Kenneth Wright	Advisory Members A Graham Biggerstaff Laura Dunlop William Gill Andrew Hartley Chris Johnstone Ian Lochhead Hamish McBean Tom Nelson Michael Norval Iain Ogilvie David Taverner Rosalind Taylor Roger Trueman
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Trustees are appointed as required, by the General Assembly on the nomination of the Trust.

Raymond Young*, Chair
Ian Townsend*, Vice-Chair

HOUSING AND LOAN FUND

Ministers Joanne Hood Allan McCafferty Neil McNaught	Members Walter Barbour Gavin Burt James Erskine Harry Findlay* Sandy Mowat Eilidh Renwick
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Up to 3 ministers and 1 member appointed by the Faith Nurture Forum, who having served a term of 4 years shall be eligible for re-appointment for a second 4 year term; Up to 4 appointed by the General Assembly on the nomination of the Trustees, who having served a term of 4 years shall be eligible for re-appointment for a second 4 year term; Up to 3 appointed by the Baird Trust, for a term of office determined by that Trust. Any Trustee (other than one appointed by the Baird Trust) may serve for up to a further two four-year terms if elected also as Chairperson or Deputy Chairperson.

MaryAnn Rennie, Chair
Dorothy Anderson, Deputy Chair

IONA COMMUNITY BOARD

2021	2022	2023	2024
Ministers	David McLachlan* Alan Miller		Willie Strachan
Members		Joanna Love DCS* Maggie Mackay	
<i>Convener and 5 members appointed by the General Assembly; 6 members appointed by and from the Iona Community, 2 changing each year; The Leader of the Iona Community; 1 member appointed by and from the Presbytery of Argyll. In addition the Board will invite 6 member churches of Churches Together in Britain and Ireland (CTBI) to appoint a representative member to the Board, such members being eligible to serve for a maximum period of 4 years.</i>			

Tom Gordon, Convener (2019-2023)

JUDICIAL COMMISSION

Richard McFarlane (2018-2022), Morag Ross* (2018-2022), *Conveners*
William Hewitt (2018-2021), Colin Renwick* (2014-2022), *Vice-Conveners*

JUDICIAL PANEL

2021	2022	2023	2024
Ministers Marian Cowie Gordon McCracken Jan Mathieson MaryAnn Rennie	Catherine Beattie	Marjory McPherson	John Christie* Robin Hill*
Elders and Deacons Steuart Dey Chris Dunn Douglas Hamill Pauline Weibye	Alan Cox	Tim Edward David McClements Robert McDougall	David Alexander* William Imlay* Leslie Moffat* Sam Scobie*

20 people being ministers, elders and deacons nominated by the Nomination Committee and appointed by the General Assembly. All members of the Judicial Panel shall be qualified to practise as lawyers or shall be experienced in the law and practice of the Church. Notwithstanding SOs 114 and 118, the members of the Judicial Panel shall initially be appointed for a term of four years, and shall be eligible for reappointment for further terms of four years.

JUDICIAL PROCEEDINGS PANEL

2021		2022	
Ministers Dorothy Anderson* George Cowie Gary Peacock Thomas Riddell*	William Hewitt ¹ Thomas Pollock ¹	Hugh Conkey* Sara Embleton Alan Garrity* Tom Gordon Jane Howitt*	Anne Logan Peter McEnhill* Ian McLean* Fiona Smith*
Elders and Deacons Morag Crawford DCS* Alan Dewar* Grant Gordon Richard Henderson*	Patricia Kingston Nigel Lawrie* Anne Mulligan DCS* Katherine Taylor	Hazel Hastie* Robert Hynd* Helen McLeod* Aileen Nimmo*	Janette Wilson William Windram*
<p><i>A Panel of ministers, elders and deacons appointed by the General Assembly who are suitably experienced in the law and practice of the Church and whose number shall, in accordance with the Discipline of Ministry Act (Act III, 2001), section 1(1)(e), be determined, from time to time, by the Legal Questions Committee. Notwithstanding SOs 114 & 118, appointments shall be for three years with the option of further consecutive terms. In calculating how many Panel members may be appointed, no account shall be taken of any members whose current term has expired but who are deemed to remain as members of the Panel by operation of the Discipline of Ministry Act (Act III, 2001), section 1(1)(f).</i></p> <p>¹ The Discipline of Ministry Act (Act III 2001) provides that anyone who has an active case remains on the JPP until their case is complete.</p>			

LEGAL QUESTIONS COMMITTEE

2021	2022	2023	2024
Ministers Adam Dillon		Victoria Linford Alan Reid*	Marjory McPherson
Members James McLean*	Richard Henderson	Gilbert Anderson Andrew Gibb*	David McClements Katherine Taylor
<p><i>Convener, Vice-Convener and 10 members appointed by the General Assembly, the Clerks of Assembly, the Procurator and the Solicitor of the Church.</i></p>			

Grant Barclay, Convener (2019-2023)
Barbara Finlayson, Vice-Convener (2018-2021)

LIFE AND WORK ADVISORY COMMITTEE

2021	2022	2023	2024
Ministers		Tina Kemp*	Ewen Gilchrist John Paterson
Members Andrew Nicoll	Stuart Wilson*		
<i>Convener and 7 members together with the Principal Clerk as an ex officio member. The members should represent a wide range of theological opinion and perspectives, with an interest and particular gifts to offer the Committee, for example journalism, magazine production, former contributors. The Committee may co-opt members with particular gifts or information.</i>			

James Stewart, Convener (2020-2024)

MINISTRIES APPEAL PANEL

2021	2022	2023	2024
Ministers			Catherine Collins
Members Isabell Montgomerie			Andrew Gibb
<i>Convener, Vice-Convener and 3 members appointed by the General Assembly. At least 1 member shall be legally qualified, at least 1 shall be a minister and at least 1 shall be an elder.</i>			

Robin Stimpson, Convener (to 2024)
Leslie Milton, Vice Convener (to 2023)

NOMINATION COMMITTEE

2021	2022	2023	2024
Ministers Catherine Buchan Karen Harbison Ian Murray Andrew Philip Colin Sutherland	Andrew Gardner Alan Greig Malcolm Kinnear	Graham Finch Paraic Reamonn	
Members Barbara Leppard Kay McIntosh DCS Andrew MacPherson Elspeth McPheat DCS John Stewart	Mary Gargrave DCS Isabella McDerment Ian Russell	Robin Downie Daniel Gunn	Christine Mackenzie Iain MacLeod Davie Murie
<i>Convener, Vice-Convener and 24 members appointed by the General Assembly. Notwithstanding SO 118, no member of the Committee, having served a term of 4 years, shall be eligible for re-election until after a period of 4 years, except for special cause shown. The Convenership of the Committee shall be for 3 years.</i>			

Julie Rennick, *Convener (2020-2023)*
William Wishart, *Vice-Convener (2019-2022)*

PENSION TRUSTEES

Trustees Appointed by the General Assembly	Member Nominated Trustees for the Pension Scheme for Staff	Member Nominated Trustees for the Pension Scheme for Ministries Development Staff	Member Nominated Trustees for the Pension Scheme for Ministers and Overseas Missionaries
Adrian Bark Graeme Caughey Robert Coulter Lin Macmillan Raymond Martin Andrew Sutherland	John Thomson	Neil Campbell Lewis Rose	Susan Anderson Alan Garrity Pauline Gordon

Graeme Caughey, *Chair*
Lin Macmillan, *Vice-Chair*

PERSONNEL APPEAL GROUP

Members John Cowie Mary Haddow William Imlay	Sheilagh Stewart Walter Williamson Eilidh Wiseman
<i>8 members appointed by the General Assembly with the Solicitor of the Church as Secretary. Members shall not include any former or current members of staff of any of the Church's Employing Agencies (including the Social Care Council), nor any current Council or Committee member.</i>	

REGISTRATION OF MINISTRIES COMMITTEE

2021	2022	2023	2024
Ministers	William McLaren		
Members			
<i>Convener, Vice-Convener and 3 members. 1 member is appointed by the Legal Questions Committee, 1 member by the Faith Nurture Forum and 3 members by the General Assembly. The Convener and Vice-Convener are appointed by the General Assembly from the General Assembly appointees. One or other of the Clerks to the General Assembly and the Secretary to the Faith Nurture Forum attend the Committee ex officiis in an advisory capacity but are not members. The Committee is clerked by a person from the Faith Nurture Forum who is not a member of the Committee.</i>			

Neil Dougall, Convener (2017-2021)
Hazel Hastie*, Vice-Convener (2020-2021)

SAFEGUARDING APPEAL PANEL

Members John Christie Sheena-Jane Clark Mary Coles David Dick	Hugh McGregor Alan Miller Anne Noble
<i>A Panel of 6 persons appointed by the General Assembly, being persons with Safeguarding and other relevant experience, and including at least two persons who shall be qualified to practise as lawyers or who are experienced in the law and practice of the Church, and at least two ministers. None of the Panel shall be a current or former employee of any of the Employing Agencies or a current member of the Safeguarding Committee.</i>	

George Whyte, Secretary

SAFEGUARDING COMMITTEE

2021	2022	2023	2024
Ministers Julia Wiley	Fiona Reynolds	Morag Muirhead	
Members	Alison MacVie John Pears*		Robert McCabe*
<i>Convener, Vice-Convener and 6 members appointed by the General Assembly, 1 representative (voting member) from and appointed by each of the Faith Nurture Forum, the Faith Impact Forum, the Social Care Council, the Solicitor of the Church, the National Adviser (Head of Safeguarding) as Secretary to the Committee, the Chief Officer and up to 4 members co-opted by the Committee for their expertise. For the avoidance of doubt it is declared that only the following persons will be entitled to vote: Convener, Vice-Convener, the six Assembly appointed members and the three representatives from each of the Faith Nurture Forum, the Faith Impact Forum and the Social Care Council.</i>			

Adam Dillon, Convener (2019-2023)
Caroline Deerin*, Vice-Convener (2020-2021)

SOCIAL CARE COUNCIL

2021	2022	2023	2024
Ministers	Ramsay Shields<		
Members Amy Campbell<	John Graham<	Jo Elliot< Iain Hunter< Christine Johnson<	Mike Cantlay< Douglas Hamilton< Susie Lind<
<i>Convener, Vice-Convener and 9 members appointed by the General Assembly, with the Chief Executive Officer of CrossReach as a non-voting ex officio member. At least one member should be a Church of Scotland minister. <Initial Members appointed to serve from June 2020.</i>			

Thomas Riddell<, Convener (2020-2024)

Sarah Wood<, Vice-Convener (2020-2023)

SPECIAL COMMISSION ON THE EFFECTIVENESS OF THE
PRESBYTERIAN FORM OF CHURCH GOVERNMENT

Ministers Alexander Forsyth Frances Henderson Alexander Horsburgh Moira McDonald

Derek Browning, Convener

THEOLOGICAL FORUM

2021	2022	2023	2024
Ministers Jean Kirkwood Paul Middleton Alastair Symington	Hector Morrison	Susan Harman Moore Lynn McChlery Ruth Morrison*	Lance Stone*
Members	Andrew Torrance		Paul Nimmo Glen Pettigrove
<i>Convener, Vice-Convener and 11 members appointed by the General Assembly, the membership being selected to provide an appropriate balance of (a) ministers of Word and Sacrament, (b) members of academic staff from the Divinity Schools (or equivalent) of Institutions of Higher Education in Scotland, (c) elders and (d) members drawn from the wider membership of the Church chosen for their particular expertise, experience or provenance.</i>			

Donald MacEwan, Convener (2017-2021)
Liam Fraser, Vice-Convener (2020-2023)



The Church of Scotland

PART IV -
A - ROLL OF MEMBERS
B - MINUTES OF THE
PROCEEDINGS
C - STANDING ORDERS

Jesus said:
Follow Me!

**AND I WILL
MAKE YOU FISH
FOR PEOPLE**

**And immediately
they left their nets
and followed him.**

General Assembly 2020

www.churchofscotland.org.uk/ga

SECTION A – ROLL OF MEMBERS

Roll of Members

- 17/1 Roll
- 17/2 Index of Presbyteries
- 17/3 Roll of Commissioners

SECTION A - ROLL OF MEMBERS

ASSEMBLY OFFICE-BEARERS

Title	Name	No
Moderator	Rt Rev Dr Martin Fair	845
Chaplains	Rev Catherine Beattie	846
	Rev Gregor McIntyre	847
Principal Clerk	Rev Dr George J Whyte	848
Depute Clerk	Ms Christine Paterson	849
Procurator	Ms Laura Dunlop QC	850
Law Agent	Miss Mary Macleod	851
Chief Steward	Mr Alexander F Gemmill	
Depute Steward	Mr Neil Proven	
Assembly Officer	Mr William Mearns	
Depute Assembly Officer	Mrs Karen McKay	

PROCEDURE COMMITTEE

Title	Name	No
Convener	Rev Donald McCorkindale	852
Vice-Convener	Mrs Susan Pym	853

Index of Presbyteries			
31	Aberdeen and Shetland	28	Perth
36	Abernethy	39	Ross
30	Angus	26	St Andrews
7	Annandale and Eskdale	23	Stirling
12	Ardrossan	40	Sutherland
19	Argyll	43	Uist
10	Ayr	2	West Lothian
34	Buchan	9	Wigtown and Stranraer
41	Caithness		
18	Clyde		
8	Dumfries and Kirkcudbright		
29	Dundee		
24	Dunfermline		
27	Dunkeld and Meikle		
5	Duns		
1	Edinburgh		
47	England		
22	Falkirk		
16	Glasgow		
33	Gordon		
17	Hamilton		
48	International Charges		
37	Inverness		
11	Irvine and Kilmarlock		
6	Jedburgh		
49	Jerusalem		
32	Kincardine and Deeside		
25	Kirkcaldy		
13	Lanark		
44	Lewis		
38	Lochaber		
42	Lochcarron – Skye		
3	Lothian		
4	Melrose and Peebles		
35	Moray		
45	Orkney		

Roll of Commissioners

1. Presbytery of Edinburgh

Minister

- 1 Very Rev Dr Russell Barr, Edinburgh: Cramond
- 2 Rev Matthew Bicket, (Carnoustie: Panbride)
- 3 Very Rev Dr Derek Browning, Edinburgh: Morningside
- 4 Rev David Cameron, Dalmeny l/w Queensferry
- 5 Rev Dr Karen K Campbell, Edinburgh: Marchmont St Giles'
- 6 Rev Dr John Cowie, Edinburgh: Stockbridge
- 7 Rev Dr Richard Frazer, Edinburgh: Greyfriar's Kirk
- 8 Rev Jack Holt, Edinburgh: Polwarth
- Rev Stuart Irvin, Edinburgh: St Catherine's Argyle
- 10 Rev Alistair H Keil, Edinburgh: St Andrew's Clermiston
- 11 Rev Cameron Mackenzie, Edinburgh: Tron Kirk (Gilmerton and Moredun)
- 12 Rev Angus R Mathieson, Interim Head, Faith Nurture Forum
- 13 Rev Fiona M Mathieson, Edinburgh: Carrick Knowe
- 14 Rev Moira McDonald, Edinburgh: Corstorphine Old
- 15 Rev Marjory McPherson, Presbytery Clerk
- 16 Rev Douglas Nicol, ((Hobkirk & Southdean l/w Ruberslaw)
- 17 Rev Andrea E Price, Edinburgh: St Michael's
- 18 Rev Daniel Robertson, Edinburgh: Davidson's Mains
- 19 Rev Donald Scott, Edinburgh: Priestfield
- 20 Very Rev Colin A M Sinclair, Edinburgh: Palmerston Place
- 21 Rev Dr Easter Smart, Edinburgh: Currie
- 22 Rev Peter Sutton, Edinburgh: St Cuthbert's
- 23 Rev John M Tait, (Edinburgh: Pilrig St Paul's)
- 24 Rev Dr Rita M Welsh, Edinburgh: Holy Trinity OLM
- 25 Rev Jenny Williams, Edinburgh: Drylaw
- 26 Rev Bill Wishart, Edinburgh: St Martin's

Elder

- 27 Mr Tim Bell, Edinburgh: Leith North
- 28 Mrs Margaret B P Bisset, Ratho
- 29 Mrs Rachel Cadell, Edinburgh: Greenbank
- 30 Mr Alastair Cameron, Edinburgh: Liberton
- 31 Mr Graeme Clark, Edinburgh: Reid Memorial
- 32 Mr Gordon Clephane, Edinburgh: Currie
- 33 Mr Michael Craig, Edinburgh: Portobello and Joppa
- 34 Mr Richard Evans, Edinburgh: Leith South
- 35 Mr Brian Falla, Edinburgh: Colinton
- 36 Mr Alan Fisher, Edinburgh: The Old Kirk and Muirhouse

- 37 Mrs Patricia A Fraser, Ratho
- 38 Mr Ian Graham, Edinburgh: Palmerston Place
- 39 Mrs Helen Hannan, Edinburgh: Inverleith St Serf's
- 40 Dr Hazel Hastie, Edinburgh: Drylaw
- 41 Mr Ian Irvin, Edinburgh: Stockbridge
- 42 Mrs June Kemp, Edinburgh: Cramond
- 43 Prof Herbert Kerrigan, Edinburgh: Greyfriar's Kirk
- 44 Dr Heather McHaffie, Edinburgh: Wardie
- 45 Mrs Karen W F McKay, Kirkliston
- 46 Mrs Susan Menzies, Edinburgh: Davidson's Mains
- 47 Mr Ian Moss, Edinburgh: Marchmont St Giles'
- 48 Mrs Jane Stewart, Edinburgh: Canongate
- 49 Mr Robin M Stimpson, Edinburgh: Morningside
- 50 Mr Eddie Thorn, Edinburgh: Blackhall St Columba's
- 51 Mrs Pauline Weibye, Edinburgh: Craigmillar Park
- 52 Mr Ross Wilkinson, Edinburgh: Inverleith St Serf's

Deacon

- 53 Miss Anne Mulligan DCS, (Chaplain)
- 54 Mrs Pauline Robertson DCS, Chaplain

2. Presbytery of West Lothian

Minister

- 55 Rev Sandra Boyd, Blackburn & Seafield
- 56 Rev Dr Liam J Fraser, Linlithgow: St. Michael's
- 57 Rev Christopher Galbraith, Bathgate: Boghall
- 58 Rev Derek Henderson, Abercorn with Pardovan, Kingscavil and Winchburgh OLM
- 59 Rev Gordon Jamieson, (Head of Stewardship)
- 60 Rev Marc B Kenton, (Strathbroch)
- 61 Rev Thomas S Riddell, Linlithgow: St. Michael's, Auxiliary

Elder

- 62 Mr Keith Burnett, Blackburn & Seafield
- 63 Mrs Elizabeth Ferguson, Whitburn: Brucefield
- 64 Mrs Annette Frater, Strathbrock
- 65 Mr Alistair F Marquis, Livingston United
- 66 Mrs Lynne McEwen, Strathbrock
- 67 Mr Alan Miller, Linlithgow: St. Michael's
- 68 Mrs Marie Williams, Bathgate: Boghall

3. Presbytery of Lothian

Minister

- 69 Rev Robin N Allison, Cockenzie and Port Seton: Chalmers Memorial
- 70 Rev Graham D Astles, Penicuik: North
- 71 Very Rev Dr John B Cairns, Aberlady with Gullane
- 72 Rev Alan R Cobain, Army Chaplain
- 73 Rev Suzanne G Fletcher, Dunglass
- 74 Rev Tom J Gordon, (Chaplain)

- 75 Rev Fred Harrison, Dunbar, OLM
 76 Rev Alexander G Horsburgh, Dalkeith; St Nicholas
 Buccleuch
 77 Rev Dale K London, The Tyne Valley Parish
 78 Rev Louise I Purden, Bonnyrigg
 79 Rev Gayle J A Taylor, Pioneer Minister, Newbattle
 80 Rev David J Torrance, Ormiston with Pencaitland

Elder

- 81 Mrs Joan E Cape, Penicuik: St Mungo's
 82 Mrs Jennifer A Grahame, The Tyne Valley Parish
 83 Mrs Margaret L Hurst, Loanhead
 84 Mrs Elizabeth M Macaulay, Newbattle
 85 Mr Connor MacFadyen, Tranent
 86 Mr Alastair MacGregor, Penicuik: North
 87 Mrs Joyce E MacLean, Penicuik: South and Howgate
 88 Mr John D McCulloch, Presbytery Clerk
 89 Mrs Jeanette K Millican, Roslin
 90 Mrs Catherine Munro, Musselburgh: Northesk
 91 Mr John I Purves, Gorebridge
 92 Mrs Helen A M Symon, Glencorse

Deacon

- 93 Mr Gordon R Steven DCS, Musselburgh: St
 Clement's and St Ninian's

4. Presbytery of Melrose and Peebles

Minister

- 94 Very Rev David Arnott, (St Andrews: Hope Park
 with Strathkinness)
 95 Rev Marion E Dodd, (Kelson Old & Sprouston)
 96 Rev Rosemary Frew, Bowden & Melrose
 97
 98 Rev Sheila W Moir, Maxton & Mertoun w Newtown
 l/w St Boswell

99

Elder

- 100 Mrs Fiona Burnett, Broughton
 101 Mr John Henderson, Bowden & Melrose
 102 Mrs Isobel Hunter, Skirling
 103 Ms Susan McDonald, Innerleithen, Traquair and
 Walkerburn
 104 Mrs Mary McElroy, Carlops
 105

5. Presbytery of Duns

Minister

- 106 Rev Dr Adam Hood, Berwick Upon Tweed St and
 Wallace Green and Lowick
 107 Rev Norman Whyte, Ayton and District Churches

Elder

- 108 Mrs Marianne Karsgaard, Coldingham & St Abbs
 109 Mr David S Philip, Presbytery Clerk

6. Presbytery of Jedburgh

Minister

- 110 Rev Alistair W Cook, Hawick St Mary's & Old l/w
 Hawick Teviot & Robertson
 111 Rev Colin D Johnston, Cheviot
 112 Rev Stephen Manners, Kelso Country Churches

Elder

- 113 Mr R S Elliot, Hawick: Burnfoot
 114 Miss Helen Howden, Kelso Country Churches l/w
 Oxnam
 115 Mr Robert Scott, Hawick: Trinity

7. Presbytery of Annandale and Eskdale

Minister

- 116 Rev Neil Campbell, Chaplain HMP Dumfries &
 Greenock
 117 Rev Eric T Dempster, Lockerbie: Dryfesdale OLM
 118 Rev David G Pitkeathly, The Border Kirk
 119 Rev Paul R Read, Applegarth Sibbaldie &
 Johnstone l/w Lochmaben

120

Elder

- 121 Mrs Cheryl Fairholm, Moffat: St Andrew's
 122 Mrs Alice Forster, Liddesdale
 123 Mrs Sue Jackson, Annan: St Andrew's
 124 Mrs Anne Sanders, Moffat: St Andrew's
 125

Deacon

- 126 Mrs Angela Brydson DCS, Presbytery Deacon

8. Presbytery of Dumfries and Kirkcudbright

Minister

- 127 Rev Dr David Bartholomew,
 Balmaclellan, Kells & Dalry with Carsphairn
 128 Rev Alison Burnside, Bengairn Parishes l/wl/w
 Castle Douglas
 129 Rev Donald Campbell, Dumfries: St George's
 130 Rev Douglas Irving, (Kirkcudbright)
 131 Rev John Notman, Dumfries: Troqueer
 132 Rev Gary J Peacock, Irongray Lochrutton & Terregles
 133 Rev Sally M F Russell, Corsock & Kirkpatrick
 Durham w Crossmichael, Parton

Elder

- 134 Mrs Kath Aitken, Dunscore
 135 Mrs Gwen Corson, Gatehouse & Borgue
 136 Mrs Louise Finch, Kirkcudbright
 137 Mr Stewart McKean, Urr
 138 Ms Shirley Parker, Irongray, Lochrutton & Terregles
 139
 140

9. Presbytery of Wigtown and Stranraer

Minister

- 141 Rev Alexander I Currie, Glasserton and Isle of
 Whithorn with Whithorn St Ninian's Priory
 142 Rev Stuart Farnes, Kirkmabreck w Monigaff
 143 Rev Stephen Ogston, Inch w Luce Valley
 144

Elder

- 145 Mrs Gillian Lynn, Kirkmaiden l/w Stoneykirk
 146 Mrs Ann Rodgers, Inch l/w Luce Valley
 147 Mr Sam Scobie, Presbytery Clerk
 148

10. Presbytery of Ayr

Minister

- 149 Rev Alwyn Landman, Coylton l/wl/w Drongan: the
 Schaw Kirk
 150 Rev Ian Paterson, Ayr: St Columba
 151 Rev John W Paterson, Lugar L/wL/w Old Cumnock:
 Old
 152 Rev Barbara Suchanek-Seitz, Ayr: St James'
 153 Rev Alastair Symington, (Troon: Old)
 154
 155
 156
 157
 158

Elder

- 159 Mrs Janet Armour, Monkton & Prestwick North
 160 Mr Bill K Duncan, Alloway
 161 Mr James A S Kirk, Straiton
 162 Mr Gordon MacDonald, Prestwick: Kingcase
 163 Mr Ian McGregor, Coylton
 164 Mr Kenneth McKelvie, Troon: Portland
 165 Mrs Lorna Paterson, Ayr: St Columba
 166 Mrs Margery G Paterson, Old Cumnock
 167 Mr David Reid, Troon: Old
 168

11. Presbytery of Irvine and Kilmarnock

Minister

- 169 Rev Ian W Benzie, Irvine: Girdle Toll l/w St
 Andrew's
 170 Rev H. Taylor Brown, Kilmarnock: South
 171 Rev P. Jill Clancy, Prison Chaplain
 172 Very Rev William C Hewitt, Clerk to the Presbytery
 of Annandale and Eskdale
 173 Very Rev Dr David W Lacy, (Kilmarnock: Kay Park)
 174 Rev George K Lind, (Stewarton: St Columba's)
 175 Rev Jamie Milliken, Dreghorn and Springside
 176 Rev Kim Watt, Irvine: Old Parish Church, OLM

Elder

- 177 Ms Janet Gibson, Irvine: Relief Boutreehill
 178 Mrs Margaret A. Hamilton, Kilmarnock: South
 179 Mrs Elizabeth Higton, Darvel
 180 Mrs Jane Johnston, Kilmarnock: St John's Onthank
 181 Miss Claire McDougall, Irvine: St Andrew's
 182 Mr Peter Neish, Stewarton: St Columba's
 183 Mrs Gillian Rooney, Kilmarnock: St Kentigern's
 184 Mrs Davina Scrimgeour, Dreghorn and Springside

12. Presbytery of Ardrossan

Minister

- 185 Rev Hilary Beresford, Kilwinning Mansefield Trinity
 186 Rev Roderick I T Macdonald, Beith
 187 Rev Dr Graham McWilliams, Fairlie l/w Largs: St
 Columba's
 188 Rev David Sutherland, Stevenston: Ardeer l/w
 Stevenston: Livingstone
 189 Rev Martin Thomson, Dalry Trinity
 190 Rev Elizabeth R L Watson, Whiting Bay & Kildonan

Elder

- 191 Mrs Margaret Green, Whiting Bay & Kildonan
 192 Mr James Hodge, Dalry: St Margaret's
 193 Mrs Jean C Q Hunter, Brodick l/w Corrie l/w
 Lochranza & Pirnmill l/w Shiskine
 194 Mrs Deirdre Murray, West Kilbride
 195 Mr Allan Richardson, Beith
 196

Deacon

- 197 Mrs Isobel Beck DCS, Kilwinning: Old

13. Presbytery of Lanark

Minister

- 198 Rev Iain D Cunningham, Carluke: Kirkton
 199 Rev Bryan Kerr, Lanark: Greyfriars
 200 Rev Louise E Mackay, Lanark: St Nicholas
 201 Rev Dr Elijah O Obinna, Carluke: St John's

202 Rev Paul Grant, Law

Elder

203 Mr Alan Boyd, Lanark: Greyfriars

204 Mr David Hall, Kirkmuirhill

205 Mr William M Love, Lanark: St Nicholas'

206 Mrs Valerie A MacSween, Carluke: Kirkton

207 Mr Scott M Paget, Lanark: Greyfriars

16. Presbytery of Glasgow
Minister

208 Rev Norman Afrin, Glasgow: Sandyhills

209 Rev Sandra Black, Glasgow: Baillieston Mure
Memorial l/w Baillieston St Andrew's, Interim
Minister

210 Rev Sarah A Brown, Glasgow: Castlemilk

211 Rev Stuart J Crawford, Newton Mearns

212 Rev David Denniston, Glasgow: Queen's Park
Govanhill, Interim Minister

213 Rev Jane M Denniston, Campsie

214 Rev Adam J Dillon, Kirkintilloch: St David's
Memorial Park

215 Rev Morris M Dutch, (Costa Del Sol)

216 Rev Jeremy C Eve, Busby

217

218 Rev Sally Foster-Fulton, Head of Christian Aid

219 Rev R Stuart M Fulton, Glasgow: Newlands South

220 Rev Fiona M E Gardner, Glasgow: Temple
Anniesland

221 Rev Peter M Gardner, Pioneer Minister: Artst
Community Glasgow

222 Rev Dr D Stewart Gillan, Glasgow: St John's
Renfield

223 Rev Rhona E Graham, Glasgow: Tron St Mary's

224 Rev Tara Granados, Glasgow: Ibrox

225 Rev Jonathan A Keefe, Glasgow: Robroyston

226 Rev Gordon Kirkwood, Glasgow: Kelvinbridge

227 Rev Mark Lowey, Glasgow: Ruchill Kelvinside

228 Very Rev Dr David W Lunan, (Presbytery Clerk,
Glasgow)

229 Rev Calum D Macdonald, Giffnock: The Park

230 Rev Stuart D MacQuarrie, (Chaplain, University of
Glasgow)

231 Rev Daniel Manastireanu, Glasgow: St Paul's

232 Rev I Scott McCarthy, Glasgow: Garthamlock and
Craigend East

233 Rev Hilary N McDougall, Congregational Facilitator

234 Rev Mark McKeown, Moodiesburn

235 Rev Dr John McPake, Ecumenical Officer, Church of
Scotland

236 Rev Douglas M Nicol, Glasgow: St Christopher's
Priesthill & Nitshill

237 Rev Linda E Pollock, Glasgow: Possilpark

238

239 Rev Bruce H Sinclair, Glasgow: Jordanhill

240 Rev Timothy Sinclair, Glasgow: Partick Trinity

241 Rev Jim R Teasdale, Glasgow: Eastwood

242 Rev Dr Allan S Vint, Kilsyth: Anderson

243 Rev Linda A W Walker, Auxiliary Minister

244 Rev William T S Wilson, Burnside - Blairbeth

245

246

Elder

247 Mr Robert Barclay, Glasgow: St Andrew and St
Nicholas

248 Mr Graeme D I Barrie, Glasgow: Easterhouse

249 Mr Robert Binnie, Glasgow: Newlands South

250 Mr Ralph P Boettcher, Glasgow: Merrylea

251 Mr John Boyle, Glasgow: Broomhill Hyndland

252 Mrs Jean Brannigan, Glasgow: Partick South

253 Mrs Christina L Brownlie, Glasgow: Cardonald

254 Mrs Fiona Crawford, Newton Mearns

255 Mrs Alison Fenton, Giffnock: South

256 Mr David S Forsyth, Kirkintilloch: St David's
Memorial Park

257 Mrs Mary Y Frame, Lenzie: Old

258 Mr William Izzard, Glasgow: Pollokshields

259

260 Mr James Kerrigan, Mearns Kirk

261 Miss Helen Knox, Glasgow: St David's Knightswood

262 Mr Callum Macfarlane-Grieve, Glasgow: St
George's Tron

263 Mr David Mackie, Giffnock: The Park

264 Mrs Kathleen MacPherson, Lenzie: Union

265 Mr Alistair M Mathison, Glasgow: Pollokshaws

266 Mr Alex McCall, Glasgow: Dennistoun New

267 Mrs Elspeth McCallum, Glasgow: Partick Trinity

268 Mr John G F McCallum, Kirkintilloch: St Columba's

269 Mrs Isabel McDerment, Glasgow: Scotstoun

270 Mr Robert McFarlane, Glasgow: Knightswood St
Margaret's

271

272 Mrs Irene Munro, Newton Mearns

273 Dr Garry K Osbourne, Glasgow: Sandyford

274 Henderson Memorial

275 Mrs Jessie Pickett, Glasgow: Merrylea

276 Mr Eddie Romeo, Glasgow: St Andrew's West

277 Ms I Victoria Rudebark, Glasgow: Maryhill

278

279 Mr David W H Smith, Rutherglen: West &
Wardlawhill

279 Mr Jack Stuart, Glasgow: Kelvinbridge
 280 Ms Margaret Watson, Glasgow: Langside
 281 Mr Andrew Wilkin, Kirkintilloch: St David's
 Memorial Park
 282 Mr George Younger, Glasgow: Possilpark
 283
 284
 285

Deacon

286
 287 Mr Jim E Hamilton DCS, Glasgow: Maryhill
 288 Mrs Karen M Hamilton DCS, Cambuslang
 289 Mrs Claire Herbert DCS, Glasgow: Lodging House
 Mission

17. Presbytery of Hamilton

Minister

290 Rev Ross Blackman, Hamilton: Old
 291 Rev Sharon E F Colvin, (Airdrie: Jackson)
 292 Rev Kevin De Beer, Bellshill: Central
 293 Rev Dr Peter Donald, Airdrie: Cairnlea l/w
 Calderbank
 294 Rev Alan W Gibson, Motherwell: South
 295 Rev Kay Gilchrist, Airdrie: Jackson
 296 Rev Robert A Hamilton, Airdrie: New Wellwynd
 297 Rev Joanne C Hood, Hamilton: St John's
 298 Rev Lorna I MacDougall, Overtown
 299 Rev Kevin MacKenzie, East Kilbride: Westwood
 300 Rev Dr Gordon A McCracken, Presbytery Clerk
 301 Rev Fiona L McKibbin, Uddingston: Old
 302 Rev Elaine W McKinnon, Newarthill & Carfin
 303 Rev Christopher A Rankine, Hamilton: Hillhouse
 304 Rev Terry A Taylor, East Kilbride: South
 305 Rev Alan B Telfer, Strathaven: Avendale Old &
 Drumclog Memorial

306

Elder

307 Ms Lesley Auld, Hamilton: St John's
 308 Mr J Scott Bennie, Strathaven: Trinity
 309 Mr William C Calder, Blantyre: Livingstone
 Memorial
 310 Mr Fraser Graham, Motherwell: Dalziel St Andrew's
 311 Mrs Joan Harvey, Dalserf
 312 Mr Derek R Hotchkiss, Hamilton: Hillhouse
 313 Mr William Howson, Hamilton: St John's
 314 Ms June Irvine, Newmains: Coltness Memorial
 315 Mr Ian H Jaques, Hamilton: South
 316 Mr Gordon M Kidd, Hamilton: Hillhouse
 317 Mr Andrew Main, Airdrie: Jackson
 318 Mr Douglas Pearson, Uddingston: Burnhead

319 Mr Iain C Proudfoot, Blantyre: Old
 320 Mr James Reid, Larkhall: St Machan's
 321 Mr George Robertson, Hamilton: Old
 322 Mr Colin Russell, Wishaw: Old
 323 Mrs Elizabeth Freer Scott, Blantyre: Old

18. Presbytery of Clyde

Minister

324 Rev Gordon Armstrong, Paisley: Oakshaw Trinity
 325 Rev Fergus Buchanan, Baldernock l/w Milngavie: St
 Paul's
 326 Very Rev John C Christie, Depute Presbytery Clerk
 327 Rev Peter Gill, Paisley: Wallneuk North
 328 Rev Kenneth Gray, Bridge of Weir: Freeland
 329 Rev Dr Alan J Hamilton, Bearsden: Killermont
 330 Very Rev Dr Lorna Hood OBE, (Renfrew: North)
 331 Rev Ian C Johnson, Dumbarton: Riverside l/w St
 Andrew's l/w West Kirk
 332 Rev Ann Knox, Inchinnan
 333 Rev Margaret McArthur, Cardross
 334 Rev Ann McCool, Johnstone: High
 335 Rev Ruth H B Morrison, Clydebank: Waterfront l/w
 Dalmuir: Barclay
 336 Rev Christine Murdoch, Craigrownie l/w
 Garelochhead l/w Rosneath: St Modan's
 337 Rev David Nicolson, Erskine
 338 Rev Gary Noonan, Houston and Killellan
 339 Rev Barbara A O'Donnell, Bonhill l/w Renton:
 Trinity
 340 Rev Eileen M Ross, Linwood
 341 Rev Dr Alistair Shaw, Howwood with Johnstone St
 Paul's
 342 Rev Yvonne Smith, Bishopton
 343 Rev Alan Sorensen, Greenock: Wellpark Mid Kirk
 344 Rev Stuart Steell, Renfrew: Trinity
 345
 346

Elder

347 Mr James Auld, Dumbarton: Riverside
 348 Mrs Grace Kennedy, Greenock: Wellpark Mid Kirk
 349 Mrs Mary Bell, Clydebank: Faifley
 350 Mr Derek Bisset, Paisley: Wallneuk North
 351 Mrs Gladys Black, Skelmorlie & Wemyss Bay
 352 Mr James Blair, Bishopton
 353 Mrs Helen Eckford, Port Glasgow: New Parish
 354 Mr John O Hawthorn, Old Gourock & Ashton
 355 Mr Steven Henderson, Bishopton
 356 Mrs Christine Johnston, Bonhill
 357 Mr Robert M Kinloch, Lomond
 358 Mr David Linley, Bearsden: Baljaffray

359 Mrs Elizabeth McAdam, Inchinnan
360 Ms Anne McGregor, Kilmacolm: Old
361 Dr John Morrice, Kilmacolm: Old
362 Mr Andrew Nisbet, Rhu & Shandon
363 Mrs Mary Pollock, Greenock: Lyle Kirk
364 Mr Stewart Renton, Erskine
365 Mr Dennis Taylor, Bridge of Weir: St Machar's
Ranfurly
366 Mr Neil Turnbull, Helensburgh
367 Mrs Maureen Walker, Cardross
368
369

19. Presbytery of Argyll

Minister

370 Rev Scott Burton, West Kintyre
371 Rev Dugald Cameron, Kilmore & Oban
372 Rev Dr Roderick D Campbell, West Lochfyneside
373 Rev Jenny Earl, Kilfinichen, Kilvickeon, Ross of Mull
l/w Iona
374 Rev Owain Jones, The United Charge of Bute
375 Rev Janet MacKellar, Kirn and Sandbank
376 Rev David Mitchell, Kilfinan l/w Kilmodan &
Colintraive l/w Kyles
377 Rev Hilda Smith, Lochgilphead

Elder

378 Mr Douglas Allan, The United Church of Bute
379 Morag Allan, The United Church of Bute
380 Mr Stuart Carmichael, Appin
381 Mrs Marion Fyfe, Kirn and Sandbank
382 Ms Alison MacCorquodale, Appin
383 Mr Douglas McHugh, Strachur & Strathlachlan
384 Mr W Stewart Shaw, Presbytery Clerk
385 Mrs Elizabeth Speirs, Rothesay: Trinity

22. Presbytery of Falkirk

Minister

386 Rev Robert Allan, Falkirk: Trinity
387 Rev Raheel Arif, Denny: Old l/w Haggs
388 Very Rev Albert O Bogle, Sanctuary First
389 Rev Melville Crosthwaite, Larbert: East
390 Rev Dr Jean Gallacher, Dunipace
391 Rev Derek Gunn, (Airdrie: Clarkston)
392 Rev Alistair M Horne, Falkirk: St Andrew's West
393 Rev Joyce A Keyes, Cumbernauld: Abronhill
394 Rev Amanda J MacQuarrie, Bo'ness: Old
395 Rev Ronald Matandakufa, Grangemouth: Kirk of
the Holy Rood
396 Rev Alison Meikle, Grangemouth: Zetland

Elder

397 Mrs June Annan, Larbert: West
398 Mr Matthew Baxter, Falkirk: St Andrew's West
399 Mr Andrew Christie, Cumbernauld: St Mungo's
400 Mr Tom Davidson, Grangemouth: Abbotsgrange
401 Mr Ernest Firth, Haggs
402 Mr John Haston, Grangemouth: Abbotsgrange
403 Mrs Diane McCabe, Bo'ness: Old
404 Mrs Janet Rhodes, Denny: Old
405 Mrs Wilma Wilson, Redding and Westquarter
406 Mr George Young, Falkirk: Laurieston
407

Deacon

408 Mr David Nicholson DCS, Cumbernauld, Kildrum
l/w St Mungo's

23. Presbytery of Stirling

Minister

409 Rev Drew Barrie, Tullibody: St Serf's
410 Rev Alison E P Britchfield, Tillicoultry
411 Rev Rae A Clark, Clackmannan
412 Rev Dr Janet Foggie, Pioneer Minister - University of
Stirling
413 Rev Dan Harper, Bridge of Allan
414 Rev Ellen Larson Davidson, Kippen l/w Norriston
415 Rev Sigrid Marten, Balfron l/w Fintry
416 Rev Gary John McIntyre, St Ninian's: Old
417 Rev Alan F Miller, Stirling? Church of the Holy Rude
l/w Stirling: Viewfield Erskine
418 Rev Graham Nash, Cambusbarron: The Bruce
Memorial

Elder

419 Mrs Elspeth Burnett, Norrieston
420 Mrs Patricia Craib, Tullibody: St Serf's
421 Mrs Marjory Davidson, Tullibody: St Serf's
422 Mrs Morag Ferrier, Kilmadock
423 Mr Daniel Gunn, Dunblane: St Blane's
424 Miss Susanne McEwan, Tillicoultry
425 Mr Ian McVean, Balfron
426 Mrs Anne Paterson, Clackmannan
427 Ms Pauline Perry, Cambusbarron: The Bruce
Memorial
428 Mrs Val Rose, Alloa: Ludgate

Deacon

429 Mrs Jean T Porter DCS, Stirling: St Mark's Parish
Church, Stirling

24. Presbytery of Dunfermline

Minister

430 Very Rev Dr John Chalmers, (Principal Clerk)

- 431 Rev Brian Dobby, Rosyth
 432 Rev Dr Iain M Greenshields, Dunfermline: St Margaret's
 433 Rev Andrew Morrice, Dunfermline: East
 434 Rev Monika Redman, Dunfermline: St Leonard's
 435 Rev Alec Shuttleworth, Saline & Blairingone
 436 Rev Muriel F Willoughby, Dunfermline: St Andrew's Erskine

Elder

- 437 Ms Caroline Bowman, Cowdenbeath: Trinity
 438 Mr Kenneth Brown, Dunfermline: East
 439 Mrs Lorraine M D Brown, Dunfermline: St Andrews' Erskine
 440 Mrs Lorraine E Fraser, Dunfermline: Abbey
 441 Mrs Elizabeth Grant, Rosyth
 442 Mrs Lesley Henderson, Townhill & Kingseat
 443 Mr Alasdair MacRae, Saline and Blairingone

Deacon

- 444 Miss Morag Crawford DCS, Rosyth

25. Presbytery of Kirkcaldy

Minister

- 445 Rev Elisabeth Cranfield, Methilhill & Denbeath
 446 Rev Dr Andrew Gardner, Glenrothes: Christ's Kirk
 447 Rev Alan W D Kimmitt, Glenrothes St Columba's
 448 Rev Donald Lawrie, Auchterderran Kinglassie
 449 Rev Robin J McAlpine, Kirkcaldy: Bennoch
 450 Rev David J Smith, Glenrothes: St Ninian's

Elder

- 451 Mr Alex Bell, Methil: Wellesley
 452 Mr Graham Harrower, Kirkcaldy: Bennoch
 453 Mrs Margaret A Hunter, Kirkcaldy: St Bryce
 454 Ms Mary Ann Peace, Auchtertool
 455 Miss Iona M Pringle, Kennoway, Windygates & Balgonie: St Kenneth's
 456 Mrs Morna Scriven, Kirkcaldy: Abbotshall

Deacon

- 457 Mrs Jacqueline Thomson DCS, Buckhaven and Wemyss

26. Presbytery of St Andrews

Minister

- 458 Rev Gavin Black, Cupar: St. John's & Dairsie United
 459 Rev John Duncan, Leuchars: St Athernase
 460 Rev William F Hunter, Howe of Fife
 461 Rev Allan McCafferty, St Andrews: Hope Park & Martyrs l/w Strathkinnes

- 462 Rev Nigel J Robb, Presbytery Clerk
 463 Rev David Scott, (Traprain)
 464

Elder

- 465 Mrs S Boyd, St Athernase
 466 Mrs Pauline Craig, Cupar: St John's and Dairsie United
 467 Miss Elaine Dowie, St. Andrews: Hope Park and Martyrs
 468 Mr William Imlay, Newport-on-Tay
 469 Mr Andrew Millar, East Neuk Trinity
 470 Mrs Elizabeth Simmers, Howe of Fife
 471

27. Presbytery of Dunkeld and Meigle

Minister

- 472 Rev Andrew Graham, Bendochy l/w Coupar Angus Abbey
 473 Rev Mary M Haddow, Pitlochry
 474 Rev Robert Nicol, Fortingall, Glenlyon, Kenmore & Lawers
 475 Rev R F Penny, Dunkeld

Elder

- 476 Dr David Frame, Pitlochry
 477 Mr Peter Godfrey, Coupar Angus: Abbey
 478 Mr Andrew J A Ogilvy-Wedderburn, Alyth
 479 Mrs Wendy Stewart, Ardlar, Kettins and Meigle

28. Presbytery of Perth

Minister

- 480 Rev Stan Kennon, Abernethy & Dron & Arngask
 481 Rev Maureen MacDougall, Scone and St Martin's
 482 Rev Robert J Malloch, Almondbank Tibbermore l/w Methven and Logiealmond
 483 Rev Lynn McChlery, Auchterarder
 484 Rev Alex M Millar, Presbytery Clerk
 485 Very Rev Dr Angus Morrison, Orwell and Portmoak
 486 Rev Mairi Perkins, Blackford l/w Ardoch
 487 Rev David Rankin, Perth: Riverside
 488 Rev Elisabeth M Stenhouse, Fossoway St Serf's and Devonside l/w Cleish
 489 Rev Steven Thomson, Collace l/w Cargill Burrelton

Elder

- 490 Mrs Fiona Bruce, Perth: St Matthew's
 491 Ms Ruth A Buchan, Auchterarder
 492 Miss Patricia A Eadie, Orwell and Portmoak
 493 Mrs Janet Harper, Fossoway: St Serf's & Devonside l/w Cleish

- 494 Mrs Catriona Harrison, Aberdalgie and Forteviot
l/w Aberuthven & Dunning
495 Mrs Rosemary H Johnston, Abernethy and Dron &
Arngask
496 Mrs Margaret D MacArthur, Perth: St Leonard's-in-
the-Fields
497 Mr Tom Morrison, Perth: St Matthew's
498 Ms Elizabeth Paterson, Ardoch
499 Mr Brian Swan, Perth: North

Deacon

- 500 Miss Patricia M Munro DCS, (Perth: St John's Kirk
l/w Perth: St Leonard's-in-the-Fields & Trinity)

29. Presbytery of Dundee

Minister

- 501 Rev Leslie Barrett, (Chaplain, University of
Abertay)
502 Rev Catherine E E Collins, Dundee: Broughty Ferry
New Kirk
503 Rev David A Collins, Auchterhouse l/w Monikie &
Newbigging & Murroes & Tealing
504 Rev David Gray, Dundee: Logie & St John's (Cross)
505 Rev Keith F Hall, Dundee Parish Church (St Mary's)
l/w Broughty Ferry St Stephen's & West
506 Rev Dr Marjory A MacLean, Abernethy l/w Inchtute
& Kinnaird l/w Longforgan
507 Rev Nardia Sandison, Dundee: Balgay
508 Rev Willie Strachan, Dundee: Lochee OLM
509 Rev James L Wilson, Dundee: Whitfield

Elder

- 510 Mr Kenneth G Andrew, Dundee: Broughty Ferry St
Luke's & Queen Street
511 Mrs Joyce Beattie, Dundee: Douglas & Mid Craigie
512 Mrs Vivien Buchan, Longforgan
513 Miss Sheona Chisholm, Dundee: Chalmers Ardler
514 Mr J William Joss, Dundee: Strathmartine
515
516 Miss Jean Mitchell, Dundee: Camperdown
517 Mrs Jennifer Park, Dundee: Stobswell
518 Miss Margaret Robertson, Dundee: Meadowside St
Paul's

30. Presbytery of Angus

Minister

- 519 Rev Annette Gordon, Carnoustie: Panbride
520 Rev Michael S Goss, Barry l/w Carnoustie
521 Rev Ian Gray, Montrose: Old & St Andrew's OLM
522 Rev Maggie Hunt, Forfar: St Margaret's

- 523 Rev John K Orr, The Glens & Kirriemuir United l/w
Oathlaw Tannadice
524 Rev Peter Phillips, Colliston l/w Friockheim &
Kinnell l/w Inverkeilor
525 Rev Carleen Robertson, Eassie, Nevay & Newtyle

Elder

- 526 Mrs Morag Dale, Brechin: Gardner Memorial
527 Mr Gavin Dobson, The Glens & Kirriemuir United
528 Mrs Joan E Hainsworth, Arbroath: St Andrew's
529 Mrs Jan Scott, Barry
530 Mrs Linda Hunter, Arbroath: St Andrew's
531 Mrs Lexi Smart, Forfar: East & Old
532 Mr David Taylor, Dun & Hillside

31. Presbytery of Aberdeen & Shetland

Minister

- 533 Rev Keith Blackwood, Aberdeen: Mannofield
535 Rev Jonny Clipston, Newhills
536 Rev Shuna M Dicks, Cults
537 Rev Dr John A Ferguson, Peterculter
538 Rev Dr Frances M Henderson, Shetland Transition
Minister
539 Rev Peter (James) N Johnston, Aberdeen: Ferryhill
540 Rev Laurene M Lafontaine, Kingswells
541 Rev Scott M Rennie, Aberdeen: Queen's Cross
542 Rev Dr Robert L Smith Jnr, Aberdeen: Rubislaw
543 Rev Tom Macintyre, Shetland

Elder

- 544 Dr Stella A Anderson, Cults
545 Mr Bill Diack, Newhills
546 Mr Iain H Hunter, Aberdeen: Mannofield
547 Mr Colin G McAlister, Aberdeen: Woodside
548 Miss Alice Merrilees, Aberdeen: Kirk of St Nicholas
Uniting
549 Mr Alan G Morrison, Aberdeen: Midstocket
550 Mrs Judith J H Pearson, Aberdeen: Queen's Cross
551 Mrs Penelope A Smith, Shetland
552 Mr Malcolm A Steel, Aberdeen: St Mark's
553 Mr Andrew J Williamson, Shetland

32. Presbytery of Kincardine and Deeside

Minister

- 555 Rev David Barr, Glenmuick
556 Rev Dr Melvyn Griffiths, Maryculter Trinity
557 Rev Andrew Morrison, Arbuthnott, Bervie &
Kinneff
558 Rev Brian D Smith, West Mearns
559 Rev Holly Smith, Mid Deeside

Elder

- 560 Mr James M Clark, Glenmuick
 561 Mr David E Laing, Banchory-Ternan: East
 562 Mrs Marion McNeil, Drumoak-Durris
 563 Mr David Middleton, West Mearns
 564 Ms Gloria Potter, Stonehaven: Fetteresson

33. Presbytery of Gordon

Minister

- 565 Rev Stella Campbell, Skene
 566 Rev Dr Mary Cranfield, Culsalmond & Rayne l/w Daviot
 567 Rev Euan Glen, Cluny l/w Monymusk
 568 Rev Neil Meyer, Kintore
 569
 570
 571

Elder

- 572 Miss Ann Brown, Kemnay
 573 Mrs Joyce Pinnel, Skene
 574 Mrs Irene Reid, Kemnay
 575 Mrs Val Reid, Kintore
 576 Mrs Ann Wilkinson, Cluny l/w Monymusk
 577 Ms Eva Will, Skene
 578 Mrs Janet Wilson, Upper Donside

34. Presbytery of Buchan

Minister

- 579 Rev Robert A Fowlie, Longside
 580 Rev Kevin Gruer, Turriff: St Ninian's & Forglen
 581 Rev Alison Jaffrey, Fyvie w Rothienorman
 582 Rev Sheila M Kirk, Presbytery Clerk
 583 Rev Hugh O'Brien, Macduff
 584 Rev Stephen J Potts, Auchaber United l/w Auchterless
 585 Rev Dr David S Ross, (Prison Chaplain)

Elder

- 586 Mr John Anderson, Lonmay
 587 Mrs Karen Brown, New Deer: St Kane's
 588 Mrs Maureen H Esson, Cruden
 589 Mr Robert M Esson, Cruden
 590 Miss Ursula R Mackenzie, Peterhead: New
 591 Ms Ali MacLeod, Deer
 592

35. Presbytery of Moray

Minister

- 593 Rev Jenny Adams, Duffus, Spynie and Hopeman
 594 Rev Averil Attenburrow, Dallas & Rafford l/w Forres St Leonard's

- 595 Rev Jaco Boonzaaier, Findochty l/w Portnockie
 596 Rev Wes Brandon, Buckie: South & West l/w Enzie
 597 Rev Deon Oelofse, Elgin: St Giles' and St Columba's South
 598 Rev Douglas F Stevenson, Cullen and Deskford

Elder

- 599 Mrs Ann M C Bowie, Bellie & Speymouth
 600 Mr Stuart Foster, Knockando, Elchies and Archiestown
 601 Mrs Suzanne Foster, Knockando, Elchies and Archiestown
 602 Mr Tom Foster, Dyke & Edinkillie
 603 Mrs Anne Marie Simpson, Keith North, Newmill, Boharm and Rothiemay
 604 Ms Nicola Smith, Keith, St. Rufus, Botriphnie & Grange

36. Presbytery of Abernethy

Minister

- 605 Rev Mary Duncanson, Locum: Tomintoul, Glenlivet, & Inveraven OLM
 606 Rev Mary Ellen Thomson, Chaplain to care homes OLM

Elder

- 607 Mrs Helen Banks, Boat of Garten, Carrbridge, and Kincardine
 608 Mrs Anne Goodall, Boat of Garten, Carrbridge, and Kincardine

37. Presbytery of Inverness

Minister

- 609 Rev Seoras L Mackenzie, Kiltarlity
 610 Rev Ian A Manson, Kilmorack & Erchless
 611 Rev T Douglas McRoberts, (Malta)
 612 Rev Alison C Mehigan, Nairn: Old
 613 Rev Douglas R Robertson, Inverness: Crown
 614 Rev Michael Robertson, Culloden: The Barn

Elder

- 615 Mrs Annie Burtwell, Nairn: Old
 616 Mrs Isobel Freudenthal, Culloden: The Barn
 617 Mr Hamish MacLennan, Kiltarlity
 618 Mrs June MacLennan, Kilmorack & Erchless
 619 Mrs Judith Macleod, Inverness Crown
 620 Mr Andrew Ramsay, Culloden: The Barn

Deacon

- 621 Mrs Dorothy Getliffe DCS

38. Presbytery of Lochaber

Minister

- 622 Rev Richard Baxter, Fort William: Duncansburgh
Macintosh l/w Kilmonivaig
623 Rev Anthony Jones, Fort Augustus l/w Glengarry
624 Rev Fiona Ogg, Acharacle l/w Ardnamurchan

Elder

- 625 Mr Cameron Donnelly, Fort Augustus
626 Mr William Skene, Kilmonivaig
627

39. Presbytery of Ross

Minister

- 628 Rev Dr Warren R Beattie, Avoch l/w Fortrose &
Rosemarkie
629 Rev Bruce Dempsey, Dingwall: St Clement's
630 Rev Drausio Goncalves, Dingwall: Castle Street
631
632 Rev Irene E Munro, OLM
633

Elder

- 634 Mrs Fiona A Brown, Dingwall: Castle Street
635 Mrs Catherine M Chambers, Presbytery Clerk
636 Mr Thomas Fulton, Dingwall: St Clement's
637 Mr Andrew M Love, Rosskeen
638 Mrs Linda Simpson, Fortrose & Rosemarkie
639

40. Presbytery of Sutherland

Minister

- 640 Rev Dr Beverly W Cushman, Altnaharra and Farr
l/w Melness and Tongue
641 Rev John MacPherson, Eddrachillis
642 Rev Dr John B Sterrett, Golspie
643 Rev Mary J Stobo, Kincardine, Croick & Edderton
OLM
780 Very Rev Dr Susan Brown, Dornoch Cathedral

Elder

- 644 Mr Sydney L Barnett, Clyne l/w Kildonan & Loth
Helmsdale
645 Mrs Mhari Mackay, Dornoch: Cathedral
646 Mrs Gladys McCulloch, Kincardine, Croick &
Edderton
647 Mrs Judith Thomas, Golspie: St Andrews'
781 Mrs Fiona Risk, Clyne

41. Presbytery of Caithness

Minister

- 648 Rev David Macartney, North Coast Parish
649 Rev John Nugent, Wick: St Fergus
650 Rev Heather Stewart, Presbytery Clerk OLM

Elder

- 651 Mrs Elizabeth Geddes, Pentland Parish
652 Mr Alan Sinclair, Wick: St Fergus
653 Mrs Lorraine Sinclair, Parish of Latheron

42. Presbytery of Lochcarron - Skye

Minister

- 654 Rev Dr Roderick A R MacLeod, Strath & Sleat
655 Rev Stuart Smith, Gairloch & Dundonnell
656

Elder

- 657
658
659

43. Uist

Minister

- 660 Rev Ian Murdo MacDonald, Tarbert

Elder

- 661 Mr Kenneth Macleod, Tarbert

44. Presbytery of Lewis

Minister

- 662 Rev Dr Ben Johnstone, Strath & Sleat
663 Rev Thomas MacNeil, Stornoway: Martin's
Memorial
664 Rev Hugh M Stewart, Lochs-in Bernera l/w Uig

Elder

- 665 Mr Noel Eadie, Uig
666 Mr Colin S Mackenzie, Lochs-in-Bernera
667 Mr Iain Macleod, Stornoway: Martin's Memorial
Church

45. Presbytery of Orkney

Minister

- 668 Rev John Butterfield, Stromness
669 Rev June Freeth, Flotta l/w Hoy & Walls l/w Orphir
& Stenness OLM
670 Rev James Wishart, (Deer)
671

Elder

- 672 Mrs Sue Hollands, Hoy & Walls

673 Mrs Ingrid Morrison, Stromness
674
675

47. Presbytery of England

Minister

676 Rev Dr David Coulter, Guernsey: St Andrews' in the
Grange
677 Rev Alistair Cumming, Presbytery Clerk
678
679 Rev Dr Cameron Langlands, Healthcare Chaplain
680 Rev Philip J Majcher, London, Crown Court
681 Very Rev Dr John H McIndoe, (London St
Columba's)
682 Rev John McMahon, Healthcare Chaplain
683

Elder

684 Mrs Katie Bennie, Jersey: St Columba's
685 Mr Graham Cumming, London: St Columba's
686 Ms Elspeth Gordon, London: Crown Court
687
688 Miss Ethel Robb, Guernsey: St Andrew's in the
Grange
689 Mrs Catharine Robertson, London: St Columba's
690 Mr Ian Russell, London: St Columba's
691

48. Presbytery of International Charges

Minister

692 Rev Joanne H G Evans-Boiten, Colomba Le Roc
Retreat Centre, Montcuq, France
693 Rev Eric W Foggitt, (Dunbar)
694 Rev Dr Peter McEnhill, Rome: St Andrew's
695 Rev Aaron C Stevens, Budapest: St Columba's
696 Rev Laurence H Twaddle, Geneva

Elder

697 Mr John Barber, Budapest : St Columba's
698 Karen Bloomer, Brussels : St Andrew's
699 Mr Laurent Djamen, Geneva
700 Mr John McGhie, Rome: St Andrew's
701 Mrs Ingrid Sorensen, Amsterdam: English
Reformed Church

49. Presbytery of Jerusalem

Minister

702 Rev Dr John McCulloch, Jerusalem and Tiberias: St
Andrew's

Elder

703 Mr Andrew Donohoe, Tiberias: St Andrew's

CORRESPONDING MEMBERS

Assembly Trustees

704 Prof Elizabeth Ashcroft
705 Mr Alan Campbell
706 Mrs Jean Couper
707 Mr David Harrison
708 Ms Linda Irvine
709 Mr Jamie Lockhart

711 Mr James McNeill
712 Mr Geoff Miller
713 Ms Ann Nelson
714 Mrs Norma Rolls
715 Rev Aniko Schuetz Bradwell
716 Mr Raymond Young

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Church of Scotland Pension Trustees

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Committee on Church Art and Architecture

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Deputy Treasurer – Congregational Finance

720 Mr Archie McDowall

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721 Rev Eileen Miller

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722 Mrs Barbara Finlayson

Faith Impact Forum

723 Rev Ian Alexander
724 Mrs Mary Sweetland

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Scottish Churches' Parliamentary Officer

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734 Mrs Viv Dickenson

735 Mr Jo Elliot

The Guild

736 Mr Iain Whyte

Theological Forum

737 Rev Dr Donald MacEwan

Trustees of the Housing and Loan Fund

738 Rev MaryAnn Rennie

YOUTH REPRESENTATIVES

Youth Representatives appointed at the National Youth Assembly 2019

739 Lauren Asher

740 Rebecca Craig

741 Hannah Dunlop

742 Dana McQuater

743 Rebecca Pennykid

744 Matthew Philip

745 Bethany Pringle

746 Tara Shannon

747 Nicola Shirlaw

748 Lisa Whyte

PRESBYTERY REPRESENTATION

Edinburgh

764 Ishbel Wright

Lothian

749 Miss Kate MacFadyen

Dumfries and Kirkcudbright

750 Mr Rory McLatchie

Ayr

751 Mr Ross McKay

Ardrossan

752 Ms Deborah Nicol

Lanark

753 Miss Allie Sinclair

Glasgow

754 Scott Macfie

Hamilton

755 Miss Megan L Graham

Clyde

756 Seonaid Knox

757 Miss Fiona Reid

Falkirk

758 Mr Reese MacQuarrie

Dunfermline

759 Jack Shuttleworth

Dundee

760 Iona Kimmitt

Angus

761 Carla Ingram

Aberdeen & Shetland

762 Fraser Borland

Moray

763 Kirsty Watkins

COMMISSION OF ASSEMBLY 2020

1. Presbytery of Edinburgh

2 Rev Matthew Bicket, (Carnoustie: Panbride)
 17 Rev Andrea E Price, Edinburgh: St Michael's
 19 Rev Donald Scott, Edinburgh: Priestfield
 35 Mr Brian Falla, Edinburgh: Colinton
 39 Mrs Helen Hannan, Edinburgh: Inverleith St Serf's
 48 Mrs Jane Stewart, Edinburgh: Canongate

2. Presbytery of West Lothian

61 Rev Thomas S Riddell, Linlithgow: St. Michael's,
 Auxiliary Minister
 67 Mr Alan Miller, Linlithgow: St. Michael's

3. Presbytery of Lothian

78 Rev Louise I Purden, Bonnyrigg
 92 Mrs Helen A M Symon, Glencorse

4. Presbytery of Melrose and Peebles

98 Rev Sheila W Moir, Maxton & Mertoun l/w Newtown
 l/w St Boswell
 102 Mrs Isobel Hunter, Skirling

5. Presbytery of Duns

107 Rev Norman Whyte, Ayton and District Churches
 109 Mr David S. Philp, Presbytery Clerk

6. Presbytery of Jedburgh

110 Rev Alistair W Cook, Hawick St Mary's & Old l/w
 Hawick Teviot & Robertson
 114 Miss Helen Howden, Kelso Country Churches l/w
 Oxnam

7. Presbytery of Annandale and Eskdale

117 Rev Eric T Dempster, Lockerbie: Dryfesdale OLM
 123 Mrs Sue Jackson, Annan: St Andrew's

8. Presbytery of Dumfries and Kirkcudbright

129 Rev Donald Campbell, Dumfries: St George's
 136 Mrs Louise Finch, Kirkcudbright

9. Presbytery of Wigtown and Stranraer

141 Rev Alexander I Currie, Glasserton and Isle of
 Whithorn l/w Whithorn St Ninian's Priory
 147 Mr Sam Scobie, Presbytery Clerk

10. Presbytery of Ayr

153 Rev Alastair Symington, (Troon: Old)

164 Mr Kenneth McKelvie, Troon: Portland

11. Presbytery of Irvine and Kilmarnock

174 Rev George K Lind, (Stewarton: St Columba's)
 178 Mrs Margaret A. Hamilton, Kilmarnock: South

12. Presbytery of Ardrossan

187 Rev Dr Graham McWilliams, Fairlie l/w Largs: St
 Columba's
 195 Mr Allan Richardson, Beith

13. Presbytery of Lanark

199 Rev Bryan Kerr, Lanark: Greyfriars
 204 Mr David Hall, Kirkmuirhill

16. Presbytery of Glasgow

211 Rev Stuart J Crawford, Newton Mearns
 213 Rev Jane M Denniston, Campsie
 219 Rev R Stuart M Fulton, Glasgow: Newlands South
 224 Rev Tara Granados, Glasgow: Ibrox
 248 Mr Graeme D I Barrie, Glasgow: Easterhouse
 264 Mrs Kathleen MacPherson, Lenzie: Union
 269 Mrs Isabel McDerment, Glasgow: Scotstoun
 275 Mr Eddie Romeo, Glasgow: St Andrew's West

17. Presbytery of Hamilton

298 Rev Lorna I MacDougall, Overtown
 317 Mr Andrew Main, Airdrie: Jackson
 323 Mrs Elizabeth Freer Scott, Blantyre: Old

18. Presbytery of Clyde

331 Rev Ian C Johnson, Dumbarton: Riverside l/w St
 Andrew's l/w West Kirk
 343 Rev Alan Sorensen, Greenock: Wellpark Mid Kirk
 354 Mr John O Hawthorn, Old Gourock & Ashton
 367 Mrs Maureen Walker, Cardross

19. Presbytery of Argyll

371 Rev Dugald Cameron, Kilmore & Oban
 384 Mr W Stewart Shaw, Presbytery Clerk

22. Presbytery of Falkirk

386 Rev Robert Allan, Falkirk: Trinity
 406 Mr George Young, Falkirk: Laurieston

23. Presbytery of Stirling

409 Rev Drew Barrie, Tullibody: St Serf's
 428 Mrs Val Rose, Alloa: Ludgate

24. Presbytery of Dunfermline

435 Rev Alec Shuttleworth, Saline & Blairingone

440 Mrs Lorraine E Fraser, Dunfermline: Abbey

25. Presbytery of Kirkcaldy

447 Rev Alan W D Kimmitt, Glenrothes St Columba's 2

452 Mr Graham Harrower, Kirkcaldy: Bennoch

26. Presbytery of St Andrews

462 Rev Nigel J Robb, Presbytery Clerk

465 Mrs S Boyd, St Athernase

27. Presbytery of Dunkeld and Meikle

473 Rev Mary M Haddow, Pitlochry

476 Dr David Frame, Pitlochry

28. Presbytery of Perth

484 Rev Alex M Millar, Presbytery Clerk

495 Mrs Rosemary H Johnston, Abernethy and Dron & Arngask

29. Presbytery of Dundee

502 Rev Catherine E E Collins, Dundee: Broughty Ferry New Kirk

512 Mrs Vivien Buchan, Longforgan

30. Presbytery of Angus

523 Rev John K Orr, The Glens & Kirriemuir United l/w Oathlaw Tannadice

528 Mrs Joan E Hainsworth, Arbroath: St Andrew's

31. Presbytery of Aberdeen & Shetland

537 Rev Dr John A Ferguson, Peterculter

550 Ms Judith J H Pearson, Aberdeen: Queen's Cross

32. Presbytery of Kincardine & Deeside

555 Rev David Barr, Glenmuick

563 Mr David Middleton, West Mearns

33. Presbytery of Gordon

567 Rev Euan Glen, Cluny l/w Monymusk

576 Mrs Ann Wilkinson, Cluny l/w Monymusk

34. Presbytery of Buchan

583 Rev Hugh O'Brien, Macduff

591 Ms Ali MacLeod, Deer

35. Presbytery of Moray

595 Rev Jaco Boonzaaier, Findochty l/w Portnockie

599 Mrs Ann M C Bowie, Bellie & Speymouth

36. Presbytery of Abernethy

605 Rev Mary Duncanson, Locum: Tomintoul, Glenlivet, & Inveraven OLM

608 Mrs Anne Goodall, Boat of Garten, Carrbridge, and Kincardine

37. Presbytery of Inverness

611 Rev T Douglas McRoberts (Malta)

615 Mrs Annie Burtwell, Nairn: Old

38. Presbytery of Lochaber

624 Rev Fiona Ogg, Acharacle l/w Ardnamurchan

626 Mr William Skene, Kilmonivaig

39. Presbytery of Ross

629 Rev Bruce Dempsey, Dingwall: St Clement's

635 Mrs Catherine M Chambers, Presbytery Clerk

40. Presbytery of Sutherland

643 Rev Mary J Stobo, Kincardine, Croick & Edderton OLM

644 Mr Sydney L Barnett, Clyne l/w Kildonan & Loth Helmsdale

41. Presbytery of Caithness

650 Rev Heather Stewart, Presbytery Clerk OLM

653 Mrs Lorraine Sinclair, Parish of Latheron

42. Presbytery of Lochcarron - Skye

654 Rev Dr Roderick A R MacLeod, Strath & Sleat

43. Presbytery of Uist

660 Rev Ian Murdo MacDonald, Tarbert

661 Mr Kenneth Macleod, Tarbert

44. Presbytery of Lewis

664 Rev Hugh M Stewart, Lochs-in-Bernera l/w Uig

666 Mr Colin S Mackenzie, Lochs-in-Bernera

45. Presbytery of Orkney

668 Rev John Butterfield, Stromness

672 Mrs Sue Hollands, Hoy & Walls

47. Presbytery of England

676 Rev Dr David Coulter, Guernsey: St Andrews' in the Grange

690 Mr Ian Russell, London: St Columba's

48. Presbytery of International Charges

695 Rev Aaron C Stevens, Budapest: St Columba's
700 Mr John McGhie, Rome: St Andrew's

49. Presbytery of Jerusalem

702 Rev Dr John McCulloch, Jerusalem and Tiberias: St
Andrew's
703 Mr Andrew Donohoe, Tiberias: St Andrew's

Deacons

93. Mr Gordon R Steven DCS, Musselburgh: St Clement's
and St Ninian's
126 Mrs Angela Brydson DCS, Presbytery Deacon

SECTION B - MINUTES OF THE PROCEEDINGS

Minutes

18/1 Convened at Edinburgh, 2 October 2020

18/5 Convened at Edinburgh, 3 October 2020

MINUTES OF THE PROCEEDINGS

Convened at Edinburgh, 2 October 2020

At Edinburgh, within the Assembly Hall, and also via video-conference using Zoom Webinar, on the 2nd day of October 2020 at 7.00 pm.

SESSION 1

After worship, conducted by the Right Rev Dr Martin Fair, Moderator of the General Assembly, the Commissioners elected as members of the General Assembly appointed to be held this day convened via video-conference, and the General Assembly was duly constituted with prayer.

The Roll of Commissioners was laid on the table.

Her Majesty’s Gracious Letter to the General Assembly was read with all due honour and respect and ordered to be recorded. The General Assembly agreed that an answer should be prepared to Her Majesty’s Gracious Letter.

There was no Lord High Commissioner appointed to represent Her Majesty on this occasion.

The General Assembly called for the Report of the Standing Committee on Commissions, which was given in by the Principal Clerk who reported that all commissions had been received and were in order.

The Principal Clerk reported that the Standing Orders of the General Assembly were laid on the table and had been circulated to Commissioners.

MINUTE OF THE APPEAL HEARING BEFORE THE JUDICIAL COMMISSION

The General Assembly called for the Minutes of the Appeal Hearing before the Judicial Commission in June 2019 which were laid on the table and had been circulated to Commissioners.

MINUTES OF MINISTRIES APPEAL PANEL

The General Assembly called for the Minutes of the first and second Appeal Hearings before the Ministries Appeal

Panel, both in June 2019, which were laid on the table and had been circulated to Commissioners.

MINUTE OF THE APPEAL HEARING BEFORE THE APPEALS COMMITTEE OF THE COMMISSION OF ASSEMBLY UNDER THE APPEALS ACT (ACT I 2014) (AS AMENDED)

The General Assembly called for the Minutes of the Appeal Hearing before the Appeals Committee of the Commission of Assembly in November 2019 which were laid on the table and had been circulated to Commissioners.

MINUTE OF THE APPEAL HEARING BEFORE THE JUDICIAL COMMISSION

The General Assembly called for the Minutes of the appeal hearing before the Judicial Commission in December 2019 which were laid on the table and had been circulated to Commissioners.

COMMISSIONS OF ASSEMBLY

The General Assembly called for the Minutes of the Commissions of Assembly of November 2019, May 2020 and July 2020, which were laid on the table and had been circulated to Commissioners.

PROCEDURE COMMITTEE

The General Assembly called for the Report of the Procedure Committee which was given in by the Rev Donald McCorkindale, Convener. The Assembly affirmed the election of the Right Rev Dr Martin Fair. Greetings were received from partner churches from around the world.

ASSEMBLY BUSINESS COMMITTEE

The General Assembly called for the Report of the Assembly Business Committee which was given in by the

Rev Donald McCorkindale, Convener.

It was moved, seconded and agreed-

The General Assembly:

1. Receive the Report.
2. Approve the Order of Business.
3. Appoint the Rev Colin Renwick to act as Precentor until the end of May 2021.
4. Appoint Mr Roy Pinkerton to index the verbatim record.
5. Suspend certain Standing Orders for the duration of this Assembly and endorse the alternative arrangements proposed by the Committee, as detailed in section 6.7 of the Report.

AMENDMENT TO STANDING ORDERS

Sections 2-4 of the Proposed Deliverance of the Report of the Legal Questions Committee were moved and seconded:

The General Assembly:

2. Amend Standing Orders 33.1, 33.3, 39 and 56 as detailed in section 1 and Appendix A of the Report of the Assembly Business Committee.
3. In view of increased options for electronic delivery of documents as explained in section 1.6 of the Report of the Assembly Business Committee, instruct the Clerks to amend the Standing Orders for the Assembly of 2021 so as to remove mentions of "printing" or "bound" documents".
4. In relation to Youth Representatives:
 - (a) Amend Standing Order 35(ii) as detailed in section 2.2 of the Report; and
 - (b) Instruct the Faith Nurture Forum to devise a suitable process for selecting the additional ten Youth Representatives from the applications received and report to the General Assembly of 2021.

It was moved, seconded and agreed as an amendment of Section 2 of the Report of the Legal Questions Committee:

Add at the end: 'and amend Standing Order 33.1(a) by deleting the words "Assembly Trustees".'

It was moved, seconded and agreed as an amendment of the Deliverance of the Report of the Legal Questions Committee:

Add a new Section 4 (c):

4 (c). Instruct the Legal Questions Committee in consultation with the Faith Nurture Forum and the Assembly Business Committee to review the arrangements for Presbytery Youth Representation at the General Assembly and report to the General Assembly of 2024 or sooner.

Sections 2-4 of the proposed Deliverance in the Report of the Legal Questions Committee as amended were then agreed.

LEGAL QUESTIONS COMMITTEE

The General Assembly called for the Report and Supplementary Report of the Legal Questions Committee (except Sections 9 - 13 of the Deliverance) which were given in by the Rev Dr S Grant Barclay, Convener.

It was moved, seconded and agreed-

The General Assembly:

1. Receive the Report.
2. *Consideration of Section 2 was dealt with earlier in Session 1.*
3. *Consideration of Section 3 was dealt with earlier in Session 1.*
4. *Consideration of Section 4 was dealt with earlier in Session 1.*
5. Pass an Act amending the Registration of Ministries Act (Act II 2017) as set out in Appendix A.
6. Pass an Act amending the Vacancy Procedure Act (Act VIII 2003) as set out in Appendix B.
7. Pass an Act amending the Appeals Act (Act I 2014) as set out in Appendix C.

8. Pass an Act amending the Commission of Assembly Act (Act VI 1997) as set out in Appendix D.

9. *Consideration of Section 9 was deferred until Session 5*

10. *Consideration of Section 10 was deferred until Session 5*

11. *Consideration of Section 11 was deferred until Session 5*

12. *Consideration of Section 12 was deferred until Session 5*

13. *Consideration of Section 13 was deferred until Session 5*
8. Pass the Restricted Certificates of Eligibility Regulations as set out in Appendix V.

9. Pass an Act amending the Vacancy Procedure Act (Act VIII 2003) as set out in Appendix VI.

10. Pass an Act amending act amending the Admission and Re-Admission of Ministers Act (Act IX 2002) as set out in Appendix VII.

11. Pass an Act amending the Selection and Training for Full-Time Ministry Act (Act X 2004) as set out in Appendix VIII.

12. Pass an act amending the Ordained Local Ministry Act (Act IX 2011) as at Appendix IX.

13. Pass an act amending the Readership Act (Act XVII) 1992 as set out in Appendix X.

14. *Consideration of Section 14 was deferred until Session 4*

15. *Consideration of Section 15 was deferred until Session 4*

16. *Consideration of Section 16 was deferred until Session 4*

FAITH NURTURE FORUM

The General Assembly called for the Report of the Faith Nurture Forum (except Sections 2, 3, 14, 15 and 16 of the Deliverance) which was given in by the Rev Rosie Frew, Convener.

It was moved and seconded-

The General Assembly:

1. Receive the Report.
2. *Consideration of Section 2 was deferred until Session 4*
3. *Consideration of Section 3 was deferred until Session 4*
4. Pass an Act amending the Selection and Training for Full-Time Ministry Act (Act X 2004) as set out in Appendix I.
5. Pass an Act amending the Ordained Local Ministry Act (Act IX 2011) as set out in Appendix II.
6. Pass an Act amending the Admission and Re-admission of Ministers Act (Act IX 2002) as set out in Appendix III.
7. Pass an Act amending the Discipline Act (Act I 2019) as set out in Appendix IV.

It was moved, seconded and agreed as an amendment of Section 13:

Add at the end: 'but subject to the following amendment to Appendix X: delete the existing section 6(f) and substitute: A Reader shall be advised by Presbytery that they risk being removed from its Roll of Readers if they do not, without good cause, appear before Presbytery as referred to in subsection 6(e) above. In the event of a Reader not attending Presbytery without good cause for two consecutive years, they should be invited to engage in a supportive conversation to ascertain reasons. In the event that this does not result in a positive outcome within 6 months, the Reader will be removed from the Roll and advised accordingly.'

The Deliverance as amended was then agreed.

The General Assembly suspended their sitting at 8.52pm until 8.56pm.

PRINCIPAL CLERK - NOMINATION TO A TRUST

The General Assembly called for the Report of the Principal Clerk, the Rev Dr George J Whyte.

It was moved, seconded and agreed-

The General Assembly:

1. Receive the Report.
2. Approve the reappointment of Robert Coulter as a Pension Trustee from 5 May 2020.

SAFEGUARDING COMMITTEE

The General Assembly called for the Report of the Safeguarding Committee which was given in by the Rev Adam Dillon, Convener.

It was moved and seconded-

The General Assembly:

1. Receive the Report.
2. Pass an Act amending the Safeguarding Act (Act XVI 2018) (as amended) as set out in Appendix 1.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 3:

Instruct the Committee to work with the IT department to prioritize the development of a system through which the SG7 and SG11 forms can be submitted electronically to the Safeguarding Department and report progress to the General Assembly of 2021.

The Deliverance as amended was then agreed.

NOMINATION COMMITTEE

The General Assembly called for the Report of the Nomination Committee which was given in by the Rev Julie Rennick, Convener.

It was moved, seconded and agreed-

The General Assembly:

1. Receive the Report.
2. Note appointments to the Committee to Nominate the Moderator as set forth in the Report.
3. Note appointments to the Social Care Council as set forth in the Report.
4. Note alterations to Standing Committees as set forth in the Report.

The General Assembly adjourned at 9.45 pm to meet again in this Hall, and online via video-conference, on Saturday 3 October at 9.15 am for business, whereof public intimation having been made, the Sederunt was closed with prayer.

ASSEMBLY HALL, EDINBURGH
and online via video-conference
2 October 2020, 9.45 pm

Convened at Edinburgh, 3 October 2020

At Edinburgh, within the Assembly Hall, and also via video-conference using Zoom Webinar, on the 3rd day of October 2020 at 9.15am.

SESSION 2

The General Assembly did again convene and was constituted with prayer.

PROCEDURE COMMITTEE

The General Assembly called for the Report of the Procedure Committee which was given in by the Rev Donald McCorkindale, Convener.

The General Assembly called for the reply to the Gracious Letter from Her Majesty the Queen which was read by the Very Rev Colin Sinclair.

The Reply to Her Majesty's Gracious Letter was submitted and approved for signature and transmission to Her Majesty.

The Reply was in the following terms:
TO THE QUEEN'S MOST EXCELLENT MAJESTY

May it please Your Majesty

We, Your Majesty's loyal subjects convened in General Assembly, have received with pleasure Your Majesty's gracious letter to us.

We greatly value Your Majesty's continuing pledge to maintain the historic rights and privileges of the Church of Scotland. Your Majesty and His Royal Highness the Duke of Edinburgh continue to be in our prayers.

We are very grateful for your Majesty's concern and prayers for the people of Scotland in these days of pandemic. The loss of so many lives and the diminution of so much of our shared life are indeed heavy burdens which have pressed down on the spirits of everyone.

Your Majesty's acknowledgement of the Church's response to the current emergency is much appreciated. These recent months have indeed brought us difficult days of grieving and pain. As your Majesty has sympathetically

perceived Covid-19 has increased the sorrow of the bereaved and harshly tested the health and well-being of individuals and communities.

Your Majesty has remarked that the life of the church has been irrevocably changed as we have stretched towards different methods of worshipping while missing the close fellowship of the congregation gathered for praise. We are resolved to sustain the new friendships which have been created through online services even as we approach difficult decisions about Church buildings and finance.

Your Majesty has commented on how the Church has been able to exercise care for our neighbours in extreme need. We are glad to have this opportunity to serve those who have been hardest hit and we are encouraged to know that your Majesty has recognised the good which has lightened the darkness of these times.

It has become clear that it will be some time before daily life can return to a settled pattern and some sense of normality. It is an encouragement to us to receive your Majesty's good wishes for the challenges which still lie ahead. We will indeed require the gifts of wisdom and foresight, faith and courage if we are to be true to our calling as the Church of Scotland.

Finally, we commend to the unfailing grace and protection of Almighty God, Your Majesty and His Royal Highness the Duke of Edinburgh and as we begin our deliberations we pray that God will continue to bestow favour upon Your Majesty, that you may long reign over us.

Your Majesty's most faithful and loyal servants.

THE MINISTERS, ELDERS AND DEACONS OF THE CHURCH OF SCOTLAND CONVENED IN GENERAL ASSEMBLY

Signed in our name, in our presence and at our appointment by the Right Reverend Dr Martin Fair, Moderator of the General Assembly on this 3rd day of October 2020.

ASSEMBLY TRUSTEES

The General Assembly called for the Report of the Assembly Trustees which was given in by the Very Rev Dr

John Chalmers, Convener, Mr Dave Kendall, Chief Officer, and Mrs Norma Rolls, Vice-Convener.

It was moved and seconded-

The General Assembly:

1. Receive the Report.
2. Receive the 2019 Report and Accounts of The Church of Scotland Unincorporated Entities.
3. (a) Approve congregational Ministry and Mission contributions in 2021 of £38.172m, being an 18% reduction from 2020.
(b) Note the targeted reduction in the 2021 expenditure budgets of Faith Nurture and Faith Impact Forums of £4m.
(c) Note the commitment of around £8m of General Reserves and the accompanying constraints which are being applied in order to maintain fiscal control throughout 2021.
4. Homologate the decision of the Trustees to suspend the implementation of the Growth Fund for the time being; but note the intention of the Trustees to institute an interim system which would make some element of funding available for local church pilot schemes and further note the decision of the Trustees to build investment in local church into the **Faith Action Plan**.
5. Welcome the use of the Church of Scotland Vision Statement and the Five Marks of Mission which underpin the **Faith Action Plan** and endorse the incorporation of the Radical Action Plan in the **Faith Action Plan**.
6. Note the Fundamental Aims and Key Areas of Work of the Faith Nurture and Faith Impact Forums set out in the Schedules to Appendix 2 and adopt the **Faith Action Plan** as a framework for establishing priorities and determining and future budgets.
7. Instruct Presbyteries, in this year's annual review of Presbytery Plans, to exercise robust oversight which will prepare the Church for revising down

the number of charges, buildings and ministries required across Scotland and note the intention to produce realistic predictions on the number of ministries that are needed and can be afforded in order to structure the local Church for mission and growth.

8. Note that, due to the disruption cause by COVID-19, determination of the future use or disposal of 121 George Street was put on hold but that, if circumstances allow, the Trustees will bring a report and recommendation to the General Assembly in 2021.
9. Instruct the Trustees to examine the implications and changes that would be required to unify the work of the Church under a single Forum and bring a report to the General Assembly in 2021 on what they believe will be the most effective and efficient structure for the delivery of work which has to be managed and delivered from the Church's national base.

The General Assembly suspended their sitting at 10.59 am until 11.21 am.

SESSION 3

The General Assembly resumed consideration of the Report of the Assembly Trustees.

It was moved and seconded as an amendment of the Deliverance:

Add a new Section 7 and renumber:

Encourage the Chief Officer and the Head of Communications to undertake a review of External Communications with a view to ensuring a fully integrated and professionally-led strategic communications programme across all external media, and instruct the Assembly Trustees to report on its implementation to the General Assembly in 2021.

It was moved, seconded and agreed as an amendment of the proposed amendment:

Delete "report" and substitute "bring an update"

The amendment as amended was then agreed.

It was moved and seconded as an amendment of Section 7:

Delete "Instruct" and substitute "Encourage".

On a vote being taken For or Against the amendment, there voted For 148 and Against 350.

It was moved and seconded as a counter-motion to Section 7:

Due to the disruption caused by COVID-19, instruct Presbyteries to suspend the annual review of Presbytery Plans until Covid-19 restrictions are fully lifted in Churches and subsequent consequences can be fully and realistically assessed for each congregation; instruct Presbyteries to exercise thereafter realistic assessment of Congregations and necessary buildings as part of any future Presbytery plan which will prepare the Church for revising down the number of charges, buildings and ministries required across Scotland and note the intention to produce realistic predictions on the number of ministries that are needed and can be afforded in order to structure the local Church for mission and growth.

On a vote being taken there voted for the motion 415 and for the counter-motion 100 and the General Assembly resolved accordingly. Section 7 as originally proposed was then agreed.

It was moved and seconded as an amendment of the Deliverance:

Add a new Section 8 and renumber:

Instruct the Assembly Trustees, the Theological Forum and the Faith Nurture Forum to consider the geographical scale of a parish in relation to the viability of a pastoral tie and report back to General Assembly 2021.

On a vote being taken For or Against the amendment, there voted For 107 and Against 373.

It was moved and seconded as an amendment of Section 8:

Delete all text after "hold" and replace with "and instruct the Trustees to engage with the Presbytery of Edinburgh, as part of the Presbytery's Radical Plan, to determine whether the relocation of the Church Offices to an existing Church building within the Presbytery of Edinburgh might be feasible and to include their findings

in a report and recommendations to be brought to the General Assembly in 2021."

On a vote being taken For or Against the amendment it carried For.

It was moved and seconded as a counter-motion to Section 8:

In light of the learning experience of Covid-19 restrictions, instruct the Trustees when planning future national office provision and considering the future use or disposal of 121 George Street, to consider possibilities such as home working for staff and/or offices for different national Church functions in different Presbyteries, and to bring a report to the General Assembly of 2021.

On a vote being taken there voted for the motion, as amended, 333 and for the counter-motion 153 and the General Assembly resolved accordingly. Section 8 as amended was then agreed.

The General Assembly suspended their sitting at 1.17 pm until 1.51 pm.

It was moved and seconded as a counter-motion to the proposed new Section 9:

Instruct the Trustees to continue their consultation with the Faith Nurture Forum and Faith Impact Forum, bringing an interim report on the effectiveness and efficiency of this new structure to the General Assembly of 2022.

On a vote being taken there voted for the motion 317 and for the counter-motion 153 and the General Assembly resolved accordingly.

Section 9 of the Deliverance as originally proposed was then agreed.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 10 and renumber:

Delegate to the Assembly Trustees the authority to nominate members to the Boards of (i) The Esdaile Trust and (ii) The Society for the Benefit of Sons and Daughter of the Clergy of the Church of Scotland, and approve the appointment of Rev Brian Hilsley (Aberlady with Gullane)

and Mrs Sandra Carter (Mayfield Salisbury) to the Board of the Society for the Benefit of Sons and Daughters of the Clergy.

The Convener advised of the resignation of Mr Jamie Lockhart, Assembly Trustee, who was thanked for his contributions.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 10 and renumber:

Grant authority to the Assembly Trustees, in consultation with the Nomination Committee, to appoint a Trustee to fill a mid-term vacancy, such appointment to be approved by the next General Assembly.

The Deliverance as amended was then agreed.

SESSION 4

The General Assembly resumed consideration of Sections 2, 3, 14, 15 and 16 of the Deliverance of the Report of the Faith Nurture Forum, and the Rev Rosie Frew, Convener spoke to those Sections.

It was moved and seconded-

The General Assembly:

2. Note the progress made to the creation of the new agency.
3. Note the proposal to keep Heart and Soul under review.
14. Affirm the priorities outlined for the Forum's work.
15. Instruct the Forum to work with the General Trustees to effect the transfer of CARTA to be part of the General Trustees, and thank and discharge the Committee on Church Art and Architecture and its members.
16. Note the content of Appendix XI, a summary of the work of the predecessor Councils, Mission and Discipleship, and Ministries, covering the months between the 2019 General Assembly and when they were discharged on 31 December.

It was moved and seconded as an amendment of the Deliverance:

Add a new Section 15 and renumber:

Invite the Forum to undertake a fresh look at the nature and description of the ministries of the church.

On a vote being taken For or Against the amendment, there voted For 188 and Against 278.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 15 and renumber:

Instruct the Forum to additionally prioritise engagement with under 40s, in the first instance through: a) working with those already engaged with the Church to find out their experience of lockdown and what the national Church can be doing for and with them. b) providing a range of digital discipleship options for engagement of young adults, and c) working ecumenically wherever possible, including learning from the experience in these areas of other denominations.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 15 and renumber:

Instruct the Forum, in consultation with the Assembly Trustees and Presbyteries, to review the Appraisal and Adjustment Act (Act VII 2003), with a view to bringing to the General Assembly of 2021 proposed amendments to the Act which would enable Presbyteries to overcome barriers encountered when seeking to implement robust planning, and to include in such a review the exploration of whether, where appropriate and after careful consideration, a Presbytery should be enabled to dissolve the pastoral tie so that adjustments can be made.

It was moved, seconded and agreed as an amendment of Section 15:

Delete existing text in Section 15 and substitute with:

'Instruct the Forum to work with the General Trustees to effect the transfer of the functions of the Committee on Church Art and Architecture to the General Trustees, thank the Committee and discharge its members on 31st

December 2020.'

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 16 and renumber:

Instruct the Forum to publish the report of the Youth Attitudes Survey undertaken in 2019 as a matter of urgency and at latest by end of March 2021, making this publicly available and accessible, and encourage the whole church to listen to the voices contained within it.

The Deliverance as amended was then agreed.

The General Assembly suspended their sitting at 3.46 pm until 4.02 pm.

FAITH IMPACT FORUM

The General Assembly called for the Report of the Faith Impact Forum which was given in by the Very Rev Dr Susan M Brown, Convener.

It was moved and seconded-

The General Assembly:

1. Receive the Report.
2. Instruct the Faith Impact Forum to enable and support congregations and presbyteries as they seek to engage with local, national and international issues, with particular focus on identifying and using multiple methods of connection, including face to face and virtual.
3. Urge the whole church to continue our long-term support of Christian Aid in addressing the development and humanitarian needs of some of the poorest people across the world.
4. Acknowledge the generosity of the world church, especially the Presbyterian Church of Taiwan and the Evangelical Church of Westphalia for their financial and practical assistance during the peak of Covid-19 infections and thank them for their kindness and love.
5. Instruct the Faith Impact Forum to work with others to develop a strategy for the Church to transition both locally and nationally to net zero carbon emissions by 2030.
6. Urge the Scottish Government to introduce policies and spending priorities in line with proposals for a Just and Green Recovery in response to the economic, social and environmental impact of Covid-19.
7. Reaffirm that racism is a sin and declare that Black Lives Matter; instruct the Faith Impact Forum, in partnership with the Faith Nurture Forum, Assembly Trustees, and General Trustees to report to a future Assembly on the issue of racial justice and the legacy of slavery and the Church of Scotland.
8. Note that elections to the Scottish Parliament are due to be held on 6 May 2021 and encourage congregations to consider holding hustings or community election meetings, in person or online, and commit the Church of Scotland to pray for candidates, political representatives, and national leaders.
9. Send love and prayers in giving thanks for the life and witness of the Church of Pakistan and Church of North India as they celebrate, in November 2020, the 50th anniversary of each of them becoming united churches.
10. Note the Report on the work of the World Mission Council and the Church & Society Council and thank all members and staff who gave of their time and talents in the service of these two Councils.
11. Declare that the Faith Impact Forum has and may exercise all the functions and powers held formerly by the World Mission Council and its Middle East Committee under the Constitution of the Scots Memorial, Jerusalem (St. Andrew's Church and Hospice) Trust, including all the functions and powers of that Council and Committee under the Constitution of the Scots Memorial, Jerusalem (St. Andrew's Church

and Hospice) Trust and also that the Convener and Head of the Faith Impact Forum are the successors in office of the Convener and Secretary of the World Mission Council and as such are trustees *ex officio* under the said Constitution.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 5 and renumber:

Give thanks for the inspirational ministry of many connecting with those in our society who are suffering in the Covid-19 pandemic, and urge the Scottish government to review the role of spiritual care in medical settings and to offer more consistent opportunities for Covid-19 compliant PPE clad visits for families whose loved ones are in end of life care situations.

It was moved, seconded and agreed as an amendment of the original Section 5:

Add the following at the end: ", reporting an outline strategy to the General Assembly of 2021."

Section 5 as amended was then agreed.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 6 and renumber:

Instruct the Forum to urge the Scottish and UK governments to do all they can to tackle the issue of homelessness, not least by continuing the practice (evident during the Covid-19 crisis) of providing safe places to live for all homeless people once the crisis has passed.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 6 and renumber:

Instruct the Faith Impact Forum to report to the General Assembly of 2021 on the ethical, scientific and theological arguments for and against urgent disinvestment from oil and gas companies.

It was moved and seconded as an amendment of Section 7:

Delete "Black Lives Matter" and substitute "every life

matters to God".

On a vote being taken For or Against the amendment, there voted For 116 and Against 358.

It was moved, seconded and agreed as an amendment of Section 7:

Add at the end "and to consult widely with people of colour in the Church of Scotland and with Black Majority churches in Scotland."

Section 7 as amended was then agreed.

The Deliverance as amended was then agreed.

NATIONAL YOUTH ASSEMBLY

The General Assembly called for a Report from the 2019 National Youth Assembly which was given in by Ms Dana McQuater, Moderator of the National Youth Assembly.

The Moderator expressed appreciation to Ms McQuater for her contribution to the National Youth Assembly.

The Moderator thanked Mrs Marian Macintyre, on her retiral as Convener, for her noteworthy service to The Church of Scotland Guild. A report was not received at this shortened General Assembly of 2020.

The General Assembly suspended their sitting at 5.28 pm until 5.33 pm.

GENERAL TRUSTEES

The General Assembly called for the Report of the General Trustees which was given in by Mr Raymond Young, Chair.

It was moved and seconded-

The General Assembly:

1. Receive the Report and Accounts of the General Trustees.
2. Welcome the report on the 'Well-Equipped Spaces in the Right Places' consultation and its findings, and in the light of the consultation process to affirm that:
 - (a) The Church urgently needs a 'well equipped

places in the right places' plan which will rationalise its buildings by reducing the overall number while supporting church planting, and ensuring that those buildings which are kept are made welcoming and less of a burden to local congregations so that they can focus on worship and mission.

- (b) For many congregations, the current model of managing, maintaining and developing the estate is no longer appropriate and that a variety of models need to be offered.
- (c) The 'Well-Equipped Spaces in the Right Places' plan should be based on the principles set out in the report, namely:
 - i. Buildings and land are simply means by which the mission of the Church can be achieved.
 - ii. Presbyteries have the key role to play in encouraging, supporting and supervising congregations and in strategic planning, and to be the link between the Congregation and the General Trustees.
 - iii. Kirk Sessions and Congregational Boards should continue to have the principal role of managing property assets at a local level with the recognition that not all congregations are able to fulfil all of the tasks.
 - iv. While the Church values the land and buildings that it has inherited, these have to be suitable to achieve the Church's primary purpose of worship and mission. The Church's charitable purpose is not the conservation of buildings.
 - v. Working together between congregations and between Presbyteries should be encouraged.
 - vi. The Church should by default operate with an ecumenical mindset.
- (d) Better Presbytery Planning is key to a strategic

approach to the future, in which land and buildings are an integrated part of the process.

- (e) There should be minimum standards for church buildings (well-equipped spaces) and guidelines on location of church buildings (in the right places) and these should be developed to be brought forward to the next General Assembly.

3. Note the General Trustees' response to the outcome of the 'Well-Equipped Spaces in the Right Places' Consultation and support the first phase of the work being undertaken towards a Presbytery Planning Toolkit for land and buildings:

- i. Developing minimum standards for church buildings;
- ii. Preparing guidelines on location;
- iii. Developing legislation and operational procedures for buildings that are surplus to the Church's requirements;
- iv. Introducing new procedures for approving work at buildings and approving applications for financial assistance:

and to bring forward proposals on these, where appropriate, to a future General Assembly.

4. Note the intention of the Trustees to carry out a review of the existing Parliamentary and Assembly legislation under which they operate and to report on the result of this review to the 2021 General Assembly.

5. Support the discontinuation of the 75-year age rule for General Trustees and Advisory Members and support the introduction of fixed term appointments.

6. Pass Regulations amending the Application of a Levy on Proceeds of Sale Regulations (Regs VIII 2008) as set out in Appendix 4.

7. Note the amendments to the Administration of Consolidated Fabric Fund Monies Guidance Note as set out in Appendix 6.

8. Note the impending Scottish Government

legislation requiring the registration of controlled interests in land.

It was moved, seconded and agreed as an amendment of Section 2(a):

After "less of" delete "a" and substitute "an administrative".

It was moved and seconded as an amendment of Section 2(c):

Add at the end of Section 2(c)(i) "but the provision of churches of architectural distinction and beauty is an important part of that mission."

On a vote being taken For or Against the amendment, there voted For 91 and Against 352.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 2(f) and renumber:

Presbyteries should develop and provide a clear framework of support for congregations, to prepare and enable them to work through the process of change that will be required to implement 'Well-Equipped Spaces in the Right Places'.

It was moved, seconded and agreed as an amendment of the Deliverance:

Add a new Section 3 and renumber:

Urge the General Trustees to encourage architectural quality of both the sanctuary and church exterior within the 'Well-Equipped Spaces in the Right Places' plan and report their progress to the next General Assembly.

The Deliverance as amended was then agreed.

SESSION 5

The General Assembly resumed consideration of Sections 9-13 of the Deliverance of the Report and Supplementary Report of the Legal Questions Committee, and the Rev Dr S Grant Barclay, Convener, spoke to those Sections.

It was moved and seconded-

The General Assembly:

9 Note that (1) the Vacancy Protocol and (2) the arrangements for Presbyteries and Kirk Sessions to meet and vote by video-conferencing or audio-conferencing or a combination of the two, agreed by the Commission of Assembly on 7 July 2020, have proved useful and continue these arrangements until the General Assembly of 2021.

10 In relation to congregational meetings:

- (i) Agree that until the opening day of the next General Assembly it shall be permissible for a Presbytery to effect adjustment in terms of the Appraisal and Adjustment Act (Act VII 2003) ("the Act") where a Basis of Adjustment has been considered and voted upon by the congregation(s) involved in the manner specified in the Congregational Meetings on Bases of Adjustment Protocol set out in Appendix E, provided that the adjustment process otherwise complies with the terms of the Act.
- (ii) Agree that until the opening day of the next General Assembly it shall be permissible for the Delegation of Assembly to issue a Unitary Constitution in terms of the Congregational Constitutions Act (Act XIX 1964) where the congregation(s) has/have agreed to adopt that Constitution in the manner specified in the Congregational Meetings for Adopting the Unitary Constitution Protocol set out in Appendix F.

(iii) Agree that the Protocols set out in Appendices E and F may subsequently be amended as directed by the Committee, acting reasonably and in the interests of all parties.

11. Receive the Supplementary Report.

12. Agree that until the opening day of the next General Assembly, a Financial Board of a congregation (as that expression is used in the General Trustees (Delegated Powers) Act (Act VII 1995)) may meet and vote by video-conferencing or audio-conferencing or a combination of the two, provided that the principles set out in the Protocol agreed by the Commission of Assembly on 7 July

2020 shall be adhered to by all involved.

13. In relation to congregational meetings held in relation to the sale or disposal of church buildings:

- (i) Agree that until the opening day of the next General Assembly it shall be permissible for a congregation to make a decision on the proposed sale or disposal of a church or hall building in terms of the General Trustees (Delegated Powers) Act (Act VII 1995) ("the Act") where the congregation has proceeded in the manner set out in the Congregational Meetings on Sale or Disposal of Church Buildings Protocol set out in Appendix G,
- (ii) Agree that the Protocol set out in Appendix G may subsequently be amended as directed by the Committee, acting reasonably and in the interests of all parties.

It was moved and seconded as an amendment of the Deliverance:

Add a new Section 14 and renumber:

Welcome the encouragement by Faith Nurture Forum to Presbyteries to be creative and imaginative in Presbytery Planning and therefore urge the Legal Questions Committee, along with competent parties, to explore with the Theological Forum the nature of Call, and with the Faith Nurture Forum regarding the legislation regarding the flexibility of call for ministry teams, instructing the Committee to bring a clear legislative framework to the General Assembly of 2021 to allow teams of multiple ministries to be called to multiple charges in a 'hub' or similar format.

On a vote being taken For or Against the amendment, there voted For 82 and Against 333.

The Deliverance as a whole was then agreed.

PROTESTATIONS

Protestations were called for but none was taken.

REPORT ON THE PUBLICATION OF ACTS

The General Assembly called for the Report of the Publication of the Acts of the General Assembly which was given in by the Principal Clerk, who noted that in terms of Standing Order 26, the list of Acts (proposed) had been prepared and sent out with Assembly papers.

The Clerks were appointed a Committee to revise the Minutes.

The General Assembly passed an Act appointing a Commission of Assembly in terms of the Act VI 1997.

The General Assembly passed an Act appointing the next General Assembly to be held at Edinburgh on 22nd May 2021.

The Moderator addressed the General Assembly.

The Moderator stated that the General Assembly was dissolved.

The members of the General Assembly concluded their Session at 6.55 pm with the Benediction pronounced by the Moderator.

ASSEMBLY HALL, EDINBURGH
and online via video-conference
3 October 2020, 6.55 pm

SECTION C – STANDING ORDERS

Standing Orders

- 19/I Commissions
- 19/II Conduct of Business
- 19/III Members not Commissioners
- 19/IV Committee Reports and Overtures
- 19/V Conduct of Cases
- 19/VI Order of Debate
- 19/VII Committees and their Membership
- 19/VIII Alteration and Suspension

Standing Orders

I. COMMISSIONS

1. **Roll of Presbytery.** Each Presbytery Clerk shall, by 15 December of each year, transmit to the Clerks of Assembly the number of charges, appointments and deacons specified in sections 2 and 4 of Act III 2000 (as amended) – all as at 30 November immediately preceding.
2. **Presbyterial Representation.** The Clerks of Assembly will thereafter intimate to Presbyteries what will be their representation in the ensuing Assembly. Any queries shall be settled by the Assembly Business Committee at the request of the Clerks. The decision of the Assembly Business Committee shall be subject to review by the Assembly on Petition by the Presbytery concerned.
3. **Question Arising.** Should there arise between the month of December and the opening of the Assembly any question regarding representation not provided for in these Orders, the Assembly Business Committee shall have power to dispose thereof.
4. **Transmission of names and details of Commissioners.** The names, in alphabetical order, full postal addresses, email addresses, charges and types of commission (ie minister, deacon or elder) of Commissioners from Presbyteries, shall be transmitted by Presbytery Clerks to the Clerks of Assembly not later than 31 January in each year so far as they have been elected by that time. In transmitting the names of Commissioners to the Clerks of Assembly, the Clerk of each Presbytery is certifying that to the best of his or her knowledge the Elders named therein are bona fide ruling Elders and are commissioned by the Presbytery.
5. **Committee on Commissions.** The Committee on Commissions shall consist of the Clerks and the Convener of the Assembly Business Committee; the Principal Clerk shall be Convener. The Committee shall prepare and circulate a list of Commissioners for submission to the Assembly. Along with the said list a copy of the Standing Orders of the General Assembly shall be made available to each member. The Clerks shall arrange to forward to each Commissioner, at least one week before the opening

day of the Assembly, an electronic copy (unless a hard copy has been previously requested) of the volume of Reports and Proposed Deliverances and a copy of all Assembly Papers then available.

6. **Objections.** During the sittings of the Assembly, the Committee on Commissions shall, if called upon, or if it shall appear to it necessary or expedient so to do, hear any person whose Commission is objected to in support of his or her Commission, and also any person or persons who may object to such Commission, and the Committee on Commissions shall have power to settle any such matters.

7. **Late Commissions.** It shall be competent at any time prior to the opening of the Assembly to lodge with the Clerks of Assembly Commissions which have not previously been transmitted to them; and the Committee on Commissions shall settle any queries as to whether or not such Commissions are valid. Once the Assembly has opened and the Roll of Commissioners has been laid on the table, no further Commissions may be received.

8. *Number not currently used.*

II. CONDUCT OF BUSINESS

(a) OPENING SESSION

9. **Convening.** The Commissioners elected to serve in the Assembly shall convene on the day and at the hour fixed for the meeting of the Assembly, and, after prayer by the Moderator of the preceding Assembly, the List of Commissioners shall be laid on the table.

10. **Election of Moderator.** The election of a Moderator shall then be made.

11. **Her Majesty's Commission.** Her Majesty's Commission to the Lord High Commissioner shall then be read and ordered to be recorded.

12. **Her Majesty's Letter.** Her Majesty's Letter to the Assembly shall then be read and a Committee shall be appointed to prepare an answer thereto.

13. **Standing Orders.** The Standing Orders shall be laid on the table.

14. **Committee on Commissions.** The Report of the

Committee on Commissions (SO 5) shall be called for and disposed of.

15. Order of Business. The Assembly shall appoint a Procedure Committee, the Convener and Vice-Convener thereof normally to be the Convener and Vice-Convener respectively of the Assembly Business Committee. The Assembly Business Committee shall prepare and submit at the opening session an Order of Business for the first two days.

(b) PROCEDURE COMMITTEE

16. The Procedure Committee shall consist of the Convener and Vice-Convener, plus the Moderator, the Clerks, the Procurator and the Law Agent.

17. First Meeting. The Procedure Committee shall meet on the opening day of the Assembly as intimated and thereafter as business may require. At its first meeting it shall consider the Draft Order of Business which shall have been prepared by the Assembly Business Committee for the business of the Assembly subsequent to the first two days, and shall be wholly responsible therefor.

18. Selection Committee. Commissioners to the General Assembly shall be free to nominate other commissioners to serve on the Selection Committee. The names of those proposed shall be brought before the first meeting of the Procedure Committee which, in turn and without being limited to those names proposed by commissioners who are not among its members, shall nominate a Selection Committee of twenty commissioners, including a Convener and Vice-Convener, whose function it shall be to select and submit to the Assembly for their approval names of persons to serve on all Special Commissions and Committees appointed during the sittings of the Assembly. Such persons need not be commissioners.

19. Communications. All letters addressed to the Moderator for the purpose of being communicated to the Assembly shall, in the first instance, be laid before the Procedure Committee, which shall advise the Moderator as to their disposal.

20. Paper through Boxes. Requests for permission to distribute material through Members' boxes should be

submitted to the Assembly Business Committee before the commencement of the Assembly, and requests received thereafter shall be submitted to the Procedure Committee. Any other Committee concerned should be informed and supplied with copies, if available, of the material to be distributed.

(c) DEVOTIONAL EXERCISES

21. The Lord's Supper. The Assembly shall celebrate the Sacrament of the Lord's Supper at a time appointed by the General Assembly at its opening session.

22. Acts of Worship. The Moderator shall be responsible to the Assembly for the conduct of all acts of worship, and shall consult the Assembly Business Committee or the Procedure Committee anent any proposed innovation in such conduct.

(d) MISCELLANEOUS

23. Minutes. The minutes of each day's proceedings, if available, together with the Agenda for the following day or days, intimations of meetings of Committees, and Notices of Motion, shall be circulated as the "Assembly Papers", and shall be made available for all members. The Minutes, being taken as read and full opportunity having been given for correction, shall be approved as available. It shall always be in order at the close of any particular item of business to move that the Minute thereanent be adjusted and approved. Before the dissolution of the Assembly a small Committee, appointed for the purpose, shall be authorised to approve the Minutes not already approved by the Assembly.

24. Quorum. The quorum of the Assembly shall be thirty-one, of whom not less than sixteen shall be Ministers. Any Member may at any time call the attention of the Moderator to the fact that there is not a quorum present, and if, on a count being made, it is found that such is the case, it shall be the duty of the Moderator to suspend or adjourn the session.

25. Tellers. The Assembly Business Committee shall submit for the approval of the Assembly at their first session a proposed Panel of Tellers. (See SO 105.)

26. Acts of Assembly. The Committee on

Commissions (SO 5) shall arrange for the text of the Acts of Assembly to be finalised and shall include in the Assembly Papers of the penultimate day an Interim Report thereon, which shall be considered on the last day of the Assembly.

27. Examination of Records. Minutes of the Standing Committees of the Assembly shall be examined by the Legal Questions Committee. The Committee shall report thereon to the General Assembly.

28. Returns to Overtures.

- (a) A Committee on Overtures and Cases, consisting of the Clerks, Procurator and Law Agent of the Church (with the Principal Clerk as Convener) shall advise any Committee or individual on the procedure to be followed in respect of measures requiring process under the Barrier Act.
- (b) For the avoidance of doubt, measures other than Acts of Assembly may be referred for the consideration of Presbyteries, in which case they shall be presented to the General Assembly in the form of an Overture set out as an Act.
- (c) For the avoidance of doubt, it is open to the General Assembly to decline to consider any motion of which it believes inadequate notice has been given, considering the nature of its content.
- (d) Measures remitted to Presbyteries by an Overture under the Barrier Act shall be accompanied by a note of the voting figures in the General Assembly, the text of the relevant Report and a note by the Clerks explaining any technical or legal matters contained in the Overture.
- (e) All Presbyteries shall make a return in respect of every Overture sent down under the Barrier Act. The return shall be made upon the schedule sent electronically to the Presbytery Clerk for the purpose, transmitted to the Clerks of Assembly, and then submitted to the Committee on Overtures and Cases. The Committee shall classify the returns and make a report to the next Assembly. It shall be the duty of the Committee to report not only the number of Presbyteries for and

against an Overture, but also the numbers voting in the Presbyteries as reported in the schedule.

- (f) The Report of the Committee shall include the text of such Overtures as have been approved by a majority of Presbyteries.
- (g) The Assembly Business Committee shall ensure that the Committee's Report classifying returns is taken by the General Assembly no later than session 2 thereof, and in any case before any debate that in the opinion of the Committee on Overtures and Cases would more usefully follow consideration of the Committee's Report.
- (h) The Report of the Committee shall be given in to the Assembly by the Principal Clerk, with the reply to the debate on the merits of the measure given by the relevant Convener. Both should be available to answer questions, as appropriate.

29. Special Commissions and Committees.

Special Commissions or Committees will only be appointed where the General Assembly has no existing Standing Committee to which the matter under consideration can, in all the circumstances, properly be remitted. In normal circumstances, business proposed by Councils or Committees of the General Assembly or proposed by Commissioners in the course of debate shall be remitted to one or more of the appropriate Standing Committees listed in SO 113. When, from time to time, a Standing Committee requires to co-opt relevant expertise in order to fulfil the work remitted to it by the General Assembly, it should acknowledge the same in its Report to the General Assembly.

30. Closing of Assembly.

When the business set down for the last day of the Assembly has been disposed of, the Assembly shall be closed by addresses by the Moderator to the Assembly and to the Lord High Commissioner, and by an address by the Lord High Commissioner to the Assembly, during an act of worship, and dissolved according to the practice of the Church.

III. MEMBERS NOT COMMISSIONERS

(a) MEMBERS *ex officio*

31. These are the Moderator of the Assembly, on election, and the immediately preceding Moderator, the Clerks, Procurator, and Law Agent, and also the Convener and Vice-Convener of the Procedure Committee upon their election.

They have all the rights and privileges of Commissioners.

(b) CORRESPONDING MEMBERS, DELEGATES AND VISITORS – DEFINITION

32. Corresponding Members. Representatives of Departments and Standing Committees as stated in SO 33.

Delegates from other Churches. Representatives of other Churches who come in response to an invitation from the Principal Clerk sent at the request of the Faith Impact Forum or from the Committee on Ecumenical Relations to their Church to send a delegate or delegates to the General Assembly and who are duly accredited by the Courts or equivalent authority of their Churches.

Visitors. Visitors from other Churches who come with a Letter of Introduction from Assembly or Presbytery Clerks or equivalent officer of their Church.

33. Corresponding Members

1. (a) Each of the following bodies shall have the right to appoint for each day of the General Assembly, one member or staff-member to act as a Corresponding Member: Faith Nurture Forum, Faith Impact Forum, Social Care Council, Central Services Committee, Ecumenical Relations Committee, General Trustees, Church of Scotland Guild, Trustees of the Housing and Loan Fund, the Nomination Committee, Safeguarding Committee, Stewardship and Finance Committee, the Church of Scotland Pension Trustees, the Theological Forum and the Legal Questions Committee.

(b) Each such body will advise the Assembly Business Committee not less than one week before the commencement of the General Assembly of the name of the Corresponding Member appointed for each day. The names of Corresponding Members

appointed under this Standing Order shall be included in the Assembly Papers.

2. The Chief Officer, the Heads of the Faith Nurture Forum and Faith Impact Forum, the Secretary of the Social Care Council, the Ecumenical Officer, the Editor of Life and Work, the General Treasurer, the Head of Stewardship, the Head of Human Resources, the Convener of the Nomination Committee, the Scottish Churches' Parliamentary Officer and the Head of Communications shall be Corresponding Members when not Commissioners.

3. The Assembly Trustees, (including the Chair of the General Trustees as an Assembly Trustee *ex officio*), being the Charity Trustees of the Unincorporated Councils and Committees of the General Assembly, shall also be Corresponding Members when not Commissioners.

34. Status. Corresponding Members of Assembly shall be entitled to attend all sessions of the same and to speak on any matter before the Assembly affecting the interests of their Council or Committee, where applicable, but shall not have the right to vote or make a motion.

(c) YOUTH REPRESENTATIVES

35. Status

(i) One person between the ages of eighteen and twenty-five on the opening day of the General Assembly shall, if possible, be appointed by each Presbytery to serve as a Youth Representative; each Representative shall be involved in the life of a congregation within the bounds of the Presbytery and be regularly involved in the life and worship of the Church of Scotland. The minister of the congregation shall provide confirmation of this involvement if asked by the Faith Nurture Forum.

(ii) A further ten persons between the ages of eighteen and twenty-five on the opening day of the General Assembly shall be appointed as Youth Representatives to each Assembly, such Representatives to be selected by the Faith Nurture Forum in terms of a process prescribed by

that Forum and the names passed to the Clerks of Assembly by 31 March each year.

- (iii) Youth Representatives shall be entitled to speak and move motions but not to vote:
 - during debates on Committee reports
 - during debates on Overtures
- (iv) Youth Representatives shall not be entitled to speak, move motions or vote:
 - during debates on Petitions or cases
 - during debates on matters affecting General Assembly procedure or Standing Orders
- (v) Youth Representatives shall not be members of the Commission of Assembly.

Oversight

- (vi) The Faith Nurture Forum shall take responsibility for Youth Representatives and shall extend to them appropriate hospitality.

(d) DELEGATES AND VISITORS

36. Reception. Delegates from other Churches shall be received and welcomed by the Moderator. The Assembly Business Committee is authorised, after consultation with the Faith Impact Forum and the Ecumenical Relations Committee, to recommend to the Moderator to invite two specified delegates to convey greetings briefly after all the delegates have been received and welcomed by the Moderator.

37. Status.

- (i) Delegates to the Assembly shall have the right to attend all sessions and to speak on all matters before the Assembly, except when the Assembly are exercising judicial functions, but shall not have the right to vote.
- (ii) Visitors shall have the privilege of seats in the Assembly but without the right to speak or vote. As in the case of Delegates, the officials of the Faith Impact Forum, the Ecumenical Relations Committee, or other relevant Council or

Committee shall extend appropriate hospitality to Visitors.

38. Oversight. The officials of the Faith Impact Forum, the Ecumenical Relations Committee, and other Councils or Committees which may be interested in Delegates, shall see that Invitations to Assembly functions are procured for the Delegates, and that the Members of Assembly shall do everything in their power to make the visits of all the Delegates pleasant and profitable.

(e) NON-MEMBERS

39. Guest Speakers. Where any Committee wishes that one of its members or staff members, not being a Member of Assembly, should have an opportunity of addressing the Assembly in connection with the discussion of its Report, the Convener shall seek the permission of the Moderator; for the avoidance of doubt, such permission may be sought during a debate. Where any Committee wishes that a person, not being a Member of Assembly or member or staff member of that Committee, should address the Assembly, the Convener shall submit the name of such person for approval to the Assembly Business Committee before the Assembly opens, or to the Procedure Committee during the sittings of the Assembly, and the decision of the Assembly Business Committee or Procedure Committee shall be final, unless the Assembly themselves shall resolve in terms of SO 129 hereof to dispense with the observance of Standing Orders in respect of that particular matter.

40. Conference Sessions. The Assembly Business Committee, or the Procedure Committee, in consultation with other Councils and Committees as appropriate may invite the General Assembly to meet in conference sessions and arrange for guest speakers to address such sessions. Councils and Committees shall also be free to invite guests, whom they consider to have a particular interest in the matter under discussion, to participate in the debate. When the General Assembly is meeting in conference no resolutions shall be framed or decisions taken. Expert speakers invited to address the conference shall be allowed a maximum time of fifteen minutes. All other speeches shall be limited to five minutes.

IV. COMMITTEE REPORTS AND OVERTURES

(a) REPORTS

41. Transmission. Reports of all Committees reporting to the Assembly shall be transmitted to the Clerks of Assembly not later than the first Monday after the third Tuesday in February each year provided that, by arrangement with the Clerk of Assembly, a Statement and Proposed Deliverance on the Budget of the Church, report on Congregational Statistics as reported by Kirk Sessions through Presbyteries and report on Statistics of Ministry may be submitted at a later date, but in time to be included and circulated with the Reports. All Reports shall be accompanied by the Deliverance to be proposed to the Assembly, and when the Proposed Deliverance exceeds two sections each section shall be numbered consecutively.

42. Circulation of Reports and Proposed Deliverances. It shall be the duty of the Clerks to arrange for all such Reports and Proposed Deliverances to be circulated in the authorised form to each Member of Assembly at least one week before the day of meeting. All Reports so distributed shall be held as read. Each Committee shall immediately after the rising of the Assembly furnish the publisher of the Reports with the number required for circulation.

43. Oral Reports and Reports of Sub-Committees. Oral Reports shall not be received, and no Sub-Committee shall give any Report to the Assembly.

44. In Retentis. Reports shall not be engrossed in the Minutes, but a copy of each Report certified by one of the Clerks as being that given to the Assembly, shall be kept in retentis; and the Reports thus collected shall be preserved among the other Records of the Assembly.

45. Questions on Reports. After the Deliverance on the Report of any Committee has been moved and seconded the Assembly, before dealing with any other motions or amendments thereon, shall have opportunity for asking questions on the Report, this being without prejudice to the right of Members to put questions, with the leave of the Assembly, at any subsequent stage.

46. Questions requiring Notice. It shall be in order to

ask questions of the Convener regarding any matter in the care of the Committee to which no reference is made in the Report but in such cases timeous notice shall be given to the Convener.

47. Deliverance. The final Deliverance of the Assembly upon the Report of any Committee shall follow immediately after the consideration of that Report, except in the event of a special reason for the contrary having been approved by the Assembly and recorded in the Minutes.

48. Late Reports. Reports of Committees appointed during the sittings of Assembly, if they propose any motion not already circulated to Members, shall be submitted to the Clerks of Assembly at least one day prior to their being considered, and included in the "Assembly Papers".

(b) OVERTURES

49. Transmissions. All Overtures from Presbyteries passed on or before 24 April shall be sent to the Clerks of Assembly not later than that date in each year. Overtures from Commissioners shall be lodged with the Clerks not later than noon on the third last day of the meeting of the Assembly, unless the Assembly for special reason decide otherwise.

50. Circulation of Overtures. The Clerks shall arrange for the circulation of Overtures to Commissioners, at the expense (if any) of those promoting them, either with the papers for Cases or in the "Assembly Papers".

51. Form. Overtures should contain a brief statement of the matter to be brought before the Assembly together with a Proposed Deliverance, of which the first section shall be "The General Assembly receive the Overture".

52. When Taken. Overtures relating to matters under the care of the Committees of the Church whose reports are on the Agenda for one of the first two days of the Assembly shall be assigned by the Assembly Business Committee (unless the Committee on Overtures and Cases decides not to transmit) to the place in the discussion at which they shall be introduced to the Assembly. In other cases this shall be done by the Procedure Committee. When the Proposed Deliverance

of an Overture is capable of being treated as a counter-motion or amendment to the Proposed Deliverance of a Committee, or as a new section of such Proposed Deliverance, it shall be so treated.

53. Grouping. Overtures on the same or cognate subjects shall be grouped by the Assembly Business Committee or Procedure Committee of the Assembly and only one speaker shall be heard introducing each group.

54. Introduction. An Overture from a Presbytery may be introduced by any member of that Presbytery, specially appointed for the purpose, at the bar; or by any one of its Commissioners to the Assembly in his or her place as a Commissioner.

(c) GENERAL

55. Matters Relating to Stipend. It shall not be competent for the Assembly, without due notice of motion in the hands of Commissioners in proper form (for example as a Proposed Deliverance, Notice of Motion or Crave of a Petition), to debate any proposal which might impact directly on or which might bring about binding changes to the terms and conditions of ministers which relate to stipend or stipend scales.

56. Proposals with Budgetary Implications. Prior to making any proposal, Commissioners should give due consideration as to whether this will incur the use of additional resources or affect the incoming resources for the Church's work, ie whether the proposal has budgetary implications. Advice on any proposal can be sought from the General Treasurer. A proposal with budgetary implications must be in the hands of Commissioners in proper form (for example, as a Proposed Deliverance, Notice of Motion, or Crave of a Petition). Specifically, to ensure sensible budget controls:

- (a) Any proposal which involves new or additional expenditure whether of a one-off or recurring nature, must be accompanied by a statement specifying where funding will be found, whether by a reduction of existing costs; funding external to the Church or by an increase in the total amount to be met by congregations.
- (b) Any proposal which results in a potential

reduction in income, including a reduction in the total to be met by congregations, must be accompanied by a statement of where replacement funding will be found or expenditure reduced to compensate for the reduction in the income.

The Assembly Trustees shall have the right to comment upon any proposal in category (a) or (b) before any decision is taken.

57. Declaratory or Interim Act. The draft of any proposed Declaratory or Interim Act, as also the draft of any Overture which it is proposed to transmit to Presbyteries in terms of the Barrier Act (other than any Overture circulated in the volume of Reports), shall be circulated to Members and laid on the table of the Assembly at least one day before a Motion for the passing of such Declaratory or Interim Act, or for the transmission of such Overture to Presbyteries, is made in the Assembly.

V. CONDUCT OF CASES

58. Commission of Assembly. The rules of procedure for the Appeals Committee of the Commission of Assembly shall be as set out in Schedule 2 to the Appeals Act (Act I 2014). Standing Orders 59 – 61 apply where a matter is being brought before the Commission of Assembly in terms of those powers of the Commission of Assembly not being exercised by the Appeals Committee, or before the General Assembly, being a petition, a reference or an appeal on a matter of doctrine. In Standing Orders 59 - 61 references to the General Assembly shall be taken to refer where appropriate to the Commission of Assembly and all references shall be so construed *mutatis mutandis*.

(a) LODGING OF PAPERS

59. Appeal; Dissent and Complaint; Petition. The papers in all cases intended to be brought before the Assembly, whether Appeals or Dissents and Complaints against the judgement of inferior courts, or Petitions, should be lodged with the Clerks of Assembly not later than 24 April, and must be lodged not less than fourteen days before the opening session of Assembly; except in the case of judgements pronounced within sixteen days

of the meeting of Assembly, in which case they shall be lodged within forty-eight hours of the judgement being pronounced.

60 (a). Reference. In the case of Reference of a matter from an inferior court for the judgement of the Assembly the same limits as to time for lodging of papers in the case shall apply as in SO 59.

(b). Reference of Matter Previously Considered. Where the matter of a Reference has previously been under consideration of the Assembly, the Reference shall state the date when the matter was previously before the Assembly and shall narrate the Assembly's Deliverance thereon.

61. Answers. It shall be competent for all parties claiming an interest in the subject matter of an Appeal, Dissent and Complaint or Petition to lodge Answers thereto complying with the requirements of this SO 61. Answers may be lodged any time after the Appeal, Dissent and Complaint or Petition is received by the Clerks, but not later than seven days before the opening meeting of Assembly. Answers shall be in the form of articulate numbered Answers to the narrative contained in the Appeal, Dissent and Complaint or Petition, indicating in particular matters of fact that are admitted and denied, and shall set forth a concise statement of the Respondent's case, together with a crave specifying the action the Assembly are invited to take thereanent.

(b) PROVISION OF PAPERS

62. Circulation. It shall be the duty of the Clerks on receiving papers that are to come before the Assembly in connection with cases to arrange to have these circulated to Members in authorised form.

63. In Private. Papers relating to business dealt with by Presbyteries in private, or which the Committee on Overtures and Cases (SOs 70 - 71) consider should be taken in private, shall be circulated separately and may be dealt with by the Assembly in private.

64. Cost of Circulation of Papers. In cases of discipline brought before the Assembly by the Judicial Commission, by Reference from a Presbytery, or by complaint by a minority of the Court, the expense of

circulation (if any) shall be borne by the Assembly Business Committee; in other circumstances by the Complainer or Appellant. In all other cases the expenses of circulating papers (if any) for the use of Commissioners shall be borne by the party having interest in the same or desiring a Deliverance from the Assembly.

65. In Retentis. A copy of every circulated paper shall be kept by the Clerks of Assembly to be retained among the Records of Assembly.

(c) CIRCULATION OF PAPERS

66. Date of Dispatch. A copy of all papers transmitted to the Clerks of Assembly not later than 24 April shall be forwarded by them to each Member of Assembly at least one week before the opening day of the Assembly.

67. In Private. The Clerks of Assembly shall not issue in advance to Members the papers in cases which they think require to be conducted in private, until specially instructed by the Assembly so to do; but shall report such cases to the Convener of the Procedure Committee, for the information of that Committee, immediately after its appointment.

(d) INTIMATION TO PARTIES

68. Appeal; Dissent and Complaint. In all cases coming before the Assembly by Appeal or Dissent and Complaint it shall be the duty of the Clerks of Assembly to inform the parties on both sides as soon as possible of the time at which such case is likely to be taken by the Assembly. Such intimation shall, unless in a specific case the Assembly determine otherwise, be regarded as sufficient notice.

The Clerks shall further be bound, on application made to them for the purpose, to supply a copy of all papers circulated in pursuance of the foregoing Orders to the opposite party or parties in any case, or to his or her or their duly accredited Agents.

69. Petition. In every Petition it shall be the duty of the Petitioner to make such intimation of the Petition as may be necessary having regard to the nature of the Petition. Such intimation shall be made not more than

seven days later than the time when the Petition is lodged with the Clerks of Assembly as provided in SO 59 above; and along with the Petition there shall be lodged a certificate signed by the Petitioner or his or her Agent setting forth the names of the parties to whom such intimation has been made or is to be made. The Assembly may refuse to dispose of any Petition if in their opinion sufficient intimation thereof has not been made.

(e) TRANSMISSION TO ASSEMBLY

70. Committee on Overtures and Cases. All papers lodged with the Clerks in cases of every sort in terms of the foregoing Orders shall be laid by them before the Committee on Overtures and Cases, which shall consider the same and report to the Assembly.

71. Decision not to Transmit. If the Committee on Overtures and Cases shall decide not to transmit to the Assembly any papers in cases duly lodged with the Clerks of Assembly it shall report the same to the Assembly at their first Session, or at the Session next after such decision, with its reasons for not transmitting the papers, and parties shall be entitled to be heard thereon at the bar of the Assembly. Intimation of a decision not to transmit papers shall be made to the parties concerned as soon as possible, and in time to allow of their being represented at the bar when the decision not to transmit is reported to the Assembly.

72. In Private. The Procedure Committee shall, in its first Report, specify any case which in its judgement requires to be conducted in private, and any case which does not appear to it to be of that character although the Clerks of Assembly may have reported it as such. The Assembly shall thereupon determine by a special Deliverance, at what stage in the proceedings the papers in such a case shall be issued to the Commissioners. In every case which the Assembly appoint to be conducted in private the instruction to issue the papers shall be accompanied by a special exhortation to the Commissioners to keep them private.

73. Proposed Legislation. All Overtures from Presbyteries or from Commissioners which propose the introduction of new or the amendment of existing Acts (or Regulations) shall contain the precise terms of the

legislation which they propose; and the Committee on Overtures and Cases shall not transmit to the Assembly any Overture which is deficient in this respect, provided always that the Clerks and Procurator shall be available to assist with the framing of such proposals

(f) HEARING OF CASES

74. Announcement. Before parties are heard in any contentious case the Clerk shall read the following announcement, viz – “The Commissioners are reminded that justice requires that all the pleadings at the bar should be heard by all those who vote in this case, and that their judgement should be made solely on the basis of the pleadings.” Immediately before a vote is taken in such a case, the Clerk shall read the following further announcement, viz – “The Commissioners are reminded that only those who have heard all the pleadings at the bar are entitled to vote in this case.”

75. Appeal; Complaint; One Appellant. In cases brought before the Assembly by Appeal, where there is only one appellant (or one set of appellants concurring in the same reasons of Appeal) and only one respondent (or one set of respondents concurring in the same answers to the reasons of Appeal) the case for the appellant (or set of appellants) shall be stated by him or herself or by his or her counsel, who at the same time shall submit such argument upon the case as he or she shall think fit. The party or counsel so stating the Appeal shall be followed by the respondent or his or her counsel who likewise shall submit such arguments upon the case as he or she shall think fit. At the close of the statement for the respondent the appellant shall be entitled to be again heard, and the respondent shall also be entitled to be heard in answer to the second speech for the appellant and if, in his or her final answer, the respondent shall state any fact or submit any argument not adverted to in his or her answer to the opening statement for the appellant, the appellant shall be entitled to a reply upon the new matter introduced in the final answer for the respondent. With the exception of this right of reply, so limited, more than two speeches shall not be allowed to any party at the bar.

76. Appeal; Complaint; More than one Appellant. In such cases as those referred to in SO 75 if there is

more than one appellant (or set of appellants) insisting on the Appeal, or more than one respondent (or set of respondents) supporting the judgement appealed against, (a) on different grounds, or (b) in separate reasons or answers, each appellant shall be entitled to open and state his or her separate case, and each respondent shall be entitled to make his or her separate answer, and the debate shall be closed with a reply for the several appellants; provided always that it shall be competent to the parties, with consent of the Assembly to make any arrangement for conducting the debate other than herein prescribed, if it shall have the effect of limiting, further than is herein done, the number of speeches to be made from the bar.

77. Appeal; Complaint; Who may appear. Any Member of an inferior court whose judgement is brought under review of the Assembly may appear at the bar in support of the judgement; but, when Commissioners have been specially appointed by the inferior court to support its judgement, the Assembly shall not hear any Member of such court other than the Commissioners so appointed, unless any Member not so appointed but wishing to be heard can show a separate and peculiar interest to support the judgement; and in all such cases it shall be competent to the Assembly to limit the number of Members of an inferior court who shall be heard in support of the judgement under review.

78. Dissents and Complaints. In SOs 75 to 77, "Appeal" includes "Dissents and Complaints" and "Appellant" includes "Complainer".

79. Petition. In cases brought before the Assembly as the court of first instance by Petition, the party promoting the application shall be entitled to be heard in support of the same; and the Assembly shall also hear an answer from any party at the bar claiming to be heard whom it shall consider to be a proper respondent, and the debate at the bar shall be closed with a reply from the person promoting the application.

80. Reference. In cases brought before the Assembly by reference from a Presbytery the reference shall be stated to the Assembly by a Member of the referring court, specially appointed for the purpose, at the

bar if not a Commissioner, or in his or her place as a Commissioner if a Commissioner from the Presbytery. The Assembly shall thereafter hear the parties in the case referred in such order as the nature of the case may seem to require, keeping in view the regulations in SOs 74 to 79.

81. Readjustment Cases. In cases arising from Act VII, 2003, when a request for determination follows a decision of the Partnership Development Committee not to concur in the judgement of a Presbytery, the Convener, or other member of the said Committee, shall be heard at the bar if not a Commissioner, or in his or her place as a Commissioner if a Commissioner, immediately after the request for determination has been stated. After the initial statement and the response by the said Committee when applicable, the General Assembly shall hear at the bar such parties in the case as are not represented by Commissioners, in such order as the nature of the case may seem to require.

VI. ORDER OF DEBATE

(a) ORDER OF THE DAY

82. When the Assembly have resolved that a case or other piece of business shall be taken up at a certain hour mentioned in the Order of Business, such case or other piece of business shall be taken not later than the hour fixed and the business before the Assembly, if not finished at the hour named, shall be adjourned, provided that, in the case of an Order of the Day following the Report of the Faith Impact Forum, such unfinished business shall not be taken up. If, in the opinion of the Moderator, it would be in accordance with the general convenience of the Assembly, the Moderator may allow the transaction of the business then actually under discussion to continue for a period of not more than fifteen minutes beyond the specified time, but no fresh business shall be commenced.

(b) MOTIONS

83. TIME-BOUND

On the motion of the Procedure Committee or moved as part of the deliverance of the Assembly Business Committee, the General Assembly may resolve that the Report and draft Deliverance relating to a particular Council or Committee's Report be taken in a time-bound

process of debate and decision. Such a motion shall be moved at least 24 hours in advance of the presentation of the Report concerned.

Having so resolved the General Assembly shall operate the following timetable:-

- a) Start times shall be allotted to specified Sections of the Report and to the related sections of the draft Deliverance. Discussion of any Section of the Report shall not commence later than its allotted start time, but may begin earlier if debate of the previous Section has been completed.
- b) If discussion and debate of a particular Section of the Report has not been concluded within its allotted time, then further consideration of associated sections of the draft Deliverance shall be sisted and the General Assembly shall take up the next Section of the Report.
- c) If, at the close of the debate on the last Section of the Report, there is still time before the Order of the Day requires to be implemented or business is due to conclude, then the General Assembly shall return for further debate of any outstanding sections of the draft Deliverance remaining relative to each Section of the Report.
- d) If the Order of the Day or anticipated close of business is imminent, then any outstanding sections of the draft Deliverance shall be voted upon without debate, except that other motions circulated in the Daily Papers shall also be taken, without debate, the Convener simply having the right to indicate whether or not the Council or Committee is willing to accept the motion.
- e) Where motions appearing in the Daily Papers do not relate directly to the Report and draft Deliverance proposed by the Council or Committee, they will be taken either at the end of the appropriate Section, if there is time available according to the allotted timetable, or at the end of the appropriate Section when the procedure leading to the Order of the Day (or close of business) is being implemented.

84. Right to Move. Any Commissioner to the Assembly may make a motion upon any matter coming regularly before the Assembly; and on rising to do so he or she shall read the terms of the motion having previously handed the same in writing on the form provided to the Assembly Office or other point of collection intimated to the General Assembly. It shall be in order to move a motion regarding any matter in the care of a Committee to which no reference is made in the Report of that Committee, provided that reasonable notice has been given in writing to the Convener before presentation of the Report. The mover of any counter-motion or amendment may reply to the discussion of his or her motion, immediately before the Convener closes the debate.

85. Withdrawal. When a motion has been duly seconded it shall not be competent to withdraw it, or to make any alteration upon it, without the permission of the Assembly.

86. Priority of Deliverance over other motion. The Deliverance on the Report of a Committee shall take precedence of any other motion on that subject.

87. Committee Convener. The Convener of a Committee when a Commissioner, on giving in the Report of that Committee, shall move the Deliverance proposed in terms of SO 41. A Convener, when not a Commissioner, shall be allowed to submit the Report of the Committee, and to give explanations in the subsequent discussion. In such a case the Principal Clerk, whom failing, the Depute Clerk, shall formally move the Deliverance. In all cases the Convener shall have the right of replying to the debate.

88. Introducer of Overture. The Introducer of an Overture, if a Commissioner, shall move the Deliverance; and if he or she is not a Commissioner the Principal Clerk, whom failing the Depute Clerk, shall formally move the Deliverance. The Introducer, whether a Commissioner or not, may answer questions or give explanations in the course of the debate and, if a Commissioner, may reply to, the discussion immediately before the relevant Convener closes the debate.

89. Notice of Motion. Commissioners are encouraged to give advance Notice of motions. Any Commissioner

may, during the sittings of the Assembly, give advance notice of Motion on any subject due to come regularly before the Assembly, other than a contentious case. Notices of Motion so given in shall, if received in time to do so, be included in the “Assembly Papers” not later than the day on which the business is to be taken. Such circulated Notice of Motion shall confer no right of priority of moving same, the Moderator being the sole judge of the order in which Members are entitled to address the Assembly.

(c) THE DEBATE

90. The Chair. Every speaker shall address the Assembly through the Moderator, and the correct address is “Moderator”.

91. In Support. When a motion or motions have been made and seconded, any Member (including a formal seconder in terms of SO 95) may take part in subsequent debate.

92. Speeches. (1) Except as provided in SOs 84 and 87, no Member may speak twice on the same question except in explanation, and then only by special permission of the Assembly. (2) Members shall make relevant declarations of interest where the topic of debate makes it appropriate to do so.

93. Point of Order. Any Member may rise to speak to a Point of Order. A speaker is not to be interrupted unless upon a call to order. When so interrupted he or she shall cease speaking, and shall resume his or her seat until the Point of Order is decided. The Member calling to order shall state the grounds for so doing; and the speaker who has been interrupted may briefly reply in explanation, to show that he or she is not out of order, but no other Member may speak to the Point of Order unless with the permission or at the request of the Moderator, with whom the decision of the point rests, though the Moderator may put the point to a vote of the Assembly.

94. There shall be no right of reply to a debate except as provided for by SOs 84 and 87.

95. Limits. All speeches shall be limited to 5 minutes, with the following exceptions:

(i) COMMITTEES Convener giving in the Report of his or her Committee and moving thereon (seconding to be formal) 15 minutes

Convener responding to a question 4 minutes

(ii) OVERTURES Introducing an Overture and when the Introducer is a Commissioner, moving thereon 10 minutes

Mover of other Motions in relation to Overture (seconding to be formal) 10 minutes

(iii) PETITIONS Speeches of Petitioners 10 minutes

96. No Time Limit. The time limits shall apply, except in the following cases:

(a) when the Assembly are debating specific proposals for change under Barrier Act procedure;

(b) when the Assembly are exercising judicial functions;

(c) in Petitions when, for special reasons, the Committee on Overtures and Cases reports that the circumstances demand an extension, and when the General Assembly adopt that opinion;

(d) in any other matter when the Assembly Business Committee (in respect of the Order of Business for the first two days) or the Procedure Committee (in respect of the Order of Business for the subsequent days) declares that, in its opinion, such matter is of exceptional importance, and when the Assembly adopt that opinion.

(d) DEALING WITH MOTIONS

97. Character of Motions. Motions shall be considered as belonging to one of the following categories, and shall be dealt with as prescribed, viz:

1. The original Motion.
2. Counter-Motions – being Motions contradictory or negative of the original Motion or of a substantial part of the original Motion.
3. Amendments being Motions not substantially

contradictory of the original Motion or Counter-Motion, but for making deletions, alterations, or additions thereto without defeating its main object.

4. Amendments of amendments already moved and seconded.

98. Moderator to Judge. The Moderator shall be judge of the category to which any Motions shall be considered to belong, and the ruling of the Moderator shall be final.

99. Grouping of Amendments. When to any Proposed Deliverance there has been given notice of amendments which differ from each other only slightly in their general tenor, the Moderator shall decide whether or not to permit more than one of such amendments to be moved.

100. Voting on Amendments. When an amendment (Category 3) has been proposed it shall be disposed of by the Assembly before any other counter-motion or amendment is proposed. However, it shall be in order for an amendment of an amendment (Category 4) to be proposed, seconded and debated, after which the Moderator shall take a vote "For" or "Against". When all such Category 4 motions have been so disposed of, the Assembly shall complete its consideration of the original amendment (Category 3) and the Moderator shall take a vote "For" or "Against" the original amendment amended or unamended as the case may be. For the avoidance of doubt, it is affirmed that the order of debate for Category 3 and Category 4 motions shall be the same except as herein provided and that the provisions of SO 87 shall apply to both.

101. Voting on Motions. After all amendments, if any, have been disposed of, the Moderator shall take a vote between all Motions in Categories (1) and (2), and in doing so shall adopt the following procedure. A vote shall be taken in one of the methods provided below, between all the Motions in the order in which they were made, beginning at the first. Each Commissioner may vote for one Motion only. If, on the numbers being announced, one Motion has obtained a clear majority of votes, all the other Motions shall fall; but if no Motion has obtained a

clear majority, the Motion having the smallest number of votes shall be struck off and a vote taken between the remaining Motions; and the Assembly may determine.

102. Voting for Appointments. In the case of voting for appointments to vacant offices in the Church, where there are more than two nominations the Assembly shall vote separately on all the names proposed, and, unless there be a majority in favour of one over all the others combined, the one having the lowest number shall be dropped, and the Assembly shall again vote on those that remain.

103. Deliberative Vote. The Moderator or Acting Moderator in the Chair shall have no Deliberative Vote.

104. Casting Vote. If in any division there shall be an equality of votes for two proposals before the Assembly, the Moderator shall have power to give a deciding vote; and if in the course of the voting as provided in SOs 100 and 101 above, there should be an equality of votes for the two Motions having fewest votes, the Moderator shall have power to give a deciding vote and the Motion for which the Moderator shall vote shall be retained for the purpose of the next vote of the Assembly.

(e) TAKING THE VOTE

105. The Moderator may, in any circumstances and at his or her sole discretion, ascertain the mind of the Assembly by asking the Commissioners to stand in their places, and shall intimate to the Assembly on which side there is in his or her opinion a majority. Unless the opinion of the Moderator so intimated is at once challenged, it shall become the decision of the Assembly. If any Commissioner challenges the opinion of the Moderator, the Assembly shall proceed to take an electronic vote using a system approved by the Assembly Business Committee. Alternatively, it shall be open to the Moderator, again at his or her sole discretion and in any circumstances, to ascertain the mind of the Assembly by recourse to the use of electronic voting. After all votes have been counted the Moderator shall intimate the result of the voting which will become the decision of the Assembly. In no circumstances shall a second vote be taken on a matter which has already been the subject of a vote by electronic voting. The Procedure Committee shall

ensure that Commissioners are familiar with the method of electronic voting and will appoint tellers to assist Commissioners, where necessary, with the process of casting votes and to assist the Assembly with the process of voting by paper ballot which shall be a competent alternative to the taking of a vote by electronic means in the event of a failure in the electronic voting system.

(f) DISSENTS

106. Entering. Any Commissioner dissatisfied with a judgement of the Assembly, which has not been unanimous, has the right to enter his or her dissent against it; but no dissent can be given in until the matter to which it refers has, for that session, been disposed of, the Minute adjusted, and the Assembly is ready to proceed to other business.

107. Adhering. When a dissent has been entered, it is in order for any other Commissioner present when that judgement was pronounced to adhere to such dissent. No other's adherence may be entered.

108. Reasons. A person dissenting may do so with or without giving in reasons of dissent. If he or she dissent for reasons given in at the time, or to be afterwards given in, such reasons shall, if received by the Assembly as proper and relevant, and provided they are given in before the close of the next session (or, when made on the last day of the Assembly, before the close of the same session), be recorded in the Minutes.

109. Answers. If the Assembly appoint a Committee to prepare answers to reasons of dissent, the Report of the Committee shall, except on the last day of the Assembly, be in the "Assembly Papers"; and, as approved by the Assembly, shall be included in the Minutes, if the reasons of dissent have been so circulated.

110. Record of Dissents. Reasons of dissent and answers thereto when not entered in the Minutes, shall be kept in a separate Record of Dissents.

VII. COMMITTEES AND THEIR MEMBERSHIP

(a) COMMITTEES

111. Committees. The Committees of the General Assembly shall be those listed in SO 113 together with

such *ad hoc* Committees as the General Assembly may appoint from time to time. Clerical services for the *ad hoc* Committees shall normally be provided by the staff of the Principal Clerk's Department.

112. Quorum. Save for the Judicial Proceedings Panel and those bodies where provision is already made for a quorum, the quorum of Standing Committees of the General Assembly listed in SO 113 shall be three. When a meeting ceases to be quorate, business must be suspended. The quorum shall apply also to sub-committees and other bodies constituted from the relevant Standing Committees where such sub-committees and other bodies have decision-making powers, but not otherwise.

113. Membership. The Standing Committees of the General Assembly shall have membership as follows, General Assembly appointments being made on the nomination of the Nomination Committee except where otherwise stated.

1. Assembly Business Committee.....16/17

Convener, Vice-Convener, 2 members of the Legal Questions Committee (Convener and another member involved more in judicial matters to be nominated by the Legal Questions Committee), a further 6 members made up of ministers and elders with experience of the General Assembly, with the following members *ex officio*: the Moderator and the Moderator Designate, the Principal Clerk, the Depute Clerk, the Solicitor, the Procurator and the General Treasurer. The Convener and Vice-Convener are also to serve as Convener and Vice-Convener respectively of the Procedure Committee.

2. Assembly Trustees 14

12 trustees appointed in accordance with the Constitution and Remit approved at the General Assembly of 2019 (from which shall be drawn the Convener, Vice-Convener, and Administrative Trustee), plus 2 *ex officio* members: the Convener of the Assembly Business Committee and the Chair of the General Trustees.

3. Audit Committee.....6

Convener, who shall not be an Assembly Trustee, three

voting members appointed by the General Assembly through the Nomination Committee, all of whom shall be independent of the Unincorporated Entities and at least one of whom shall have recent and relevant financial experience, and two additional voting members be appointed by the Assembly Trustees. The quorum shall be three voting members, at least one of whom is a Trustee member. The Chief Officer and the General Treasurer shall attend without a right to vote or make a motion. In addition, other officials, as required by the Committee, may be in attendance from time to time without a right to vote or make a motion. Representatives of the External and Internal Auditors, shall be entitled to attend all meetings but without a right to vote or make a motion.

4. Church of Scotland Investors Trust

Trustees are appointed as required, by the General Assembly on the nomination of the Trust.

5. Church of Scotland Trust

Trustees are appointed as required, by the General Assembly on the nomination of the Trust.

6. Committee on Chaplains to HM Forces.....18

Convener, Vice-Convener and 16 members appointed by the General Assembly. There are also 2 non-voting members: one representative from and appointed by each of the Ministries and the Church and Society Councils.

7. Delegation of the General Assembly.....4

The Clerks of Assembly, the Principal Clerk as Chairman, the Procurator and the Solicitor of the Church, *ex officio*.

8. Ecumenical Relations Committee.....10
plus representatives, co-optees and corresponding members

- a) 8 members appointed by the General Assembly one to be attached, for the purposes of ecumenical accompaniment, to each of the Faith Nurture Forum, the Faith Impact Forum, the Social Care Council, and the Theological Forum.
- b) Convener who will act as a personal support for the Ecumenical Officer (EO) and Vice-Convener, appointed by the General Assembly.

- c) A representative of the Roman Catholic Church in Scotland appointed by the Bishops' Conference and 1 representative from each of 3 churches drawn from among the member churches of ACTS and the Baptist Union of Scotland, each to serve for a period of 4 years.
- d) The Committee shall co-opt Church of Scotland members elected to the central bodies of Churches Together in Britain and Ireland (CTBI), the Conference of European Churches (CEC), the World Council of Churches (WCC), the World Communion of Reformed Churches (WCRC) and the Community of Protestant Churches in Europe (CPCE, formerly the Leuenberg Fellowship of Churches).
- e) The General Secretary of ACTS shall be invited to attend as a corresponding member.
- f) For the avoidance of doubt, while only those persons appointed under paragraphs a) and b) above shall be entitled to vote, before any vote is taken the views of members representing other churches shall be ascertained. The Convener shall be entitled to call a meeting of the voting members.

9. Faith Impact Forum.....15

Convener, Vice-Convener and 13 members nominated by the Nomination Committee and appointed by the General Assembly.

10. Faith Nurture Forum.....15

Convener, Vice-Convener and 13 members nominated by the Nomination Committee and appointed by the General Assembly.

11. General Trustees

Trustees are appointed as required, by the General Assembly on the nomination of the Trust.

12. Iona Community Board.....20

Convener and 5 members appointed by the General Assembly;

6 members appointed by and from the Iona Community, 2 changing each year;

The Leader of the Iona Community;

1 member appointed by and from the Presbytery of Argyll.

In addition the Board will invite 6 member churches of Churches Together in Britain and Ireland (CTBI) to appoint a representative member to the Board, such members being eligible to serve for a maximum period of 4 years.

13. Judicial Panel

20 people being ministers, elders and deacons nominated by the Nomination Committee and appointed by the General Assembly. All members of the Judicial Panel shall be qualified to practise as lawyers or shall be experienced in the law and practice of the Church. Notwithstanding SOs 114 and 118, the members of the Judicial Panel shall initially be appointed for a term of four years, and shall be eligible for reappointment for further terms of four years.

14. Judicial Proceedings Panel

A Panel of ministers, elders and deacons appointed by the General Assembly who are suitably experienced in the law and practice of the Church and whose number shall, in accordance with the Discipline of Ministry Act (Act III, 2001), section 1(1)(e), be determined, from time to time, by the Legal Questions Committee. Notwithstanding SOs 114 & 118, appointments shall be for three years with the option of further consecutive terms. In calculating how many Panel members may be appointed, no account shall be taken of any members whose current term has expired but who are deemed to remain as members of the Panel by operation of the Discipline of Ministry Act (Act III, 2001), section 1(1)(f).

15. Legal Questions Committee16

Convener, Vice-Convener and 10 members appointed by the General Assembly, the Clerks of Assembly, the Procurator and the Solicitor of the Church.

16. Life and Work Editorial Advisory Committee....9

Convener and 7 members together with the Principal Clerk as an *ex officio* member. The members should represent a wide range of theological opinion and perspectives, with

an interest and particular gifts to offer the Committee, for example journalism, magazine production, former contributors. The Committee may co-opt members with particular gifts or information.

17. Ministries Appeal Panel.....5

Convener, Vice-Convener and 3 members appointed by the General Assembly. At least 1 member shall be legally qualified, at least 1 shall be a minister and at least 1 shall be an elder.

18. Nomination Committee 26

Convener, Vice-Convener and 24 members appointed by the General Assembly. Notwithstanding SO 118, no member of the Committee, having served a term of 4 years, shall be eligible for re-election until after a period of 4 years, except for special cause shown. The Convener'ship of the Committee shall be for 3 years.

19. Nomination of the Moderator CommitteeUp to 15

Up to 8 ministers and deacons and up to 7 elders appointed by the General Assembly, to create a Committee which is representative of the diversity of the whole Church. The Committee is to be convened by the immediate past-Moderator of the General Assembly, failing which by another former Moderator of the General Assembly.

20. Personnel Appeal Group 8

8 members appointed by the General Assembly with the Solicitor of the Church as Secretary. Members shall not include any former or current members of staff of any of the Church's Employing Agencies (including the Social Care Council), nor any current Council or Committee member.

21. Registration of Ministries Committee.....5

Convener, Vice-Convener and 3 members. 1 member is appointed by the Legal Questions Committee, 1 member by the Faith Nurture Forum and 3 members by the General Assembly. The Convener and Vice-Convener are appointed by the General Assembly from the General Assembly appointees. One or other of the Clerks to the

General Assembly and the Secretary to the Faith Nurture Forum attend the Committee *ex officiis* in an advisory capacity but are not members. The Committee is clerked by a person from the Faith Nurture Forum who is not a member of the Committee.

22. Safeguarding Appeal Panel.....6

A Panel of 6 persons appointed by the General Assembly, being persons with Safeguarding and other relevant experience, and including at least two persons who shall be qualified to practise as lawyers or who are experienced in the law and practice of the Church, and at least two ministers. None of the Panel shall be a current or former employee of any of the Employing Agencies or a current member of the Safeguarding Committee.

23. Safeguarding Committee..... 11

Convener, Vice-Convener and 6 members appointed by the General Assembly, 1 representative (voting member) from and appointed by each of the Faith Nurture Forum, the Faith Impact Forum, the Social Care Council, the Solicitor of the Church, the National Adviser (Head of Safeguarding) as Secretary to the Committee, the Chief Officer and up to 4 members co-opted by the Committee for their expertise. For the avoidance of doubt it is declared that only the following persons will be entitled to vote: Convener, Vice-Convener, the six Assembly appointed members and the three representatives from each of the Faith Nurture Forum, the Faith Impact Forum and the Social Care Council.

24. Social Care Council 12

Convener, Vice-Convener and 9 members appointed by the General Assembly, with the Chief Executive Officer of CrossReach as a non-voting *ex officio* member. At least one member shall be a Church of Scotland minister.

25. Theological Forum.....13

Convener, Vice-Convener and 11 members appointed by the General Assembly, the membership being selected to provide an appropriate balance of (a) ministers of Word and Sacrament, (b) members of academic staff from the Divinity Schools (or equivalent) of Institutions of Higher Education in Scotland, (c) elders and (d) members drawn

from the wider membership of the Church chosen for their particular expertise, experience or provenance.

26. Trustees of the Housing and Loan Fund Up to 11

Up to 3 ministers and 1 member appointed by the Faith Nurture Forum, who having served a term of 4 years shall be eligible for re-appointment for a second 4 year term;

Up to 4 appointed by the General Assembly on the nomination of the Trustees, who having served a term of 4 years shall be eligible for re-appointment for a second 4 year term;

Up to 3 appointed by the Baird Trust, for a term of office determined by that Trust.

Any Trustee (other than one appointed by the Baird Trust) may serve for up to a further two four-year terms if elected also as Chairperson or Depute Chairperson.

(b) MEMBERS

114. Period of Service. All Members of each of the Standing Committees shall retire after serving for four years, save for the Faith Nurture Forum and the Faith Impact Forum where the period is three years.

115. Representatives. Bodies entitled to appoint representatives shall be permitted to make changes in their representation for special reasons in any year.

116. Non-attendance. The name of a Member shall be removed from any Standing or Special Committee which has met three times or oftener between 1 June and 1 March unless he or she has attended one-third of the meetings held within that period. Attendance at meetings of Sub-Committees shall for this purpose be reckoned as equivalent to attendance at the meeting of the Committee itself.

117. Replacement. When a Minister, Elder, or Member of any Standing or Special Committee is unable to accept the appointment, or where from any cause vacancies occur in Committees during the year, that Committee, after consultation with the Convener of the Nomination Committee, may appoint a Member to take the place of the Member whose retirement has caused the vacancy.

All such appointments, if for a longer period than one year, shall be reported for confirmation through the Nomination Committee to the General Assembly.

118. Re-election. A Member retiring from a Council or Committee by rotation, or having his or her name removed for non-attendance, shall not be eligible for re-election to that Council or Committee until the expiry of one year thereafter, unless the Assembly are satisfied, on the Report of the Nomination Committee, on information submitted to it by the Council or Committee concerned, that there are circumstances which make re-election desirable; but where more than one member is due to retire then not more than one-half of the retiring members be so re-elected. No Member shall normally serve for more than two consecutive terms of office. (If possible 20 per cent of the Assembly appointed members of Councils or Committees should be under the age of 35 at the time of their appointment). A Member appointed in the room of one deceased, resigned or removed, or of one appointed as Convener or Vice-Convener, shall serve for the remainder of the period for which the person was appointed whose place he or she takes, and on retirement shall be eligible for re-election if he or she has not served for more than two years.

A retiring Convener shall be eligible for re-election as an additional member of the Council or Committee concerned to serve for one year only immediately following tenure of office as Convener.

119. Eligibility. No person shall be a Member of more than three Councils or Committees at the same time. Appointments ex officio shall not be reckoned in this number. This rule shall not apply to those for whom the Nomination Committee is prepared to give special reason to the Assembly for their appointments to more than three Committees.

The Nomination Committee shall not nominate for Committees any of its own number except in special circumstances which must be stated to the Assembly.

120. Secretaries and Deputies. It shall be the responsibility of the Secretary of each Council and Committee to attend the meetings thereof, to provide information and advice as requested, and to provide a

depute for any meeting that he or she cannot attend. Members of staff shall not have the right to vote at any meeting.

121. Expenses. Expenses incurred by Members of Committee, consisting of travel charges and a sum for maintenance when required shall be defrayed.

(c) CONVENERS AND VICE-CONVENERS

122. Appointment. Conveners and Vice-Conveners of Councils and Committees shall be appointed by the Assembly. Conveners shall hold office for not more than four consecutive years (in the case of the Nomination Committee, Faith Nurture Forum and Faith Impact Forum, three consecutive years) and Vice-Conveners shall hold office for not more than three consecutive years, unless the Assembly are satisfied that there are exceptional circumstances which make the reappointment of Conveners and Vice-Conveners desirable. The period of reappointment shall be for one year only. If at the time of their appointment they are already members of the Council or Committee another Member shall be appointed in their room for the remainder of the period of their original appointment.

123. Replacement. In the event of the death, resignation, consistent non-attendance or supervening incapacity of the Convener or Vice-Convener of any Council or Committee, the body concerned, after consultation with the Convener of the Nomination Committee, may appoint an Interim Convener or Interim Vice-Convener, as the case may be. Such appointment shall be reported by the Committee to the General Assembly and the Assembly shall make such order as the situation may require.

(d) NOMINATION COMMITTEE

124. List of Nominations. The Nomination Committee shall include in its Report its list of nominations to be submitted to the Assembly. The Report, so prepared, shall be included in the Volume of Reports issued to Members of Assembly.

125. Nomination of Conveners. When the Convener or Vice-Convener of a Committee or Council is completing his or her term of office the Council or Committee shall

be invited by the Convener of the Nomination Committee to suggest the name of one who may be appointed in succession. The Nomination Committee shall satisfy itself that an open and transparent process has been followed in identifying the Convener or Vice-Convener so suggested.

126. Conveners to Attend Meeting. Conveners of Standing Committees shall be entitled to be present at meetings of the Nomination Committee when the composition of their respective Committees is under consideration, but not to vote.

127. Amendment to Report. No amendment to the Report of the Nomination Committee shall be in order of which due notice has not been given.

All notices of proposed amendments on the Report, including such as propose the omission or insertion of any name or names, or the addition of a name or names where the full number eligible has not been nominated by the Committee, must be given in to the Clerks before midday on the third day prior to the closing of the Assembly, signed by the Member or Members giving them.

All such notices of proposed amendment shall, with the names of those signing them, be circulated in the "Assembly Papers" issued on the second day prior to the closing of the General Assembly, and on the morning of the day the Report is to be called for.

VIII. ALTERATION AND SUSPENSION

128. Alteration. Any proposal for alteration of Standing Orders shall be either (a) on the Report of the Legal Questions Committee and included in the volume of Reports or (b) by Overture and the subject of at least one day's notice in the "Assembly Papers". This Standing Order shall not apply to SO 113 which may be amended by the Principal Clerk in accordance with the decisions of the General Assembly.

129. Suspension. It shall always be competent for the Assembly, on the Motion of any Commissioner and on cause shown, summarily to dispense with the observance of the Standing Orders, or any part of them, in any particular case: provided that such Motion shall receive

the support of not less than two-thirds of those voting on the question when put from the Chair, and that such suspension shall not contravene any Act of Assembly.

