



INFORMATION FOR POTENTIAL NEW MEMBERS IN 2024

NAME OF COMMITTEE:

Seeds for Growth Committee

[as a committee of the Assembly Trustees the members shall be appointed by the Assembly Trustees working in collaboration with the Nomination Committee]

CONVENER/CHAIR:

Rev Neil Glover

VICE-CONVENER(S):

Rev Jamie Milliken

SECRETARY:

David Williams, Grant Manager

REMIT:

The operation of the £25m Strategic Fund of the Assembly Trustees, known as the Seeds for Growth Fund was established by the 2022 General Assembly. The fund is initially envisaged to run for seven years launching in 2023.

The purpose of the Fund is as follows:

- a. To seek the numerical and spiritual growth of existing Church of Scotland congregations and of new Church of Scotland worshipping communities through:
 - (i) The planting of new worshipping communities;
 - (ii) Work focused on the development of new forms and fresh expressions of church life;
 - (iii) Creative engagement with all sectors of society in particular with those aged 40 and under;
 - (iv) The enablement of community transformation motivated by Christian service
- b. The Committee shall, in all its determinations, promote the advancement of religion and the overarching purpose of the numerical and spiritual growth of the Church

The Committee is to oversee the operation of the Seeds for Growth Fund on behalf of the Assembly Trustees. The Committee will adhere to the relevant Regulations issued by the General Assembly and to the guidelines, criteria and governance requirements approved by the Assembly Trustees. Part of the Committee’s work will be to advise the Assembly Trustees on the construction, marketing and deployment of this fund as the Church of Scotland moves forward in these transformed times.

SKILLS AND EXPERIENCE SOUGHT AT THIS TIME:

Essential

1. Knowledge and practical experience of creating or working within newly formed worshipping communities and/or Fresh Expressions of Church and/or Creative engagement with all sectors of society in particular with those aged 40 and under and/or within a community transformation project
2. Critical thinking and reflective practice
3. Understanding of working within a Governance structure
4. Ability to effectively provide challenge in a Committee environment

Desirable

5. Expertise in understanding the creation and development of different forms of worshipping communities
6. Broad expertise in the application of research evaluation techniques



7. Experience of working across multi-generations
8. Experience of sitting on a grant awarding panel and/or grant making or writing grant applications
9. Experience of working within a church or other charitable organisation
10. Awareness of Charity Law
11. Experience of developing communication strategies

EXPECTATIONS OF MEMBERS:

- Prepare for each Committee meeting by reading and considering the application assessments provided by the Church of Scotland
- Attend and participate in all scheduled Committee meetings, or send apologies on occasions where this is not possible
- Ensure that comments, opinions and decisions are on the basis of objective assessment
- To ensure that that both grant application process and decision making are open, fair and transparent
- To treat all information received as a Committee member as confidential
- To not disclose the outcomes of funding meetings prior to applicants being informed of the funding decision
- To declare any potential or actual conflicts of interest either before or during the meeting. All Committee members will be required to complete the Declaration of Interest Form prior to commencing position

MEMBERSHIP AND ANTICIPATED VACANCIES:

As this Committee has already been formed it is not anticipated that there will be any vacancies for the first two years of operation. However, the Committee would welcome applications, which will be considered should a vacancy arise.

Members appointed shall serve a three-year term, renewable unless otherwise determined by the Assembly Trustees. Of those first appointed, four shall serve three years renewable (concluding in May 2026 in order to align with the Nomination Committee/General Assembly cycle for membership) and three shall serve two years, renewable for a three-year term (concluding in May 2025). Trustee members will serve as their appointed term as an Assembly Trustee.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

The Committee will meet at least five times per year to consider strategy and applications. Meetings will be held both virtually and in person. Limited travel will be required.

DETAILS OF SUB-COMMITTEES/GROUPS:

Currently it is suggested that the Committee will engage with applicants regionally in order to carry out assessments in partnership with local representatives. The mechanisms of this approach are still to be established, so this might be subject to revision as the practicalities of roll out are established with the Committee coming into place.



FURTHER DETAILS:

Information relating to the Seeds for Growth Fund can be found within the [Supplementary Report of the Assembly Trustees 2022](#)

Also see: ['Seeds for Growth' Fund Regulations \(Regs IV 2022\)](#)