

## THE CHURCH OF SCOTLAND SOCIAL CARE COUNCIL

Meeting held in  
Carnegie Conference Centre, Dunfermline  
Wednesday 15<sup>th</sup> from 1:30pm and Thursday 16<sup>th</sup> June 2016 Closing at 1pm

### Minute

<b>Present:</b>	A list of those present is attached at appendix 1
<b>Apologies:</b>	Apologies were noted and attached at appendix 1

	<b>Agenda Item</b>	<b>Action</b>
	<b>Wednesday 15<sup>th</sup> June</b>	
<b>62.</b>	<b>Opening and Worship</b> The Convener welcomed members to the residential Council with a particular welcome to new Council members and invited current members to say a little about themselves for the benefit of new members who joined Council in May. He shared a story about himself and need for us all to face and challenge our prejudices.  The Convener constituted the meeting with prayer.	
<b>63.</b>	<b>Business Strategy Group (BSR) Overview</b> <span style="float: right;"><b>Convener</b></span>  Discussion recorded apart	
<b>64.</b>	<b>Remit, Mission and Ethos</b> <span style="float: right;"><b>CEO</b></span>  Discussion recorded apart	
<b>65.</b>	<b>Financial Principles</b> <span style="float: right;"><b>I Wauchope</b></span>  Discussion recorded apart	
<b>66.</b>	<b>Recruitment Update and Background</b> <span style="float: right;"><b>M Rennie and CEO</b></span>  Discussion recorded apart	
<b>67.</b>	<b>Services to Older People</b> <span style="float: right;"><b>A Logan</b></span> <b>Future Strategy and Concept for</b> <b>New Residential Services Presentation and Discussion</b>  Discussion recorded apart	
<b>68.</b>	<b>5 Service Reviews</b> <span style="float: right;"><b>CEO</b></span>	

	Discussion recorded apart	
69.	<b>Medium and Long Term Strategy</b> Convener asked Council members to break into small groups to discuss the proposed medium and long term strategy and to share their forward this feedback to Diane.	Convener SCC Council Members
	<b>Thursday 16<sup>th</sup> June Business Meeting</b>	
70.	<b>Welcome and Devotions</b> Vice Convener Richard Begg constituted the meeting with a reading from the book of John about the sowing of new seeds in different areas and a prayer.	
71.	<b>Declarations of Interest</b> None	
72.	<b>Apologies</b> Brenda Graham, Kay Keith, Grant Petrie, Susan Pym, Arrick Wilkinson	
73.	<b>Minute Of Social Care Council 15<sup>th</sup> April</b> The minutes were agreed.	
74.	<b>Matters Arising</b>  <b>Executive Manual</b> The Convener said that he would now take on this task from the previous Convener.  <b>Search for New Educational Site</b> On agenda  <b>Meeting with South Lanarkshire Council regarding Threshold Glasgow</b>  The CEO said it had taken some time for the meeting with South Lanarkshire Council to take place in relation to the reduction in fees for services offered. It had been postponed and rescheduled by South Lanarkshire a number of times. He said that although the meeting had been constructive, he repeated to the local authority that the reduction in fees had been imposed on CrossReach without discussion. Calum advised that the service had lost around 12% of their support packages and had given families the option to pay the top up themselves or if they did not want to /could not they could access another service from another provider.	Convener
75.	<b>Standing Items</b>  <b>A. Key Issues for Executive</b> <ul style="list-style-type: none"> <li>• <b>Executive Committee Minutes 27<sup>th</sup> April; 17<sup>th</sup> May and 1 June</b></li> </ul>	

The minutes were taken as read - Adrian advised that Lennox town was in the East Dunbartonshire local authority area and Viv said that CELCIS would act as the 3<sup>rd</sup> party in relation to the Lord and Lady Polwarth Independent Review. The minute of 1<sup>st</sup> June Executive to the amended accordingly.

## **B. Key Issues for Executive**

### **• Data Protection**

Convener said a data Protection Audit Group had been set up to establish if CrossReach policies were in line with the 8 principles of the Data Protection Act. CEO confirmed the group which included a Church of Scotland solicitor had reviewed the policies and there were minor amendments required to comply. CEO said we had done everything we could to secure service users records and have introduced a mandatory data protection eLearning course for all staff.

### **• School Reconfiguration**

**Viv Dickenson**

Discussion recorded apart

## **C. Income and Expenditure Summary - periods 3 and 4**

Richard said that the net income before the sale of assets at end of March was £387k better than budget and £343k better than budget at the end of April, but we cannot become complacent.

The educational site has not yet been found but should the occupancy reduce even by one child the loss can be around £3,885k per week.

## **D. Balance Sheet – periods 3 and 4**

Richard said that the balance sheet continued to be strong and we have not used the Church of Scotland's overdraft facility for sometime.

The Convener said that Richard Begg would be joining the Forces Chaplaincy and leaving Council and this would be his last Council meeting. He thanked Richard for his commitment and significant input to the Council and F & R Group and for being able interpret complex financial issues easily to Council members. Council concurred with the Conveners comments and wished Richard well for the future. Richard would still Chair the Finance and Resources Group until then.

## **E. Council of Assembly – next meeting 20th June**

### **F. Church and Society (C & S)**

**Adrian Bark**

Adrian said that the new Convener Richard Frazer had attended the April meeting. Richard had been a member on the SCC for a number of years previously. He said that CrossReach had taken over the operational running of Polmont Young Offenders Institution from C & S for one year. Viv said that there would be large decant from Cornton Vale to Polmont over the summertime.

### **G. Guild – see update attached**

**Brenda Graham**

### **H. Scottish Churches Housing Action (SCHA)**

	<p>Liann Weir, Social Care Mission Officer is in the process of becoming a member.</p> <p><b>I. Priority Areas</b> <span style="float: right;"><b>Irene McGugan</b></span>          Shirley Grieve, previously the "Go for It" Manager, has been appointed as the new Priority Areas Secretary. She takes up her post on 18th July.</p> <p><b>J. Church Involvement Group</b> <span style="float: right;"><b>CEO</b></span>          CEO will speak with Liann and decide how best to progress this issue.</p>	
<p><b>76.</b></p>	<p><b>Report on the Issues Arising from the General Assembly</b> <b>CEO</b></p> <p>CEO said that our report at the General Assembly had been well received and we had accepted with a further 3 Deliverances - see below</p> <p><i>No. 6 Welcome the Scottish Government's commitment and financial contribution towards the payment of the Living Wage for social care workers from 1 October 2016 and instruct the Council to work with the Council of Assembly to enable payment of the Living Wage to all employees as soon as possible.</i></p> <p><b>CEO said that we welcome that staff will be paid the national living wage (NLW), but at present we do not know the full cost of implementing this. Minimum wage is currently at £7.20 and will move to £8.25 on 1<sup>st</sup> October. He said that SCC will work with the CoA to develop a strategy on how to take this forward.</b></p> <p><i>No.9 Encourage the Council to consider promoting 'Dementia Friendly Congregations' as a nationally recognised identity and bring forward a report to the General Assembly of 2017.</i></p> <p><b>CEO said that a lot of work was being undertaken by Allan's team already and Liann will develop this work as the Social Care Mission Officer</b></p> <p><i>No. 22 Instruct the Council to review the salary policy in regard to senior posts within the Church Offices, with particular consideration to setting a cap on salaries and setting more appropriate levels of salary, and report back to the General Assembly in 2017.</i></p> <p><b>CEO said that this was directed predominately at the Assembly and would have discussions with the Secretaries to the Council as to how it will be taken forward.</b></p> <p>Armed Forces Covenant to come to the 2017 General Assembly.  <b>CEO confirmed that SCC would comply with this</b></p> <p><b>Gaelic Action Plan</b>          Hugh said that there was a further Deliverance that all Councils would be required to adhere to the Gaelic Action Plan which was to</p>	<p>D Gunstone to obtain further details</p>

	<p>come back to the 2017 General Assembly.</p> <p>In recognising the importance of the Gaelic language in its proclamation and promotion of the everlasting gospel of Jesus Christ to the people of Scotland, instruct the Council of Assembly, the Church and Society Council, the Ministries Council and the Mission and Discipleship Council to:</p> <ul style="list-style-type: none"> <li>i consider the Draft Action Plan for the Promotion and Delivery of Gaelic Ministry and Mission within the Church of Scotland and resource implications arising from it;</li> <li>ii prepare a three year Action Plan, '<i>An Ath Cheum</i>', for the effective Promotion and Delivery of Gaelic Language Ministry and Mission (2018-2021), for consideration by the General Assembly of 2017;</li> <li>iii express the General Assembly's gratitude to the BBC in Scotland for the excellent quality and long-standing provision of its Gaelic Christian Religious Broadcasting.</li> </ul> <p>24. Urge Presbyteries to make use of Local Church Review resources and to assess training</p>	
<b>77.</b>	<p><b>Report on Business Strategy Group (BSG)</b> <b>CEO</b></p> <p>Discussion recorded apart</p>	
<b>78.</b>	<p><b>Nominations for Vice Convener</b> <b>Convener</b></p> <p>Convener said that 4 nominations for the position of Vice Convener had been received;</p> <p>Irene McGugan Thom Riddell Kay Keith Ian Russell – who had recently left the Council in May and was still eligible.</p> <p>He said that the Executive would hold interviews on Wednesday 22 June and share the outcome with Council.</p>	
<b>79.</b>	<p><b>Membership of Committees and Group</b></p> <p>New members to be asked for their experience and skills set which would help Convener and CEO to allocate new members to Quality Compliance and Improvement and Finance and Resources Group. Jo invited new members to approach him if they would like more information about the work of F &amp; R Group.</p> <p><b>Chair of Finance and Resources Group</b></p> <p>Convener advised that a new chair of Finance and Resources would be required as Richard Begg was leaving Council. Council fully endorsed Jo Elliot for the Chair.</p>	D Gunstone
<b>80.</b>	<p><b>Social Care Mission Officer (SCMO) Elizabeth Hay Liann Weir</b></p> <p>Liann said that she had taken up post 4 months ago and at present she is very much finding out what churches are doing in their area for social care and the wider Church of Scotland, committees, groups and sub groups. She was making links with Mission &amp;</p>	

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	<p>Discipleship, Ministries Council, Rural Churches working group and Scottish Churches Housing Action (SCHA) where she is in the process of becoming a Director.</p> <p>She said that most significant output was the supplementary Deliverance to the 2016 General Assembly and as part of this was a development plan which highlighted clear steps to be taken giving us clear evidence to evaluate the effectiveness of the SCMO role and return to the Assembly in 2017 with a report.</p> <p>Part of the development plan was to walk alongside Churches we already have a relationship with and to identify 3 churches wishing to establish new social care projects and to work with them as part of a pilot programme providing resources and guidance. The Social Care Forum will continue to be developed with 18 Church shaving input their projects details. A social care conference will also be scheduled for the October during CrossReach week (w/c 9 October 2016). She said that notes of interests from Churches were to be in to her by 30<sup>th</sup> June and a shortlisting panel would meet w/c 4 July with a selection committee meet again on 15<sup>th</sup> August. CEO invited Council members to email Diane if they wished to get involved.</p> <p>Elizabeth Hay advised that Business Development's role was to uncover funding sources and assist our supporters of which we have 1,200 around the country, however when we contacted them only 13 people responded to an email. She said that a communication audit would be undertaken to establish the best method of contacting people and to find out what gives the best return.</p> <p><b>Liann's presentation is attached for ease of reference</b></p>	<p>SCC members</p>
<p><b>81.</b></p>	<p><b>AOCB</b>            Convener said that September Council would include details;</p> <ul style="list-style-type: none"> <li>• Adult Care</li> <li>• Children and Family Services</li> <li>• Recruitment</li> </ul>	
<p><b>82.</b></p>	<p><b>Close and Date and Time of Next Meeting</b>            CEO advised that there would be a heavy agenda for the September Council meeting and he proposed that the meeting would start the evening before on the 6<sup>th</sup> September with dinner at 5pm with the meeting starting at 6pm till around 9pm and would continue for the full day on 7<sup>th</sup> September with a prompt start. Diane to contact Members to establish if they required accommodation on the evening of the 6<sup>th</sup> September            The Meeting was closed with the Grace.</p>	<p>D Gunstone</p>

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Signed: .....  
Convener

Signed:.....  
Chief Executive Officer

Secretary of the Council

Date: .....

Date: .....

Appendix 1

**Social Care Council  
15th and 16<sup>th</sup> June 2016**

**Sederunt:**

Mr Bill Steele, Convener, Alvie and Inch Kincaig Church  
Rev Richard Begg, Vice Convener, Strathblane Church  
Rev Hugh M Stewart, Vice Convener, Charge of Congregations of Lochs-in-Bernera linked with Uig  
Mr Adrian Bark – Troon Parish Church, SCC's representative on Church and Society Council  
Mrs Martha Bogle – previously Dunblane Church  
Mrs Sheelagh Carradice - North Esk Church  
Miss Heather Dickson – Langside Church  
Mr Jo Elliot – Greyfriars Church Edinburgh  
Mrs Mary Ford, Stevenson Church  
Mrs Brenda Graham (15<sup>th</sup> only) – Liberton Kirk and Guild representative  
Rev David Gray, Logie and St John's Parish Church Dundee  
Mr Douglas Hope, Bishopton Church  
Mr Fraser Horn (ACNG Chair)  
Mrs Kay Keith (15<sup>th</sup> only), Dunscore Church, Dumfries  
Mrs Irene McGugan – Dunnichen, Letham and Kirkden Church  
Mrs Kathleen MacPherson – Lenzie Church  
Mr Ali MacRae  
Mr David Matheson St Marys Greyfriars, Dumfries  
Rev Sheila Moir – Maxton and Mertoun, Newton St Boswells  
David Nicholson – Deacon, Kildrum Cumbernauld Church  
Rev Thom Riddell- Linlithgow, St Michaels  
Mrs Sheila Robertson - Aberdeenshire  
Rev Ramsay Shields – St Lukes Milngavie  
Rev David Sutherland, Maxwelltown West Church, Previously a Policeman  
Mr Bill Usher – Burnside Church  
Dr William Wallace – Balerno Parish Church  
Rev Erica Wishart – Tranent Parish Church, previously in education

**Apologies:**

Mrs Brenda Graham – 16<sup>th</sup> June  
Mrs Kay Keith 16<sup>th</sup> June  
Mrs Susan Pym  
Mr Grant Petrie  
Rev Arrick Wilkinson

**Apologies:**

**In attendance:**

Mr Peter Bailey	(Chief Executive Officer)
Mrs Viv Dickenson	(Director Children and Family Services)
Mr Allan Logan	(Director of Services to Older People)
Mr Calum Murray	(Director of Adult Care Services)
Mrs Mari Rennie	(Director of Human Resources & Organisational Development)
Mr I Wauchope	(Director, Finance and Resources)
Mrs Diane Gunstone	(Minute Secretary)