



# 2011

## The Church of Scotland GENERAL ASSEMBLY

### CASES, REPORTS AND SUPPLEMENTARY REPORTS

**SATURDAY 21 – FRIDAY 27 MAY**

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# GENERAL ASSEMBLY 2011

## CASES

### Petition

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## PETITION

### ANENT CONSTITUTION OF GRAHAMSTON UNITED CHURCH OF SCOTLAND, UNITED REFORMED CHURCH AND METHODIST CHURCH

#### From the Presbytery of Falkirk

Unto the Venerable General Assembly

The Petition of the Presbytery of Falkirk humbly showeth:

THAT:

1. The Church of Scotland charges of Grahamston and Graham's Road were linked on the 9 January 1972;
2. On the 5 September 1972, the linked congregations were associated for worship, witness and congregational activities with Trinity EU Congregational Church, Falkirk and with Falkirk Methodist Church. The Associated Congregations were known as "Grahamston United Church" (hereafter referred to as "the United Congregation");
3. The linkage between the Church of Scotland charges of Grahamston and Graham's Road ended with their union on the 15 October 1975;
4. Following the union of the Congregational Union of Scotland with the United Reformed Church on 1 April 2000, the former Congregational Church became a congregation of the United Reformed Church;
5. In recent years it has become more difficult to continue to distinguish three distinctive wings within the congregation in that the congregation works as one and separate 'wing' meetings have ceased;
6. This movement towards uniting relates directly to the declared purpose of

the intention of the participating denominations and declared in the aims of Action of Church Together Scotland (ACTS) to which each of the participating denominations has subscribed;

7. It was therefore decided by your Petitioner on the 25 day of January 2011, and subject to similar agreement being confirmed by the National Synod of Scotland of the United Reformed Church and the Scotland District of the Methodist Church, that the United Congregation shall be constituted as a Single Congregation Local Ecumenical Partnership as designated by the Scottish Churches' National Sponsoring Body (the National Sponsoring Body) and further, that the said Partnership be in terms of the Constitution attached to this Petition as Annexure A.

THEREFORE:

May it please the venerable Court to agree that the United Congregation be constituted as a Single Congregation Local Ecumenical Partnership as designated by the Scottish Churches' National Sponsoring Body (the National Sponsoring Body), subject to similar agreement being confirmed by the National Synod of Scotland of the United Reformed Church and the Scotland District of the Methodist Church, that the United Congregation shall and further, that the said Partnership be in terms of the Constitution attached to this Petition as Annexure A, or to do otherwise as the venerable Court may seem good.

And your Petitioner will ever pray.

REV JEROME O'BRIEN

## OVERTURE

### ANENT SPECIAL COMMISSION ON MINISTRIES AND 20:20 VISION

#### **From the Presbytery of Greenock and Paisley**

Whereas:

1. We believe that full-time ordained ministers of Word and Sacrament serving in local parishes continue to have a crucial role in enabling the Church of Scotland to meet the aims of the Third Article Declaratory and to fulfil its vision of being 'a church which seeks to inspire the people of Scotland and beyond with the Good News of Jesus Christ through enthusiastic worshipping, witnessing, nurturing and serving communities.' We believe that this view is widely held throughout the Church, in every Presbytery and across the theological spectrum.
2. We do not believe that the Ministries Council's 20:20 vision has the support of the Church, particularly when the full implications for local congregations are explained and understood. We do not believe that the 20:20 vision reflects the widespread desire of local congregations to have their own minister to lead, inspire and equip them in worship, mission and discipleship.
3. We are concerned that the frequently changing allocation of ministry numbers betrays a system that is too dependent on financial projections. We note that when the General Assembly of 2010 voted to accept the Ministries Council's recommendation to reduce the number of ministries to 1000, it did so having been told that the Church was facing a financial crisis and there was no other option. Even in the face of financial restraints we believe the Church should have the opportunity to look again at this issue in a more considered way and to consider options for meeting the financial challenges in a way which reflects the faith and vision of the Church.
4. We are concerned that while reducing the number of ministries may save money in the short-term it will be hugely detrimental to the Church in the longer term. History shows that when congregations are forced to unite, the Church loses members; when we lose members we lose income; and when we lose income we are less able to afford the costs of ministry. We believe we must take steps to address this downward spiral.
5. We are concerned that in recent years, significant resources have been allocated to new ministries at the expense of the traditional ministries of the Church. We note that many of these new ministries do not require an engagement with well-established National Selection processes which seek to test the Christian faith and the call of those who apply to serve the Church. We believe that at a time when financial resources are limited, priority should be given to the funding of fully trained, ordained ministers and deacons.
6. We are concerned that in many cases, parish ministers are already over-stretched as fewer ministers try to cover larger parish areas. We are concerned about the impact of this both on the health of ministers and on the mission of local congregations. We believe that reducing the number of ministries further will only make this situation worse.

It is humbly overtured by the Reverend the Presbytery of Greenock and Paisley to the Venerable the General Assembly to establish a Special Commission to consider these concerns, to consult with the Church and to report to the General Assembly of 2013.

The remit of the Special Commission would be wide-ranging and would include:

- to establish the optimum number of full-time ministers of Word and Sacrament and deacons that are required to enable the Church to fulfil its call and duty to bring the ordinances of religion to the people in every parish of Scotland through a territorial ministry;
- to establish the cost of providing this number of ministries, and the recruitment/selection process that will achieve this;
- to bring recommendations to the General Assembly on how the Church's total expenditure (*ie* not only the Ministries Council budget) might be refocused in order to make this possible; and
- to consult with the Church on its views of the 20:20 vision and bring recommendations to the General Assembly on which areas of this work should be continued.

## PROPOSED DELIVERANCE

### **The General Assembly:**

1. Receive the Overture.
2. Establish a Special Commission, independent of the present Councils of the Church, to consider the concerns outlined in this Overture; to consult with Councils, Presbyteries and Kirk Sessions; and to report to the General Assembly no later than 2013.
3. Instruct the Ministries Council to suspend its work on the 20:20 vision until the General Assembly of 2013 has had the opportunity to act in response to the recommendations of the Special Commission.
4. Instruct Presbyteries to suspend the Presbytery Planning process and to fill vacancies following the procedure set out in Act IV, 1984 until the General Assembly of 2013, has had the opportunity to act in response to the recommendations of the Special Commission.

## OVERTURE

### ANENT GEOGRAPHICAL WEIGHTINGS OF PRESBYTERIES

#### From the Presbytery of Ayr

Whereas:

1. The 2005 Report of the Board of National Mission to the General Assembly was ambiguous concerning the geographical classification of the Presbytery of Ayr – the narrative Table A showed the Presbytery of Ayr to be considered “Urban-Rural” whilst the numerical table used to calculate guidelines for the deployment of ministry classified the Presbytery of Ayr as “predominantly urban”.
  - i) The Presbytery of Ayr appealed its “predominantly urban” classification in 2006 providing detailed evidence in support of its appeal. The appeal was rejected, along with all other appeals, by a task group made up of members of the same committee as those who made the initial classification. No explanation was given to support the rejection of the appeal.
  - ii) The General Assembly of 2006 – “Instruct the Committee on Parish Appraisal to review the categorisation of Presbyteries in the Guidelines for Deployment of Ministries, such a review to include, amongst other considerations, the steps between categories and report to the General Assembly of 2008.”
  - iii) The Ministries Council Response to the 2008 General Assembly was included within its report as follows – “9.2.3.1 In respect of the Guidelines for Deployment a previous General Assembly instructed the Ministries Council to undertake a review of the categorisation of Presbyteries and in particular the incremental steps between categories. The original Guidelines created six geographical categories in respect of density/sparsity of population with four incremental steps. Presbyteries were invited to offer comment as part of this review. Only 12 (of 44) responded and, while some suggestions for change were made, the consensus was that the categories and increments were fair and reasonable. The Council intends to review the Guidelines (including categorisation of Presbyteries) in time for use with results of the next National Census.”
  - iv) The General Assembly of 2010 received the report “How Rural is that Parish” which indicated that, using the Scottish Government criteria for “ruralness” the Presbytery of Ayr was the Presbytery with the third highest number of rural parishes.
  - v) The General Assembly of 2010 resolved:- “Instruct the Ministries Council to review the allocation of geographical weightings used in the 2005 Guidelines and report to the 2011 General Assembly.”
  - vi) The Ministries Council in their draft report for the 2011 General Assembly, “Blue Book Table 2011” considered two evidence based approaches to assessing the rural nature of Presbyteries; population density and the “How Rural is that Parish” report. Both approaches suggested that the Presbytery of Ayr to be within the urban-rural presbytery range. Despite this the approach taken was an ad hoc approach to use four contingency posts to partially compensate for the mis-classification.

vii) Numerous other discussions and exchanges have taken place between the Presbytery of Ayr and the various successors in title to the Parish Appraisal Committee between 2004 and 2011 but the Presbytery of Ayr has not discerned any evidence based justification for the classification of the Presbytery of Ayr as “predominantly urban”.

It is humbly overtured by the Reverend the Presbytery of Ayr to the Venerable the General Assembly to recognise that the Presbytery of

Ayr is properly classified as “urban-rural” and that the Ministries Council has failed to produce any evidential support for their “predominantly urban” classification. Rather the Ministries Council has relied upon arguments based on expediency and procedural difficulties rather than attempting to address the underlying structural problem. This approach will leave Presbytery of Ayr unreasonably disadvantaged each time the deployment figures are modified. We request that the General Assembly adopt a more strategic approach to resolve this issue timeously.

## PROPOSED DELIVERANCE

### **The General Assembly:**

1. Receive the Overture.
2. Accept the tenor thereof and resolve that the Presbytery of Ayr should properly be classified as “urban-rural”.
3. Instruct the Ministries Council to make this adjustment, recognising that the implementation of the change may need to be phased. It is not intended that the Presbytery of Ayr will seek to increase the number of posts from its current Presbytery Plan.

# GENERAL ASSEMBLY 2011

## REPORTS AND SUPPLEMENTARY REPORTS

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## COMMISSION OF THE GENERAL ASSEMBLY MARCH 2011

*At Edinburgh, and within the Church of Scotland Assembly Halls, the thirty first day of March 2011 years at 10.30 am, which day the Commission of Assembly appointed by the last General Assembly in terms of Act VI 1997, being met, was constituted with prayer.*

The Commission noted that in the absence of the Rev A David K Arnott, the Rev Jan Mathieson would act as Business Convener for the Commission and it was further agreed that the vice-convenor of the Assembly Arrangements Committee, the Rev Lorna Hood should be act in the position of Vice-Convener for the day's business.

### **Appeal of Dr Gordon Wyllie, Elder at Glasgow Cathedral against the decision of the Presbytery of Glasgow.**

The Commission of Assembly took up consideration of the Appeal in the name of Dr Gordon Wyllie elder at Glasgow Cathedral against the decision of the Presbytery of Glasgow.

The Depute Principal Clerk read the relevant part of Standing Order 72.

Parties were called.

There appeared, the Appellant Dr Gordon Wyllie, and his representatives, Mrs Ruth Innes QC and Ms Katie Macleod. There appeared for the Presbytery of Glasgow, Rev Dr Angus Kerr (Presbytery Clerk), Rev Dr Moyna McGlynn and Mr Struan Robertson (elder).

Rev Derek Lawson, Convener of the Investigating Committee appointed in terms of Section 5(d)

(iii) of Act VI, 1997, was in attendance. The report of the Committee had been circulated and no further comments were added by the Convener.

Parties were heard.

Questions were asked.

Parties were removed.

*It was moved and seconded:*

The Commission of Assembly dismiss the Appeal and uphold the decision of the Presbytery of Glasgow of the 14 December 2010, that Dr Wyllie be removed from membership of the Kirk Session of Glasgow Cathedral in terms of Act IV 2007 section 17c.

*It was moved and seconded as a counter-motion:*

The Commission of Assembly uphold the Appeal and recall the decision of the Presbytery of Glasgow of the 14 December 2010 and re-instate Dr Wyllie as a member of the Kirk Session of Glasgow Cathedral.

The Depute Principal Clerk read the relevant part of Standing Order 72.

*On a vote being taken between the motion and the counter-motion there voted for the motion 60 and for the counter-motion 9, and the Commission resolved accordingly.*

Parties were recalled and judgement intimated.

This being all the business, the Sederunt was closed with prayer at 12.20pm.

*Assembly Halls, Edinburgh, 31 March 2011*

## LEGAL QUESTIONS COMMITTEE

### STATISTICAL RETURNS

#### APPENDIX J

##### PERSONS AND AGENCIES IN SCOTLAND FOR 2010

The membership statistics shown in the following tables may be stated thus:

	Removals by Death	11,454	
Less	Admissions by profession	1,928	9,526
	Removals by Certificate	3,394	
Less	Admissions by Certificate	2,467	927
	Other Removals	6,096	
Less	Restoration	1,868	4,228
	Total decrease		<b>14,681</b>

### CONGREGATIONAL STATISTICAL RETURNS – YOUNG PEOPLE

Returns from Presbyteries showed:

- (1) that the number of children and young people aged 17 years and under who are involved in the life of congregations is 69,158.
- (2) that the number of people aged 18 years and over, whose names are not on the Communion Roll, but who are involved in the life of congregations is 17,684.
- (3) that the number of children who receive Holy Communion in terms of Act V, 2000, Section 15 is 3,514.

## APPENDIX K All Presbyteries – Congregational Statistical Return

PRESBYTERIES	On Roll as at 31st December 2009		COMMUNICANTS										On Roll as at 31st December 2010		Union +/inc/- Dec	Number of Notices of removal sent	Number on Supplementary Roll	OFFICE BEARERS				BAPTISMS			Weddings	Funerals
	REMOVALS					ADMISSIONS					On Roll as at 31st December 2010	-/inc/- Dec	Elders M	Elders F				Not Elders M	Not Elders F	No. During Year	Of Which Adults	Thanksgiving and Blessing Services				
	By Death	By Cert	Other-wise	To Union	By Profession	By Cert	By Restoration	New Union																		
Aberdeen	17,377	474	181	143	-	78	112	87	-	16,856	-521	-	30	1,180	714	652	90	173	159	17	7	164	1,111			
Abernethy	1,218	32	13	-	158	8	18	6	158	1,205	-13	-	-	41	57	58	14	52	19	-	-	67	123			
Angus	15,762	415	100	130	-	94	77	52	-	15,340	-422	-	18	1,061	456	493	70	169	166	20	15	109	745			
Annandale and Eskdale	5,276	139	32	146	224	20	23	42	-	4,820	-456	-224	8	839	187	182	18	44	76	2	5	111	244			
Ardsrossan	10,507	270	58	176	786	28	38	54	786	10,123	-384	-	18	777	447	448	62	110	107	9	3	124	726			
Argyll	8,286	201	37	107	-	26	69	31	-	8,067	-219	-	8	833	425	360	106	186	106	8	-	137	534			
Ayr	22,242	519	281	427	538	66	114	80	538	21,275	-967	-	32	2,322	746	766	113	257	214	14	7	253	1,219			
Buchan	13,041	335	67	81	-	22	50	21	-	12,651	-390	-	25	1,266	424	358	77	219	79	7	11	83	484			
Caitness	1,399	33	12	18	-	12	2	5	-	1,355	-44	-	9	66	91	66	25	63	22	2	-	37	166			
Dumbarton	14,263	303	71	74	-	46	68	41	-	13,970	-293	-	20	1,028	629	616	114	208	284	18	16	255	847			
Dumfries and Kirkcudbright	11,240	301	92	213	-	30	57	71	-	10,792	-448	-	36	1,669	408	330	93	180	158	6	1	137	536			
Dundee	14,176	374	111	103	-	54	70	78	-	13,790	-386	-	23	931	586	504	98	135	195	9	4	108	760			
Dunfermline	7,611	168	36	137	-	28	48	31	-	7,377	-234	-	16	1,351	376	376	35	78	77	6	9	139	684			
Dunkeld and Meigle	5,322	124	40	81	-	23	31	19	-	5,150	-172	-	17	420	203	160	21	46	63	3	1	107	261			
Duns	3,408	98	13	185	-	5	10	47	-	3,174	-234	-	1	377	129	123	41	53	40	-	3	34	179			
Edinburgh	30,355	841	335	300	545	110	216	164	1,262	30,086	-269	717	80	2,018	1,438	1,519	202	344	394	20	27	326	1,877			
England	2,370	57	12	93	-	31	10	11	-	2,260	-110	-	8	717	88	90	17	31	89	11	3	34	243			
Falkirk	14,797	394	68	248	-	80	56	35	-	14,258	-539	-	9	2,024	588	562	116	243	182	23	5	135	1,039			
Glasgow	40,295	1,110	357	879	464	260	223	160	465	38,593	-1,702	1	150	4,100	1,996	1,925	433	813	705	49	43	370	3,520			

Gordon	14,771	310	95	137	-	47	89	32	-	14,397	-374	-	39	1,419	413	438	51	133	151	5	6	136	523
Greenock & Paisley	23,164	629	157	275	-	92	108	103	-	22,406	-758	-	40	2,503	1,150	1,087	173	250	324	23	25	167	1,551
Hamilton	29,631	743	167	631	-	175	120	80	-	28,465	-1,166	-	91	4,473	1,445	1,346	266	534	409	51	9	245	2,145
Inverness	5,880	147	85	88	-	42	71	40	-	5,713	-167	-	8	249	329	187	76	126	73	7	2	101	356
Inverclyde and Kilmarlock	11,206	277	105	86	-	62	77	46	-	10,923	-283	-	20	1,883	440	443	78	191	139	18	1	102	827
Jedburgh	6,783	134	14	73	-	9	17	44	-	6,632	-151	-	12	90	163	211	27	33	65	2	2	91	303
Kincardine and Deeside	9,197	217	67	52	-	20	50	41	-	8,972	-225	-	20	903	243	250	30	49	93	3	-	88	422
Kirkcaldy	9,871	318	145	121	546	22	36	35	546	9,380	-491	-	19	1,105	331	430	69	195	105	4	6	111	751
Lanark	7,591	156	32	68	-	22	18	16	-	7,391	-200	-	15	776	202	211	28	74	64	3	6	48	381
Lewis	970	24	17	18	-	66	19	-	-	996	26	-	8	86	90	-	21	5	49	9	-	17	103
Lochaber	1,328	34	17	54	-	5	14	11	-	1,253	-75	-	2	170	64	77	14	33	34	1	1	26	125
Lochcarron - Skye	799	19	7	22	-	17	3	13	-	784	-15	-	2	144	57	11	18	42	12	4	-	12	119
Lothian	16,164	377	89	254	377	45	93	59	377	15,641	-523	-	15	1,977	580	584	111	169	194	10	36	192	923
Melrose and Peebles	7,771	190	38	77	-	16	45	15	-	7,542	-229	-	3	578	274	237	47	78	87	2	3	91	415
Moray	9,959	218	49	144	-	28	58	50	-	9,684	-275	-	13	882	340	347	49	161	77	5	3	108	604
Orkney	2,939	56	4	13	-	11	9	5	-	2,891	-48	-	1	220	139	134	23	62	20	5	-	49	188
Perth	15,157	335	115	43	-	47	93	92	-	14,896	-261	-	42	1,600	511	489	48	53	155	8	9	143	484
Ross	2,187	54	21	21	-	18	13	13	-	2,135	-52	-	9	331	147	110	53	108	51	4	2	51	297
Shetland	1,539	46	2	6	-	1	4	8	-	1,498	-41	-	-	88	83	85	12	50	17	1	2	44	197
St Andrews	10,936	225	71	71	-	61	98	32	141	10,901	-35	141	9	888	368	406	66	108	106	10	5	107	499
Stirling	15,649	345	100	160	-	28	77	56	-	15,205	-444	-	68	1,482	619	578	94	203	144	6	7	149	655
Sutherland	867	20	2	32	-	-	9	10	-	832	-35	-	-	156	38	32	18	24	19	-	-	49	75
Uist	514	16	2	8	-	7	3	1	-	499	-15	-	1	30	49	13	18	11	13	3	1	15	51
West Lothian	9,936	216	60	89	-	36	37	26	-	9,670	-266	-	22	1,466	403	392	69	195	167	15	4	136	640
Wigtown and Stranraer	5,938	160	17	12	-	30	14	5	-	5,798	-140	-	3	400	189	178	36	78	84	11	1	40	314
Totals	459,692	11,454	3,394	6,096	3,638	1,928	2,467	1,868	4,273	445,646	-14,046	635	970	46,919	18,655	17,864	3,240	6,369	5,787	434	291	5,048	28,046

**THE CHURCH OF SCOTLAND**  
**All Presbyteries – Congregational Statistical Return**  
**On Roll as at 31st December 2010**

PRESBYTERIES	Number of Congregations	Children 17 and under	People 18+ Not on Roll	Children receiving Communion
Aberdeen	36	1,798	401	140
Abernethy	13	202	340	22
Angus	35	955	235	166
Annandale and Eskdale	22	382	79	24
Ardrossan	30	1,247	113	9
Argyll	59	1,152	205	31
Ayr	51	2,574	239	35
Buchan	36	1,499	85	30
Caithness	13	167	394	–
Dumbarton	35	2,077	546	124
Dumfries and Kirkcudbright	39	768	253	23
Dundee	36	1,829	257	79
Dunfermline	24	1,027	393	127
Dunkeld and Meikle	21	438	171	8
Duns	22	110	49	7
Edinburgh	86	5,592	1,004	437
England	9	240	54	27
Falkirk	36	3,079	341	114
Glasgow	144	11,928	2,307	349
Gordon	29	1,428	350	153
Greenock & Paisley	55	5,251	464	253
Hamilton	83	8,100	1,075	294
Inverness	25	1,170	1,038	1
Irvine and Kilmarnock	28	1,803	441	94
Jedburgh	16	564	92	36
Kincardine and Deeside	20	718	72	23
Kirkcaldy	29	843	140	103
Lanark	24	834	189	85
Lewis	11	422	1,189	15
Lochaber	15	226	160	10
Lochcarron – Skye	9	255	758	13
Lothian	50	1,502	332	130
Melrose and Peebles	26	576	247	62
Moray	30	788	244	89
Orkney	21	219	78	6
Perth	37	1,315	109	122
Ross	21	522	1,190	4
Shetland	14	253	112	–
St Andrews	36	750	228	9
Stirling	46	1,452	406	63
Sutherland	14	125	302	1
Uist	8	242	681	8
West Lothian	26	2,340	277	188
Wigtown and Stranraer	21	396	44	–
Totals	1,441	69,158	17,684	3,514

**COMPARATIVE STATISTICS FROM 1999 TO 2010 ATE**

	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
Congregations	1,568	1,555	1,543	1,546	1,546	1,541
Communicants						
Removals by Death	15,407	14,933	14,307	14,217	14,136	13,465
Removals by Certificate	7,266	6,664	6,056	5,923	5,584	4,824
Removals otherwise	8,752	14,142	7,769	14,826	8,434	7,210
Total Removals	31,425	35,739	28,132	34,966	28,154	25,499
Admission on Profession	3,553	3,311	2,998	2,786	2,610	2,661
Admission by Certificate	6,554	10,575	5,202	10,556	4,550	3,962
Admission by Resolution	3,017	2,900	3,042	2,819	2,369	2,513
Total Admissions	13,124	16,786	11,242	16,161	9,529	9,136
Total on rolls	626,665	607,714	590,824	571,698	553,248	535,834
Elders	44,131	43,661	43,499	42,992	42,071	41,621
Baptisms	10,460	9,720	9,170	8,732	8,065	7,745
Total Population	5,119,200	5,114,600	5,062,011	5,054,800	5,057,400	*
Adult	4,047,635	4,051,986	4,024,963	4,034,236	4,049,158	*
Children at School Age	776,768	774,324	760,174	752,096	744,414	*
Children born	56,629	54,028	52,102	51,046	51,751	*
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Congregations	1,523	1,513	1,487	1,464	1,454	1,441
Communicants						
Removals by Death	13,084	12,557	12,478	11,826	11,218	11,454
Removals by Certificate	4,185	4,398	4,203	3,553	3,685	3,394
Removals Otherwise	6,903	7,827	5,703	5,995	5,763	6,096
Total Removals	24,172	24,782	22,384	21,374	20,666	20,944
Admissions by Profession	2,394	2,424	2,115	1,989	2,017	1,928
Admissions by Certificate	3,507	3,572	3,354	2,941	2,707	2,467
Admissions by Resolution	2,421	2,209	2,371	1,849	1,836	1,868
Total Admissions	8,322	8,205	7,840	6,779	6,560	6,263
Total on Rolls	520,940	504,363	489,118	471,894	464,355	445,646
Elders	41,218	40,651	38,534	36,360	36,215	36,519
Baptisms	7,375	7,337	6,950	6,154	6,198	5,787
*Total Population	5,094,800	5,116,900	5,144,200	5,168,500	Figures	Figures
Adult	4,035,773	4,130,913	4,161,258	4,189,133	Not	Not
Children of School Age	727,678	717,530	707,742	696,395	Yet	Yet
Children born	54,476	55,168	57,003	59,531	Available	Available

\* Calculation date changed during 2004.

**STATISTICS ANENT MINISTRY**  
**APPENDIX L**

<b>A. AT HOME</b>	<b>As at 31.12.05</b>	<b>As at 31.12.06</b>	<b>As at 31.12.07</b>	<b>As at 31.12.08</b>	<b>As at 31.12.09</b>	<b>As at 31.12.10</b>
Number of Charges at December	1,204	1,191	1,179	1,160	1,149	1,134
Number of Ministers serving charges	M 840 F 192	M 810 F 194	M 786 F 198	M 766 F 200	M 734 F 206	M 724 F 215
<b>Total</b>	<b>1,032</b>	<b>1,004</b>	<b>984</b>	<b>966</b>	<b>940</b>	<b>939</b>
Number of Vacant Charges	172	187	195	194	209	195
<b>B. ABROAD</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Number of Ordained Ministers	27	31	11	5	4	3
Number of Vacancies for Ministers	3	3		4	1	0
<b>C. STUDENTS COMPLETING COURSES</b>						
New College, Edinburgh	M 5 F 3	M 6 F 2	M 6 F 2	M 10 F 1	M 9 F 5	M 3 F 1
Trinity College, Glasgow	M 6 F 3	M 9 F 4	M 6 F 4	M 4 F 4	M 0 F 2	M 2 F 3
St Mary's College, St Andrews	M 0 F 1	M 0 F 0	M 1 F 1	M 1 F 1	M 0 F 0	M 0 F 1
Christ's College, Aberdeen	M 4 F 1	M 2 F 4	M 2 F 1	M 1 F 1	M 1 F 1	M 1 F 2
Highland Theological College, Dingwall	-	-	M 0 F 0	M 1 F 0	M 4 F 0	M 1 F 1
<b>Total number completing</b>	<b>23</b>	<b>27</b>	<b>23</b>	<b>24</b>	<b>22</b>	<b>15</b>

SUPPLEMENTARY REPORT  
OF THE  
**COUNCIL OF ASSEMBLY**  
MAY 2011  
**PROPOSED DELIVERANCE**

**The General Assembly:**

1. Receive the Report.
2. Approve the draft Strategic Framework and commend its use to Councils and Committees (Section 1 and Appendix I)
3. Approve the Co-ordinated Budget Proposals for 2012. (Sections 2-4 and Appendices II, III, IV, V)
4. Note the indicative Rolling Budget for 2012-2016. (Section 5 and Appendix VI)
5. Receive the 2010 Report and Accounts of the Unincorporated Councils and Committees of the General Assembly. (Section 7.2)

**REPORT**

**1. Strategic Framework**

**1.1** The remit of the Council of Assembly requires it to monitor, evaluate and co-ordinate the work of the agencies of the General Assembly, always within the context of policy determined by the Assembly. It is also required to advise the General Assembly on the relative importance of work being undertaken by its various agencies and to determine the allocation of the budget for the Mission and Renewal Fund among the relevant bodies.

**1.2** With the exception of CrossReach, whose services are largely funded externally, the Church is resourced through the offerings of its members and is fully accountable to those members for the use it makes of its resources. Members give in response to the generous giving of God and to enable the sharing of the gospel through the work of the Church and their liberal contributions are deeply appreciated. However, the decline in membership and the effects of the current financial recession mean that the Church must take sensible decisions about its spending as well as trying to increase its income by encouraging a sacrificial approach to giving by members.

**1.3** Resources should be allocated across Councils and Committees in accordance with the priorities of the General Assembly. It would then be a relatively simple matter to evaluate performance and to report back to the Assembly. However, while the Assembly sets a number of individual goals for Councils and Committees every year, it is not always clear what the overall shared priorities actually are. The Council of Assembly has therefore prepared a Strategic Framework which could be used to help identify priorities and to assist with the process of budgeting and resource allocation. The framework is attached to this report as an appendix.

**1.4** The framework identifies the context in which we work and sets out core strategic priorities for the Church of Scotland, in particular for its Councils and Committees. It also sets out the core values. Taken together therefore, the framework makes clear both **what** the Church's Councils and Committees should be doing and **how** they should be doing it. The framework will be of use in monitoring and evaluating progress but, more importantly, the Council hopes that

it will help Councils and Committees focus on working collaboratively on driving forward the Church's overall vision. It may also be helpful for members, congregations and presbyteries as they plan their mission and witness.

**1.5** Councils and Committees will use the framework in the course of 2011 to review their existing work plans and how they use the resources currently granted to them. The Council of Assembly will help with this process. They will report to the General Assembly 2012 against the core priorities and the Assembly will be able more easily to track the Church's overall progress towards achieving its aims. Future work plans and budget allocations will be prioritised against the framework.

**1.6** The Church is a complex organisation and it is not possible to capture all that we do in a single document. This strategic framework does not try to do so. We know that we work in a dynamic and constantly changing environment and that the demands of our faith may sometimes call us to step aside from carefully prepared plans. That is as it should be. This document is simply intended to provide a clear framework for the general direction of the work of Councils and Committees and for the allocation of resources. The General Assembly will review the core priorities from time to time, amending them as necessary.

## **2. The Co-ordinated Budget**

**2.1** One of the Council's key budgetary objectives is to maximise resources available to congregations while ensuring that the ministry and mission of the Church as a whole are adequately resourced. Between 2007 and 2010 the Council was able to present budgets which significantly reduced the proportion of their ordinary annual income which most congregations were required to contribute, and in 2011 the scales used to calculate individual congregations' contributions were left unchanged. At the same time the Council has continued to monitor closely the finances of

all Councils, and, as a result, the final projected deficits for 2011, while higher in total than indicated at the 2010 General Assembly, have been further reduced for 2012.

**2.2 This year the Council presents a budget which increases the amount asked of congregations in 2012 by 3%, or £1,350,000. This will require an increase in the scales for the first time since 2006 but it is necessary in order to allow Councils to maintain their core work, particularly support for parish ministry, while continuing to manage their budgets responsibly. In spite of significant progress towards the aims of sustainability and accountability, the overall financial position remains precarious. However, with the simplification of the budgeting and congregational contribution systems in recent years it should now be clearer than ever that the Church can only sustain the level of ministries and mission which its members are prepared to support through their offerings.**

**2.3** The remit of the Council of Assembly requires it "to bring recommendations to the General Assembly concerning the total amount of the Church's Co-ordinated Budget for the following financial year and the disposition thereof amongst Local Congregational Expenditure, the Parish Ministries Fund, and the Mission and Renewal Fund". The Council's recommendations for the 2012 Co-ordinated Budget are to be found in Appendix II.

**2.4 The Parish Ministries Fund** receives 86% of congregational contributions and is used for the following work of the Church:

- the National Stipend Fund which pays the stipends and other costs of parish ministers.
- support and development of ordained parish ministry.
- the salaries and other costs of ordained deacons, associate ministers, community ministers, interim ministers, the readership, parish assistants and specialist workers

employed or appointed by the Ministries Council in the context of Presbytery Plans. Parish staff employed locally by congregations are not paid from the Parish Ministries Fund.

- recruitment and education for ministers, including the employment of probationers.
- supporting chaplaincies and emerging ministries, including new charge development.

**2.5 The Mission and Renewal Fund** receives 14% of congregational contributions and is used to support the work of the General Assembly's Councils and Committees, excluding the Ministries Council:

- **Mission and Discipleship Council:** promoting an overall focus for mission and developing resources for congregations
- **Church and Society Council:** engaging in the national, political and social issues affecting Scotland and the world today
- **Social Care Council:** offering services in Christ's name and specialist resources to further the caring work of the Church to people in need
- **World Mission Council:** working internationally to share the gospel, support theological education and encourage holistic ministry
- **Support and Services Committees and Departments:** includes the Central Services and Safeguarding (formerly Child Protection) Committees, as well as the support departments such as the Department of the General Assembly, Stewardship & Finance, Law, Human Resources and Information Technology, Communications and Central Properties.

**2.6** After the General Assembly has approved the total amount of the Budget for 2012, and the proportionate sharing among Local Congregational Expenditure, Parish Ministries and the Mission and Renewal Fund, the Council of Assembly will be required "to determine the allocation of the total budgets for the following financial year for the Parish Ministries Fund and the Mission and Renewal Fund amongst the relevant Agencies of the General Assembly and Ecumenical Bodies".

**2.7** Appendix III shows details of Projected Gross Expenditure for each Council and how this is to be funded, using contributions from congregations, income from external sources and annual income from investments, with any resulting deficit being met from the capital reserves of the individual Councils. This shows clearly the extent to which the ongoing work of some Councils is still being sustained in the short term by utilising capital. Since the 2009 General Assembly, Councils have been rigorously prioritising their work and developing financial plans to ensure that their annual expenditure is set at a level which is sustainable in the long term, bearing in mind the funds likely to be available from congregations and other sources of income. The projected operating deficits for 2011 for the five main Councils reported to last year's General Assembly totalled £4,872,000, but this figure was revised to £5,430,000 when detailed budgets for 2011 were prepared and approved by the Council of Assembly in December 2010. This total is projected to fall by over £1,000,000 to £4,368,000 for 2012. The Council is greatly encouraged by the actions taken by those Councils which conducted major prioritisation exercises and spending reviews during 2010 and the Finance Group will continue to monitor the finances of all Councils through the regular review of monthly management accounts and reserves. The final determination of individual budgets will not be approved by the Council of Assembly until the final quarter of 2011, using management accounts for the first three quarters of the year and forecasts for the final quarter. The preparation and management of budgets will continue to be a performance objective for senior staff with budgetary responsibility within Councils and Departments, and this is already beginning to assist in the development of a culture of true accountability, ensuring that there is effective stewardship of the Church's resources.

**2.8** In 2009 the Council of Assembly expanded the presentation of the 2010 budget to include figures for the projected total expenditure and

income of each of the individual Councils, and the resultant deficits which would have to be met from capital reserves. Appendix IV details for the first time the actual operating deficits for 2010 compared with these budgets, and shows a total operating deficit of £7,593,000 compared with the budgeted total of £7,567,000, an unfavourable variance of £26,000. Within these totals the main reasons for the variances were:

**Ministries Council:** the total cost of ministries staffing was less than 1% under the budget due to the difficulty of forecasting accurately the cost of parish ministers.

**Mission & Discipleship Council:** the deficit was higher than budgeted mainly due to redundancy costs resulting from the reorganisation of the Council's activities, and the writing off of old book stocks prior to the transfer of St Andrew Press to Hymns Ancient & Modern. Following these changes, the Council's budgets for 2011 and 2012 show a break-even position.

**World Mission Council:** the surplus was caused largely by delays in the appointment of overseas staff, particularly in Africa and Asia.

**Social Care Council:** the actual deficit was slightly higher than budgeted, and included redundancy costs. This represented a major improvement of over £2,400,000 (72%) from the deficit in 2009 as a result of comprehensive reviews of all areas of work.

**Church & Society Council:** the actual deficit was close to budget. A review of the Council's work is currently in progress.

**Support & Services Committees and Departments:** a reduction in rental income and unforeseen essential maintenance costs, together with non-recurring staff costs in several departments, contributed to the overall unfavourable variance of £300,000. This is projected to fall significantly in 2011 and 2012.

These indicative 2010 budgets were prepared in March 2009 for the General Assembly in May. As

indicated in section 2.6, detailed budgets are not now finalised until close to the end of the year and this should lead to more accurate budgets in future years.

### **3. Congregational Income**

**3.1** Details of 2010 Congregational Income are contained in Appendix II. These show that there was a slight decrease of 0.7% in total Ordinary Income, with offerings down by 0.3%, while Gift Aid tax recovered increased by 1.2%. Thanks are due once again to the commitment and generosity of so many members and adherents in continuing to support the work of the Church. The difficult economic climate of 2009 continued to prevail in 2010, and most charities would be pleased to report such a small decrease in income. However, most congregations which have completed stewardship programmes have recorded significant increases in offerings. Some Presbyteries are now challenging particular congregations by negotiating Giving Agreements, which are designed to increase offerings.

**3.2.** The decrease in Other Congregational Income in 2010 was largely a result of decreases in income from deposits due to the persistently low level of interest rates. However, income from the use of church premises has continued to grow strongly, and, as the first £20,000 of such income each year is not assessed for Ministries and Mission Contributions, this is not included in the totals for congregational income and so is a valuable additional resource for congregations. Increased use of church premises benefits both the congregation and the community.

**3.3** Appendix V shows how Offerings (including tax recovered on Deeds of Covenant and Gift Aid) have increased from 1980 to 2010, compares these figures with changes in the Retail Prices Index (RPI) and with the decrease in the communicant membership of the Church over the same period. Over the period offerings have more than kept pace with inflation, despite the communicant membership of the Church

decreasing each year. Two five year periods are significant in terms of the comparison between offerings and RPI. From 1990 to 1995 offerings increased at a much higher rate than RPI, while from 2005 to 2010 offerings increased at a much lower rate than RPI. Congregations embark on stewardship initiatives for a variety of reasons. Some feel that their members could give more generously, irrespective of the level of congregational expenditure. Others simply expect giving to match expenditure. From 1990 to 1995 the Co-ordinated Budget made considerable demands on congregations, with annual increases above the rate of inflation. In the Supplementary Report of the Board of Stewardship and Finance to the 1990 General Assembly there are these two sentences:

*“At last year’s Assembly a number of commissioners expressed the view that if the financial needs of the Church are clearly put before the membership, they will respond to the challenge. In other words, if budget requests are raised, the Church’s income will rise to meet the need.”*

From 2005 to 2010 the Co-ordinated Budgets approved by the General Assembly had the objective of leaving more money with congregations for local expenditure and limiting increases in Ministries and Mission Contributions. This may have had the unintended consequence of congregations not needing to address the level of their members’ giving, and encourages the Council to believe that there is potential for higher giving, which will be encouraged through the proposed national stewardship programme.

**3.4** The ending of the period of transitional relief for recovering tax under Gift Aid at the 28.2% rate will impact fully on congregational income in 2012. However, it was encouraging to note the statement in the Chancellor’s March 2011 Budget that a scheme is proposed which would allow charities to reclaim tax under Gift Aid on up to £5,000 of small donations without the need for forms to be completed by donors. This would be worth up to £1,250 per annum to congregations

and may be implemented by 2013. In addition, the proposed change to Inheritance Tax, which will provide an incentive to include a charitable bequest when preparing a will, could be of significant benefit to congregations as well as the Councils of the Church.

**3.5** Budgeted expenditure of Councils and Departments, after making appropriate adjustments to the 2011 budgets, has been increased by 2.75%. As a result Councils and Departments will require to control their spending carefully once again in 2012, despite the continuing deployment of the limited reserves held in the Mission and Renewal Reserve Fund to support the budget.

## **4. 2012 Co-ordinated Budget**

### **4.1 2012 Income Disposition**

**4.1.1** One of the key elements in the Co-ordinated Budget process is the determination of the “Income Disposition”, which is the allocation of estimated congregational Ordinary Income among Local Congregational Expenditure, the Parish Ministries Fund and the Mission and Renewal Fund. It should be noted that this deals only with the **ordinary** income of congregations and does **not** include extraordinary income, such as legacies, the bulk of income from the use of church premises, restricted income not available to meet regular expenditure, fabric project receipts etc, which are assumed to be used exclusively to meet local congregational expenditure.

**4.1.2 The Council of Assembly proposes that the amount of the Budget to be met by congregations in 2012 should be increased by £1,350,000 (3.0%) from the 2011 total of £44,990,000 to £46,340,000.** As a result, it will be seen in Appendix II that local congregational expenditure in 2012 is projected to be 51.5% of total Ordinary Income.

### **4.2 Parish Ministries Fund**

From Appendix III it will be noted that the total budget for the Parish Ministries Fund and other

Ministries Council costs for 2012 is £49,257,000 (2011 – £49,093,000). After deducting income from external sources of £3,538,000 and annual income from investments of £2,006,000 the amount to be met by congregations is £39,390,000, an increase of 3.2% on 2011, leaving an operating deficit to be met from reserves of £1,523,000 (2011 – £2,697,000). After deducting vacancy allowances the amount to be met by congregations represents 41.0% of the Income Disposition compared with 40.2% in 2011. In addition, following the decision taken by the 2007 General Assembly, the Ministries Council is continuing to make annual direct contributions from its reserves towards the past service deficits of the Ministries and National Mission Pension Schemes. Following the triennial actuarial valuation carried out at 31 December 2009 this contribution, comprising the fifth year of a planned eight year repayment period, is estimated at £2,800,000 for 2012.

### 4.3 Mission and Renewal Fund

The Mission and Renewal Fund's share of the Income Disposition will remain at 7.5% in 2012, after releasing £1,183,000 from the Fund's annual income and reserves, which are held to support the budget and assist with containing the total amount required from congregations. In addition, this Fund will continue to meet the annual contribution, estimated at £243,000 for 2012, towards the past service deficit in the Staff Pension Scheme. Only the Church & Society Council is projecting an operating deficit for 2012, and the Council is currently reviewing its activities. The only areas in Support and Services which are projecting deficits in 2012 are the Department of the General Assembly and the Law Department, both of which are also under review. The Reserve Fund still stands at a level above that required to meet working capital requirements and the Council of Assembly will continue to use this resource to assist congregations. The Mission & Renewal Fund has also been supporting the Parish Development Fund since 2003 and will contribute £300,000 in 2012, inclusive of

the Property Levy received from the General Trustees, before the Fund is transferred to the Ministries Council in 2013. Additional funds have been provided in 2012 for the Safeguarding Service, to assist with the implementation of the Protection of Vulnerable Groups legislation, and there will be modest savings in the Information Technology Department.

## 5. Five Year Rolling Budgets from 2012 to 2016

Five Year Rolling Budgets are indicative in nature and are intended to allow longer term strategies and planning of resources to be developed. The Rolling Budget from 2012 to 2016 is shown in Appendix VI. As the process for strategic planning detailed in Section 1 evolves it will allow decisions on the future allocation of resources in the longer term to be made within an agreed framework of core priorities for the Church's ministry and witness.

## 6. Conclusion

**6.1 The committed offerings of members have continued to hold up well in the current financial climate but there is a growing consensus that there is still considerable potential for giving to be increased. All Councils are taking effective action to balance their planned expenditure with their current income, aware that reserves cannot be used indefinitely to support budgets. As previously reported, Presbytery planning, investment returns and pensions costs will continue to be major influences on the Church's finances.**

**6.2 The Council of Assembly's Budget proposals for 2012 aim to challenge congregations to address the giving of their members, in order to ensure adequate funding to meet the costs of their ministers and the wider work and mission of the Church, while striving to maintain their local work. The Council invites the General Assembly to approve these proposals.**

## **7. Audit Committee**

### **7.1 Internal Audit**

Following their appointment in the spring of 2010, Deloitte LLP prepared a three year strategic plan for their work, covering the main areas of risk within the operations of the Unincorporated Councils and Committees.

During 2010 planned reviews were carried out on procurement and the financial control framework at CrossReach as well as a review of the operation of the Law Department. The recommendations of these reports have been approved by senior staff and the Audit Committee and are currently being implemented. A review of the governance and finances of the Scottish Storytelling Centre was also carried out early in 2011, and a review of risk management within the Ministries Council is planned for spring 2011 to follow a reorganisation of the structure of the department. In order to strengthen the controls over the World Mission Council's operations in Israel/Palestine, Deloitte Brightman Almagor Zohar were also appointed as internal auditors for these areas and began work early in 2011.

As a result of their planned investigations in 2010, Deloitte considered that, in a number of areas, the Church did not have an adequate framework of control in place. However, they recognised that progress was being made to address these weaknesses, and that the Church recognised

the opportunities for improvement. The Audit Committee will continue to monitor compliance with Deloitte's recommendations and other matters highlighted in their reports.

### **7.2 Annual Accounts for 2010**

As in previous years, separate sets of Accounts for 2010 have been produced for each of the following:

- The Church of Scotland Investors Trust
- The Church of Scotland General Trustees
- The Church of Scotland Trust
- The Church of Scotland Pension Trustees
- The Unincorporated Councils and Committees.

The first three of the above bodies are statutory corporations and the Pension Trustees are an unincorporated body constituted by the General Assembly. These four bodies are responsible for producing and approving their own Accounts. The Council of Assembly is responsible, on behalf of the General Assembly, for preparing and approving the Report and Accounts of the Unincorporated Councils and Committees, which comprise Ministries Funds, Mission and Renewal Funds, and Other Funds.

*In the name of the Council*

ALAN GREIG, *Convener*  
PETER BRAND, *Vice-Convener*  
PAULINE WEIBYE, *Secretary*

## APPENDIX I

### STRATEGIC FRAMEWORK

**The vision of the Church of Scotland is to be a church which seeks to inspire the people of Scotland and beyond with the Good News of Jesus Christ through enthusiastic, worshipping, witnessing, nurturing and serving communities.**

#### 1. Who we are

**1.1** The Church of Scotland follows Jesus Christ, sharing his Good News and hope. We are therefore called to serve people, particularly those who live in poverty. We are committed to working together with other churches within the one Church of Jesus Christ.

**1.2** The Church of Scotland is involved throughout Scotland sustaining worshipping, witnessing and serving communities. We endeavour to give support to individuals and communities; discerning Christ's call, we are particularly concerned for the needs of those who are poorest and most marginalised. We share work and witness with our ecumenical partner churches in Scotland and the rest of the United Kingdom and Ireland and we also value and enjoy our productive partnerships with the World Church.

**1.3** The Church of Scotland is a church both reformed and in need of reform and our structures and policies must continue to be revised and improved from time to time. Our love for God is unchanging. All we do is for God's glory and in response to God's commands – Whose we are and Whom we serve.

#### 2. Where we are

**2.1** The Church of Scotland, rooted in the Scottish Reformation and defined by the Church of Scotland Act 1921, is a national Church nested in the social fabric of Scottish public life for 450 years. It was structured to function as a central part of the wider social and civic framework of

Scotland although it has always been critically engaged with Government and society. The Church of Scotland now finds itself conducting its ministry and mission in changing, challenging and sometimes hostile circumstances but we continue to believe that lives and our life together as a society can be changed by the love and grace of Jesus Christ. We will continue to give priority to sharing that Good News and to providing practical care for people here and overseas.

**2.2** The Church of Scotland is a Presbyterian church. This means, among other things, that important decisions are taken corporately. The General Assembly is both the policy-making body for the Church of Scotland and its supreme court. The Assembly, which meets each year, has the authority to make laws determining how the Church of Scotland operates. It sets the strategy, overall policy and budgets for the Church and directs and oversees the work of the central councils, committees and staff. Presbyteries are responsible for areas of Scotland, monitoring and supporting the work of local congregations. Congregations carry out most of the parish-based work of the Church, providing regular opportunities for worship, praise, prayer and service. The national offices and staff support congregations and presbyteries in their work of prophetic witness, pastoral care, evangelism and Christian education.

- *local church is the main focus of action and loving service for most of our members.* Congregations worship and serve together, supporting each other, their communities and the wider church. This element also includes local ecumenical partnerships, overseas twinning arrangements and new models of church, such as those supported through the emerging church activities.

- *the main focus of regional church is to provide support and assist with planning for the local.* Presbyteries encourage local congregations in their work and provide appropriate oversight and accountability. This element can also include larger ecumenical groupings.
- *national church serves and supports local and regional church and the General Assembly, and oversees the Church's direct social care delivery throughout Scotland.* This grouping helps to ensure that the Kirk is governed in accordance with civil and church law and that we make the best possible use of our resources. The role of national church is constantly being reviewed in the light of the emerging roles of Presbyteries and the needs of the wider church.

**2.3** Jesus changes people and his Church, as he has always done. Our commitment to the Word of God and Christ's Lordship remains unaltered even as our structures and day-to-day priorities change over time in a process of development. The entire Kirk embraces the need for ongoing review and is aware that structures and processes need to be flexible and responsive if we are to support our people in proclaiming the eternal truth of the gospel message in a rapidly changing modern Scotland. The Ministries Council 2020 Vision has implications for the way local congregations work together while the Panel on Review and Reform is proposing that presbyteries assume new, wider, responsibilities in a revised presbytery structure. The Church's administrative function employs fewer people while striving to develop the service it offers to all throughout the wider Church. Changes in one part of the Church of Scotland inevitably affect others and we will continue to respond appropriately as more responsibility is devolved to local and regional church.

**2.4** It is the will of Christ that the Church should be one. This is both a gift and a calling for the

Church of Scotland. The Church of Scotland continues to bring its heritage, experience and ecumenical commitment to the service of the wider church and seeks to continue working in close partnership with fellow Christians at local, national and international levels.

### **3. What we do**

**3.1** The Church of Scotland is rich in resources and people. We have some 500,000 members. There are over 1,200 Ministers of Word and Sacrament and Deacons. Nearly 350 Readers play a significant role in leading worship and around 20,000 Elders provide local leadership. In addition, there are approximately 2,500 paid staff. We were responsible, in 2010, for expenditure of just under £150m. It is entirely appropriate that our activities should be based on a coherent and agreed set of core priorities, to help ensure that the time, talents and money available to us are used in the most effective ways. We know that we work in a dynamic and constantly changing environment and that the demands of our faith may sometimes call us to step aside from carefully prepared plans. That is as it should be. This document is simply intended to provide a clear framework for the general direction of the Church's work and for the allocation of resources.

**3.2** The Church's overarching objective is, participating in Christ's ministry, to worship and serve God. Much of our resource is devoted to encouraging, facilitating and supporting people who provide ministry and leadership in worship and service. The other core priorities are:

- **making disciples**
- **exercising priority for the poor**
- **servicing the vulnerable**
- **promoting reconciliation**
- **caring for creation**
- **engaging with society**
- **discovering and encouraging life in all its fullness**
- **celebrating our place in the world church**

- **enabling ministry in every part of Scotland**
- **renewing Church structures and practices**
- **empowering young people**
- **developing leadership**
- **releasing the gifts of all the people of God**

#### **4. How we live**

**4.1** As Christians, we aspire to live and work exhibiting the fruits of the Holy Spirit: love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control. We affirm these values and commit to living by them, with the grace of God. Living by the Spirit leads us to display:

- **confidence in God**
- **trust in each other**
- **servant leadership**
- **collaborative working**
- **enthusiasm**

**4.2** We are all on the same side. We will have different dreams, different visions of the Church of Scotland. We serve, however, one God, made known to us in Jesus Christ. We share one gospel, we belong to one Church and we are led by one Spirit. In the same way that we trust God to build the Church, we need to trust one another that we will all, separately and together, seek God's will for that Church. In the true spirit of our faith, that will involve each taking responsibility for others in our Christian fellowship and, working ecumenically, with other branches of the worldwide Christian churches.

## APPENDIX II

### CO-ORDINATED BUDGET STATISTICS 2009 TO 2012

(Figures to nearest '000)

	2009	2009	2010	2010	2011	2011	2012	2012
	Actual	Increase	Provisional	Increase	Projected	Increase	Projected	Increase
	£	%	£	%	£	%	£	%
<b>CONGREGATIONAL INCOME</b>								
Offerings	59,969	1.1	59,788	(0.3)				
Tax Recovery on Offerings	11,066	(1.1)	11,198	1.2				
<b>Total Offerings</b>	<b>71,035</b>	<b>0.7</b>	<b>70,986</b>	<b>(0.1)</b>				
Other Ordinary Income	20,607	(3.3)	20,000	(2.9)				
<b>Total Ordinary Income</b>	<b>91,642</b>	<b>(1.6)</b>	<b>90,986</b>	<b>(0.7)</b>	<b>91,441</b>	<b>0.5</b>	<b>92,355</b>	<b>1.0</b>
<b>EXPENDITURE</b>								
<b>Available to Congregations</b>	49,522	(6.8)	48,585	(1.9)	47,851	(1.5)	47,515	(0.7)
<b>Parish Ministries Fund</b>	37,409	3.8	37,571	0.4	38,167	1.6	39,390	3.2
Less: Vacancy Allowances	(1,250)		(1,269)		(1,400)		(1,500)	
	36,159	3.8	36,302	0.4	36,767	1.3	37,890	3.1
<b>Mission and Renewal Fund</b>	5,961	(14.0)	6,099	2.3	6,823	11.9	6,950	1.9
<b>Total Expenditure</b>	<b>91,642</b>	<b>(1.6)</b>	<b>90,986</b>	<b>(0.7)</b>	<b>91,441</b>	<b>0.5</b>	<b>92,355</b>	<b>1.0</b>
<b>INCOME DISPOSITION</b>								
	%		%		%		%	
Available to Congregations	54.0		53.4		52.3		51.5	
Parish Ministries Fund	39.5		39.9		40.2		41.0	
Mission and Renewal Fund	6.5		6.7		7.5		7.5	
	100.0		100.0		100.0		100.0	

**APPENDIX III**  
**2012 CO-ORDINATED BUDGET**  
**Requirements for Parish Ministries Fund and Mission and Renewal Fund**

	Projected Total Expenditure	=	To be met by Congregations	+	Income from External Sources	+	Annual Income from Councils' Investments	+	2012 Deficit to be met from Councils' Reserves	Final Budgeted 2011 Deficit
	£'000		£'000		£'000		£'000		£'000	£'000
Parish Ministries Fund (see Report para 2.4)	41,751	}	39,390		3,538		2,006		1,523	2,697
Other Ministries Council costs	4,706									
Past Service Pension Deficit 2009	2,800		-		-		-		2,800	2,660
<b>Ministries Council Totals</b>	<b>49,257</b>		<b>39,390</b>		<b>3,538</b>		<b>2,006</b>		<b>4,323</b>	<b>5,357</b>
<b>Mission &amp; Renewal Fund</b> (see Report para 2.5)										
Mission & Discipleship Council	1,892		757		805		330		-	-
World Mission Council	3,409		1,080		1,228		1,101		-	-
Social Care Council	49,085		650		47,973		462		-	-
Church & Society Council	517		340		100		32		45	73
Support & Services Committees and Departments	5,698		4,561		1,034		-		103	300
Special Contributions:										
General Trustees – Central Fabric Fund	315		315		-		-		-	-
Christian Aid	85		85		-		-		-	-
Faith in Communities (Scotland)	75		75		-		-		-	-
Ecumenical Contributions	270		270		-		-		-	-

To be met from Mission & Renewal Fund Income/Reserves	50	(1,183)	783	127	323	408
CSC Past Service Pension Scheme Deficit 2009	243	-	-	-	243	240
Grant to Parish Development Fund	300	-	100	-	200	150
<b>Mission &amp; Renewal Fund Totals</b>	<b>61,939</b>	<b>6,950</b>	<b>52,023</b>	<b>2,052</b>	<b>914</b>	<b>1,171</b>
<b>Grand Totals</b>	<b>111,196</b>	<b>46,340</b>	<b>55,561</b>	<b>4,058</b>	<b>5,237</b>	<b>6,528</b>
<b>Total to be met by congregations</b> (before deducting Vacancy Allowances)		<b>46,340</b>				

Notes: Income from external sources comes from the provision of services (eg CrossReach fees), legacies, donations, endowment income etc.

## APPENDIX IV

### SUMMARY OF 2010 OPERATING RESULTS

	Total Budgeted Expenditure –	Total Budgeted Income =	Budgeted Operating (Deficit) v	Actual Operating (Deficit)/ Surplus	Favourable/ (Unfavourable) = Variance from Budget
	£'000	£'000	£'000	£'000	£'000
Ministries Council	50,430	44,219	(6,211)	(5,703)	508
Mission & Discipleship Council	3,452	3,008	(444)	(728)	(284)
World Mission Council	3,055	2,979	(76)	194	270
Social Care Council	51,479	50,740	(739)	(950)	(211)
Church & Society Council	500	403	(97)	(106)	(9)
General Purposes Fund (including the General Assembly, Ecumenical Relations, Safeguarding Office and Support Departments)	5,391	5,391	–	(300)	(300)
	<u><b>114,307</b></u>	<u><b>106,740</b></u>	<u><b>(7,567)</b></u>	<u><b>(7,593)</b></u>	<u><b>(26)</b></u>

Note: These figures are taken from the 2010 management accounts and do not include any gains or losses on investments or property, the effects of changes to the funding position of the pension schemes or the results of subsidiary companies.

## APPENDIX V

### GIVING AND MEMBERSHIP STATISTICS 1980 – 2010

Year	Offerings (inc Tax Recovered)	% Change		Inflation (RPI)		Communicant Members	% Change
1980	£20,424,675					953,933	
1985	29,039,198	42.2		37.3		870,527	-9.7
1990	38,024,293	30.9		35.3		786,787	-9.6
1995	51,184,940	34.6		16.0		701,914	-10.8
2000	59,267,494	15.8		14.3		607,714	-13.4
2005	67,101,683	13.2		12.7		520,940	-14.3
2006	69,692,870	3.9		4.4		504,363	
2007	71,284,000	2.3		4.0		489,118	
2008	71,802,206	0.7		0.9		471,894	
2009	71,035,162	-1.1		2.4		459,742	
2010	70,986,000	-0.1	5.8	4.8	17.7	446,947	-14.2

From 1980 to 2010 Offerings (including Tax Recovered) increased by 348%.

From 1980 to 2010 RPI increased by 327%.

From 1980 to 2010 Communicant Membership decreased by 53%. (Over the same period the number of congregations decreased by 22% from 1,843 to 1,441.)

## APPENDIX VI FIVE YEAR ROLLING BUDGET 2012 TO 2016

(based on annual inflation of 3% for 2012 and 2013, and 2% for 2014 to 2016)

	2012 £'000	2013 £'000	2014 £'000	2015 £'000	2016 £'000
<b>AVAILABLE TO CONGREGATIONS</b>	<u>47,515</u>	<u>48,777</u>	<u>50,210</u>	<u>51,194</u>	<u>52,198</u>
<b>PARISH MINISTRIES FUND</b>	39,390	40,572	41,789	42,625	43,477
Less: Vacancy Allowances	(1,500)	(1,600)	(1,648)	(1,681)	(1,715)
	<u>37,890</u>	<u>38,972</u>	<u>40,141</u>	<u>40,944</u>	<u>41,763</u>
<b>MISSION AND RENEWAL FUND</b>	8,133	8,377	8,628	8,801	8,977
Less: To be met from M & R Fund Income/Reserves	(1,183)	(1,000)	(1,000)	(1,000)	(1,000)
	<u>6,950</u>	<u>7,377</u>	<u>7,628</u>	<u>7,801</u>	<u>7,977</u>
<b>CONGREGATIONAL ORDINARY INCOME</b>	<u>92,355</u>	<u>95,126</u>	<u>97,979</u>	<u>99,939</u>	<u>101,938</u>
<b>INCOME DISPOSITION</b>	%	%	%	%	%
Available to Congregations	51.5	51.3	51.2	51.2	51.2
Parish Ministries Fund	41.0	41.0	41.0	41.0	41.0
Mission & Renewal Fund	7.5	7.7	7.8	7.8	7.8
	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>

Note: The budget figures for Congregational Income are for Ordinary Income only (eg offerings, tax recovered and other regular income). They exclude other sources of income (eg legacies, fabric fund project income and most income from the use of premises) which are available to be used solely for Congregational Expenditure.

SUPPLEMENTARY REPORT  
OF THE  
**MINISTRIES COUNCIL**  
MAY 2011  
**PROPOSED DELIVERANCE**

**The General Assembly:**

1. Receive the Report.
2. Approve the pilot Presbytery Staffing Fund Regulations as set out in Appendix 1.
3. Determine that in the first instance a maximum of five Presbyteries may participate in the pilot.
4. Instruct the Ministries Council to form a Steering Group, including representation from the Council of Assembly Finance Group: a) to determine the criteria for participating in the Fund, as set out in section 1.6 of this report; b) to select participating Presbyteries; c) to monitor the operation of the Funds; and d) to evaluate the operation of the Funds.
5. Instruct that monies from a Presbytery Staffing Fund may not be used to pay the *whole* stipend of a minister inducted to a charge.
6. Adopt the new Constitution of Trinity College Glasgow (Church of Scotland), Scottish Charity Number SC015372 as set out in Appendix 2.
7. Pass an Act anent the Ordained Local Ministry as set out in Appendix 3.

**REPORT**

**1. Presbytery Staffing Fund**

**1.1 Introduction**

**1.1.1** For individual disciples, and the church as a whole, giving and sharing resources is a fundamental part of Christian discipleship. In the Church of Scotland, each congregation contributes as it is able to a common pool from which all ministries in Presbytery plans are paid. It has been suggested, however, that this approach can lead to a lack of identification and that giving is more generous when the donor is able to make a strong personal connection with the ministries supported. This should not be construed as self-interested congregationalism. Evidence of generous giving is that many individuals and congregations give significant sums of money to support initiatives beyond their own congregation in other parts of Scotland and beyond.

**1.2 Requests from Presbyteries**

**1.2.1** Recently, a number of Presbyteries have said they believe it would be possible for them to raise additional funds from congregations within their Presbytery. This would be possible because they could connect this additional money to particular projects or ministries within the Presbytery, enabling a strong sense of identification. The disincentive, however, is that if congregations were to do this, those additional funds would immediately begin to affect the congregation's Ministries and Mission contribution. For example, if a congregation raised an additional £5,000 for the Presbytery Fund, in three years time, the Ministries and Mission contribution would have risen by approximately £2,500, because of the way in which this is usually calculated. Assuming the congregation was still paying £5,000 into the Presbytery Fund, it would be £2,500 worse off. Therefore, these Presbyteries have asked if it

would be possible for additional monies raised for such a Presbytery Fund not to be included in the income base on which a congregation's Ministries and Mission contribution is calculated.

### 1.3 Testing the Water

**1.3.1** The Ministries Council suggests that a pilot scheme should run to discover whether or not what these Presbyteries have stated can be borne out in practice. The Councils are firmly of the view that this Pilot Scheme must protect the Parish Ministries Fund, by ensuring that the overall level of Ministries and Mission contributions is maintained and increased across the Church. In other words, it must only be genuinely additional giving that is channelled into a Presbytery Staffing Fund. It must therefore protect the Church's ability to pay stipends and salaries by ensuring that congregations do not divert existing giving into a Presbytery Staffing Fund.

### 1.4 Objectives

**1.4.1** Behind the financial hypothesis lies the mission imperative of Jesus discussed in the Council's main report. The limit of 1,000 ministries has been set because of financial constraints. The Council shares with Presbyteries and Congregations a desire to do more, and a conviction that additional funds will assist the Church as it shares in the mission of Jesus. Therefore the objectives of the pilot Presbytery Staffing Fund are to discover: a) whether creating such a fund enables Presbyteries to raise additional funds for ministry, and b) whether any additional funds raised have assisted Presbyteries in developing their focus on mission.

### 1.5 The scope of the pilot

**1.5.1** The pilot will run for five years and be restricted to five Presbyteries. A steering group, reporting to the Council and with input from the Stewardship and Finance Department will be created. The Steering Group will determine criteria for selecting Presbyteries for the pilot, invite and assess applications from Presbyteries and monitor and evaluate the pilot.

### 1.6 Criteria for selection

**1.6.1** The following are the principal criteria which will be used to select up to five Presbyteries to participate in the pilot:

- a. *Size of Presbytery.* Presbyteries will require to be of a sufficient size for a Staffing Fund to work, for reasons of income potential and management capability. Initial discussion suggests that participating Presbyteries will require to have 30 or more charges.
- b. *Variety.* The pilot will be more useful if participating Presbyteries are different from each other.
- c. *Best Practice.* Employing staff is a significant responsibility. Presbyteries will be required to demonstrate their capacity to deal well with this.
- d. *Mission.* One of the objectives of the fund will be to assist participating Presbyteries develop their mission focus. Presbyteries will be asked to demonstrate how the monies raised would be used to assist mission.
- e. *Other criteria.* These may emerge as the pilot develops, and the Steering Group will articulate them as that happens.

### 1.7 Uses of a Presbytery Staffing Fund.

**1.7.1** The intention of the fund is to enable Presbyteries for mission and the Council recognises that it will be utilised in different Presbyteries in different ways. In one Presbytery for example, the Fund could be used to allow appointments relating to an emerging ministry. In another Presbytery, the emerging ministry might be included as a post funded as part of the Presbytery Plan from the Parish Ministries Fund, with an existing ministry being funded through the Presbytery Staffing Fund. In the second case it might be less obvious that the post funded has a specific mission focus; however, when looked at as a whole, it may become evident that the Presbytery Staffing Fund has enabled the Presbytery to develop its mission.

**1.7.2** In the context of Presbyteries being asked to plan using the notion of Full-time Equivalent (FTE) posts, there will be an increasing number of posts identified in Presbytery plans as part-time paid from the Parish Ministries Fund (eg a 0.5 or a 0.8 post, working respectively for 2.5 or 4 days a week). The Presbytery Staffing Fund might be used as a source to which a congregation with a 0.6 FTE ministry might apply to receive additional funding equivalent to 0.4, allowing a full-time appointment to be made. This would be considered a legitimate use of the fund. Presbyteries would be at liberty to attract monies to their Presbytery Staffing Fund from sources other than the congregations within its bounds.

**1.7.3** One important restriction, however, is that the Presbytery Staffing Fund should *not* be used to pay the *whole* stipend of a Parish ministry. Currently the church is reducing the number of Ministers of Word and Sacrament. In time this will be matched by a reduction in the number of such posts in Presbytery Plans. If additional posts are then created using the Presbytery Staffing Fund, it is likely to lead to more vacancies in parts of the country that are already experiencing great difficulty in calling ministers.

## **1.8 Income**

**1.8.1** Presbyteries and congregations already have the right to appoint staff and the ability to raise funds to do this. Most Presbytery funding comes from congregations, but can come from outside bodies, as noted above.

**1.8.2** The particular purpose of the Regulations (Appendix 1) is to create a means of raising additional sums from congregations that fits well with the Ministries and Mission contribution process. It may do this in three ways:

- a. contributions from congregations that are already meeting the full costs of their ministry, as set out in Articles 4 and 5 of the Regulations; and
- b. some or all of the 3% permitted reduction in Ministries and Mission contributions. Article 8 will allow this to be used for the

Presbytery Staffing Fund, something that is not otherwise currently possible; and

- c. income from Giving Agreements negotiated with congregations. Article 8 will allow such income to be used for the Presbytery Staffing Fund, something again that is not currently possible.

## **1.9 Evaluation**

**1.9.1** The Regulations will allow an experiment to be conducted and evaluated over a five year period. The experiment will be considered a success if: a) across the Church congregations are maintaining (in real terms) their Ministries and Mission contributions, AND are contributing additional monies to a Presbytery Staffing Fund; and b) it is evident that the fund has enabled Presbyteries to develop their mission.

## **2. Trinity College, Glasgow: Constitution**

**2.1** The trustees of Trinity College, Glasgow have considered, as part of fulfilling their responsibilities as charity Trustees, the need to put in place a formal constitution for the College. No such constitution currently exists, but the requirements of modern charity regulation have persuaded the Trustees that it would be important to formalise arrangements in this regard.

**2.2** Following consultation with all relevant parties, including the Ministries Council on behalf of the General Assembly, the Council is pleased to present for formal approval to the Assembly, a new constitution. The provisions of the constitution require any major amendment (as detailed in the text) to be brought to a future Assembly, as well as ensuring that the Church of Scotland continues to be fully represented in the decision-making structures of the College through the presence of **representatives of the Ministries Council**.

**2.3** The College and the Council are grateful to Mr Graham N. Murray of Wright, Johnston and Mackenzie (Solicitors) for his work in preparing this Constitution.

### 3. Ordained Local Ministry

**3.1** In its main report to the General Assembly (*Section 1.8*), the Council set out the case for the introduction of an Ordained Local Ministry to the life and work of the Church of Scotland. This requires a legislative framework, which is now presented here in the form of an Act anent Ordained Local Ministry (*Appendix 3*). In recent years, it has been customary to present Acts of this kind with large sections simply cross-referenced to other Acts. Although this has avoided duplicating text, it can lead to difficulties in reading. For the sake of clarity, therefore, the Council has decided to present the new Act with such references printed out in full with appropriate amendments.

**3.2** The functions undertaken by the Auxiliary Ministry are effectively being transferred into the role of the Ordained Local Ministry, so the main provisions of the new Act are very similar to those found in Act XIII 2003 anent the Auxiliary Ministry. The following differences are highlighted to enable ease of reading:

**3.2.1** *Age, Time and Membership Limits (Section 5)*. It is proposed that the lower age of application be set at *eighteen* years rather than twenty-one. In addition, there is no proposed upper age limit for application, though applicants may be asked to undergo a medical examination to ascertain their fitness for training and/or for ministry. In line with changes being proposed this year for other forms of ministry, there would normally be a requirement that an applicant should have been a member of the Church of Scotland for a minimum period of three years prior to application.

**3.2.2** *National Assessment (Section 7)*. While the pattern for Enquiry and Local Assessment remains as at present for the Auxiliary Ministry, it is proposed that *all* applicants who pass to the stage of National Assessment (including those transferring from the Readership without further Local Assessment), shall be assessed by an Assessment Panel comprising two Church

Assessors and a Psychologist Assessor from the panel of assessors selected and trained by the Council for the purposes of national assessment procedures. This will offer a direct parallel to the overnight Assessment Conference events which are held for applicants who reach the stage of national assessment in relation to Ordained National Ministry. Assessment Panels will be held regionally and will include an element of group assessment similar to that used in Assessment Conferences.

**3.2.3** *Content, Nature and Duration of Academic Course (Sections 9 and 10)*. The Council is currently engaged in a comprehensive review of training processes, so these sections retain the existing arrangements for Auxiliary Ministry. The content outlined in section 9 will undoubtedly remain at the heart of future training and the nature and duration of the academic element of the course will also follow the broad outline given in section 10. The first cohort of new candidates for Ordained Local Ministry will not be ready to begin training until September 2012 at the earliest, by which time the Council will have completed its review of training. For this reason, the Council has chosen not to outline in the Act the placement pattern and requirements. When the review of training has concluded its deliberations on this matter, the Council will bring forward an amendment to the Act to take account of its recommendations with regard to placements.

**3.2.4** *Relationship with Courts of the Church (Section 13)*. From time to time some Ordained Local Ministers will wish to move from one Presbytery to another, for a variety of reasons. While an Ordained Local Minister will retain his or her status as an ordained minister of the Church, no guarantee can be given that an appointment will be available within the bounds of the other Presbytery. The issuing of a Practising Certificate will allow the Ordained Local Minister to remain in membership of the Presbytery and to continue, for example, to conduct weddings as appropriate.

**3.2.5** *Transfer from Auxiliary Ministry (Sections 16 and 17).* As indicated in the main report, the Council hopes that all Auxiliary Ministers will choose either to transfer directly into the Ordained Local Ministry (which will not require any further assessment or training) or to consider the possibility of transfer, under the terms of section 16, to the Ordained National Ministry. The process outlined in section 16 is exactly parallel to that of section 19 of Act XIII 2003 anent the Auxiliary Ministry. While encouraging Auxiliaries to transfer their status, the Council nevertheless recognises that a small number may wish to retain the name Auxiliary. As no further recruitment and training for Auxiliary Ministry will take place from the date of the adoption of the Act anent the Ordained Local Ministry, sections 3 – 14 of Act XIII 2003 are repealed by the passing of the new Act. All candidates in training for the Auxiliary Ministry at the time of the passing of the Act anent the Ordained Local Ministry shall automatically be deemed to be candidates for the Ordained Local Ministry, though the content and shape of their training course and placements will be as previously agreed for the Auxiliary Ministry. For the avoidance of doubt, this means there will be no further ordination to Auxiliary Ministry.

**3.2.6** *Transfer from Readership (Section 18).* It is likely that a significant number of Readers will, quite soon after a positive decision from the General Assembly with regard to establishing an Ordained Local Ministry, wish to be assessed for transfer to the new form of ministry. There will be a window of opportunity to do so for those already set apart as Readers, regardless of years of service (including those currently in training), but all those who apply for Readership training after the General Assembly 2011 will normally require to complete 5 years of service before

becoming eligible to apply for transfer to a form of ordained ministry. The conditions under which transfer can take place are outlined in Section 18 and this includes an initial report from Presbytery indicating whether or not it would support an application. If the Presbytery deems the applicant unsuitable for transfer, there will be a right of appeal. Given that such an appeal would be against a decision of Presbytery (not the Council), the appropriate body to hear the appeal will be the Commission of Assembly (not the Ministries Appeal Panel). If the Presbytery deems the applicant suitable for transfer, he or she will proceed to exactly the same pattern of national assessment (see Section 7) as any other regular applicant for Ordained Local Ministry. In the event of the applicant being successful and receiving the nomination of Presbytery, the Council shall determine the appropriate training required on a case by case basis.

**3.3** The Council is committed to examining age limits for ministries in the coming year and as part of this, consideration will be given to the upper age limit for training for the Readership (currently training must be completed by the age of 65). Retaining the existing restriction, while not fully consistent with the lack of upper age limit for Ordained Local Ministry, will not in any way disadvantage any applicant for transfer to the Ordained Local Ministry.

*In the name of the Council*

GRAHAM S FINCH, *Convener*  
 NEIL J DOUGALL, *Vice-Convener*  
 J H A DICK, *Vice-Convener*  
 LEZLEY J STEWART, *Vice-Convener*  
 MURIEL B PEARSON, *Vice-Convener*  
 MARTIN C SCOTT, *Secretary*

## APPENDIX 1

### REGULATIONS FOR A PILOT PRESBYTERY STAFFING FUND

1. The priority for every congregation shall be the payment of its Ministries and Mission contribution to ensure that posts paid from the Parish Ministries Fund can be sustained. A Presbytery in its Plan may indicate posts which will be financed from sources other than the Parish Ministries Fund, provided there is a clear distinction within the Presbytery Plan between posts funded by the Parish Ministries Fund and locally funded posts.
2. A Presbytery may create a Presbytery Staffing Fund in order to finance some posts within its plan. The purpose of such a fund is to give a Presbytery the ability to raise additional sums. The operation of such a fund will be subject to clearly defined criteria which shall be determined by the Council of Assembly and the Ministries Council.
3. All appointments funded by the Presbytery Staffing Fund shall be made under the same terms and conditions as posts funded by the Parish Ministries Fund.
4. Congregations which are already meeting the full cost of their own ministry and making a pro rata contribution to the rest of work of the church through their Ministries and Mission contribution may contribute additionally for a minimum initial period of three years to its Presbytery Staffing Fund. Congregations which make contributions to a Presbytery Staffing Fund must:
  - (a) meet their Ministries and Mission Contributions in full by regular standing order;
  - (b) maintain or increase the level of their Ministries and Mission Contributions year on year.
5. Those additional contributions which congregations make to a Presbytery Staffing Fund will not form part of the average income base for calculating these congregations' Ministries and Mission Contributions. For the avoidance of doubt if it is evident that existing rather than additional monies are being paid into a Presbytery Staffing Fund such contributions will be included in the average income base for calculating the Ministries and Mission contribution of these congregations.
6. It shall be the responsibility of the Presbytery to collect, administer and be accountable for all monies relating to its Presbytery Staffing Fund.
7. These regulations shall apply in the first instance to pilot schemes which will run until December 2016. There will be an interim review at the end of the 2014 to ascertain whether congregational contributions to a Presbytery Staffing Fund have produced increases in congregational income. A full review of the pilot schemes will begin at the end of the 2015.
8. For the duration of the Pilot (as defined in Article 7) Articles 14 and 15 of Regulation 1, 2009 may be varied to the extent that the 3% discretion available to Presbyteries may be used to augment the Presbytery Staffing Fund and Giving Agreements may be used to provide funding for the Presbytery Staffing Fund.

#### Notes to the Regulations

Presbyteries operating a Staffing Fund are required to give consideration to the following:

- a. Presbyteries must consult the HR function of the Church about terms and conditions for employment. The length of appointment needs to be linked to the security of funding. Therefore appointments made using the Presbytery Staffing Fund should be time limited.

- b. In most instances it will be the Presbytery or a Congregation who will be the employer, and it is important to ensure that appropriate expertise and procedures are in place to ensure this responsibility is discharged well.
- c. While the Ministries Council will not be the employer, it is still possible for payroll to be handled by the processes already in place through the Stewardship and Finance Department (in the same way that it is for locums).
- d. Where a part time post is already funded by the Parish Ministries Fund (the post holder being either a minister inducted to a charge or a Presbytery / Parish Worker [PPW]) and the Presbytery Staffing Fund is used to make this a whole time post, the Ministries Council will treat the post holder as a full time Minister of the Charge/PPW, though the post will continue to count as part-time in relation to the Presbytery's FTE ministries allocation. However, the Presbytery must continue to fulfil its obligation of providing funds for the part of the post for which it is responsible
- e. All posts must be evaluated and monitored. The Parish Development Fund can assist Presbyteries with this, if so desired.
- 1900 in terms of Order of Allocation No 7 dated 27th October 1907 issued by the Commissioners acting under The Churches (Scotland) Act 1905 and of The Church of Scotland from 1929 in terms of the Basis of Union between The Church of Scotland and The United Free Church of Scotland.
- II. Trinity College is a college of the Church of Scotland, at present associated with the University of Glasgow, which serves the mission of God by preparing God's people for the work of ministry. It exists to support the work of the Church of Scotland (and of the United Free Church of Scotland), including its ecumenical commitments, through education, training, publishing, research and consultancy.
- III. No written constitution of Trinity College exists and its charity Trustees consider it to be expedient now formally to declare the purposes, powers and procedures of Trinity College in the form of a written constitution.
- IV. A number of other bodies or funds that have previously been closely associated with Trinity College (such as the Dinner Table Fund, Robert Kaye's Bequest, Centenary Fund and Society of Friends of Trinity College) have now all been wound up or fully incorporated within Trinity College itself.

## APPENDIX 2

### **Constitution of Trinity College Glasgow (Church of Scotland), Scottish Charity Number SC015372 ("Trinity College")**

#### **Preamble**

#### WHEREAS:

- I. Trinity College is the successor body to the Free Church of Scotland's Glasgow College, which was founded in 1856 and became a College of the United Free Church from

THEREFORE the charity Trustees of Trinity College now declare as follows:

#### **Definitions**

1. In this Constitution:
- 1.1 "charitable purpose" shall mean a charitable purpose under section 7 of the Charities and Trustee Investment (Scotland) Act 2005 which is also regarded as a charitable purpose in relation to the applications of the Taxes Acts;

- 1.2 “charity” shall mean a body on the Scottish Charity Register which is also regarded as a charity in relation to the application of the Taxes Acts;
- 1.3 “the Act” means the Charities and Trustee Investment (Scotland) Act 2005 including any modifications thereto or re-enactment thereof;
- 1.4 “the University” means the University of Glasgow or such other academic institution with which the College may from time to time be associated; and
- 1.5 The terms “Trustees” and “Charity Trustees” are interchangeable.

### **Name**

2. The name of the charity is Trinity College Glasgow (Church of Scotland), known for short as Trinity College (and referred to in the remainder of this document as “the College”).

### **Objects**

3. The College exists to support the work of the Church of Scotland (and the United Free Church of Scotland). The particular Objects of the College are:
  - 3.1 to advance the Christian religion through the teaching, training and equipping of ministry candidates, ministers and lay people for service in and for the Church and its mission in the world; and
  - 3.2 to advance education, particularly amongst ministry candidates, ordained ministers and lay people; and
  - 3.3 to relieve financial hardship amongst students through provision of financial assistance, and provision of grants to assist with course fees.

### **Status**

4. The College is an independent legal entity, separate from The Church of Scotland (Scottish Charity No SC011353), but is subject to the direction of its General Assembly in regard to certain matters as set out in this Constitution.

### **Office of Principal**

5. The Principal of the College is appointed by the General Assembly of the Church of Scotland following a recommendation made by the Trustees. The appointment may be for a fixed or indefinite term. The Principal has particular responsibility for support and oversight of University students who are Church of Scotland ministry candidates. The Principal must be an ordained Church of Scotland minister who is in good standing with the Church of Scotland. The Principal may (but need not) be a member of academic staff at the University. A vacancy in the office of Principal may be filled pro tem by the Trustees in consultation with the Ministries Council of the Church of Scotland. The Principal shall automatically be a Trustee of the College and shall be subject to the same provisions regarding cessation of office as the other Trustees.

### **Board of Trustees (to be known as the College Council)**

6. The Trustees as Charity Trustees are responsible for the management and administration of the College’s affairs in accordance with this Constitution.
7. The minimum number of Trustees is nine individuals. All Trustees must be members of and in good standing with the Church of Scotland (whether ordained or lay), except that Trustees under 8.2, 8.4 and 8.5 may instead be members of another Christian church provided they are supportive of the Objects of the Church of Scotland and of the College.

8. The Trustees shall comprise:
  - 8.1 the Principal
  - 8.2 up to three current members of academic staff from Theology and Religious Studies at the University nominated by the Head of Subject and approved by the Trustees.
  - 8.3 up to three representatives of the Ministries Council (or any successor body) of the Church of Scotland.
  - 8.4 up to one person nominated by the University Senate and approved by the Trustees.
  - 8.5 up to one representative of the United Free Church approved by the Trustees.
  - 8.6 no less than three and no more than eight ordinary Trustees appointed by the Trustees.
9. A retiring member of academic staff serving as a Trustee may, if there is a vacancy, continue to serve as an ordinary Trustee following retirement but that for a maximum period of five years.
10. A Trustee ceases to be a Trustee if he or she:
  - 10.1 is or becomes disqualified under any legislation from acting as a Trustee for a charity;
  - 10.2 is incapable, whether mentally or physically, of managing his or her own affairs;
  - 10.3 is absent from three consecutive meetings of the Trustees and a two-thirds majority of the Trustees resolve that he or she be removed;
  - 10.4 resigns by written notice to the Trustees (but only if at least five Trustees will remain in office); or
  - 10.5 is removed for good and sufficient reason by a resolution passed by at least two-thirds of the other Trustees after they have invited the views of the Trustee concerned and considered the matter in the light of any such views.
11. A technical defect in the appointment of a Trustee of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting of the Trustees.

### **Proceedings of Board of Trustees**

12. The Trustees must hold at least one meeting each calendar year. Trustees' meetings may be called by any Trustee giving a minimum of seven days notice.
13. A quorum at a meeting is five of the Trustees for the time being.
14. The Principal or (if the Principal is unable or unwilling to do so) some other Trustee chosen by the Trustees present presides at each meeting.
15. Except where otherwise provided in this Constitution, every issue may be determined by a simple majority of the votes cast at a meeting of the Trustees. A resolution which is in writing and signed by all the Trustees is as valid as a resolution passed at a meeting and for this purpose the resolution may be contained in more than one document and will be treated as passed on the date of the last signature.
16. Except for the chair of the meeting, who in the case of an equality of votes has a second or casting vote, every Trustee has one vote on each issue.
17. A procedural defect of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting of the Trustees.
18. A Trustee shall not be counted in the quorum present when any decision is to be made about a matter upon which the Trustee is not entitled to vote because of a conflict of interests.
19. If the number of Trustees is less than the number fixed as the quorum for Trustees' meetings the continuing Trustees may act to fill the vacancies.

**Powers of Trustees**

20. The Trustees shall manage the affairs of the College and they shall have the following powers in furtherance of the Objects (but not for any other purpose):
- 20.1 to appoint a Clerk, a Secretary and Treasurer and other honorary officers;
- 20.2 to delegate any of their functions to committees consisting of two or more individuals appointed by them (provided that all proceedings of committees must be reported promptly to the Trustees);
- 20.3 to make rules or regulations consistent with this Constitution to govern proceedings at Trustees' meetings, proceedings of committees and the administration of the College (including the operation of bank accounts and the commitment of funds);
- 20.4 to resolve, or establish procedures to assist the resolution of, disputes within the College;
- 20.5 to arrange or join in arranging and providing for the holding of worship services, meetings, seminars, conferences, and training courses;
- 20.6 to establish and run educational institutions;
- 20.7 to promote or carry out research;
- 20.8 to provide advice;
- 20.9 to publish or distribute information;
- 20.10 to co-operate with other bodies;
- 20.11 to support, administer or set up other charities;
- 20.12 to change legal form;
- 20.13 to raise funds (but not by means of taxable trading);
- 20.14 to borrow money and give security for loans;
- 20.15 to acquire or hire property of any kind;
- 20.16 to let or dispose of property of any kind;
- 20.17 to deal with the College's library resources;

- 20.18 to make grants or loans of money and to give guarantees;
- 20.19 to set aside funds for special purposes or as reserves against future expenditure;
- 20.20 to deposit or invest funds in any lawful manner;
- 20.21 to delegate the management of investments;
- 20.22 to insure the property of the College against any foreseeable risk and take out other insurance policies to protect the College when required;
- 20.23 to insure the Trustees against personal liability incurred in respect of any act or omission which is or is alleged to be a breach of trust or breach of duty (unless the Trustee concerned was reckless or knew that the act or omission was a breach of trust or breach of duty);
- 20.24 to pay reasonable fees to any nominee or holding trustee;
- 20.25 to employ or otherwise engage the services of agents, staff or advisers;
- 20.26 to enter into contracts to provide services to or on behalf of other bodies;
- 20.27 to do anything else within the law which promotes or helps to promote the Objects.

The Trustees shall not allow any property or funds of the College to be held or applied for any purpose which is not a charitable purpose.

**Payments to Trustees**

21. The Trustees may employ or engage under a contract for services such of their number or any person connected to a trustee as they may determine provided that:
- 21.1 the Trustees in each case are satisfied that it is in the interests of the College to employ or engage under a contract for services the Trustee or connected person concerned; and

- 21.2 the Trustees are in each case satisfied that the terms of employment or engagement are reasonable in respect of the employment or of the services provided and are subject to regular and objective review.
22. A Trustee or person connected to a Trustee who possesses specialist skills or knowledge and any firm or company of which such a Trustee or connected person is a member, consultant, partner, trustee, officer or employee, may charge and be paid reasonable fees for goods or services supplied to the College on the instructions of the other Trustees (but only if the Trustees are satisfied that the requirements set out in the preceding clause are met).
23. At no time may a majority of Trustees benefit directly or indirectly from payments made under the preceding two clauses.
24. A person may be appointed as a Trustee notwithstanding that he or she is employed or otherwise engaged by the College or any associated body and receives remuneration in that capacity.
25. No Trustee nor any person connected with a Trustee may receive from the College any payment of money or other material benefit (whether direct or indirect) except:
- 25.1 indemnity insurance, employment or engagement and fees;
- 25.2 reimbursement of reasonable out of pocket expenses (including hotel and travel costs) actually incurred in the administration of the College;
- 25.3 a reasonable rent or hiring fee for property let or hired to the College;
- 25.4 an indemnity in respect of any liabilities properly incurred in or about the administration of the College (including the costs of a successful defence to criminal proceedings);
26. Whenever a Trustee or a person connected to a Trustee has a personal interest in a matter to be discussed at a meeting of the Trustees or any committee, the concerned must:
- 26.1 declare an interest before discussion on the matter begins;
- 26.2 withdraw from the meeting for that item unless expressly invited to remain in order to provide information;
- 26.3 not be counted in the quorum during that part of the meeting; and
- 26.4 withdraw during the vote and have no vote on the matter.
- Property, funds and investments**
27. Funds which are not required for immediate use or which will be required for use at a future date shall be placed on deposit or invested until needed.
28. Investments and other property of the College may be held:
- 28.1 in the names of the Trustees;
- 28.2 in the name of a nominee (being a corporate body registered or having an established place of business in the United Kingdom) under the control of the Trustees or of a financial expert acting on their instructions; or
- 28.3 in the name of a trust corporation as a holding Trustee for the College which must be appointed (and may be removed) by deed executed by the Trustees;
29. Property of the College may be lent to and/or held in the custody of the University who are responsible for the insurance and maintenance of any items on loan and/or in their custody. It shall be incumbent on the Trustees to obtain satisfactory evidence of insurance cover from the University annually.
- Records and Accounts**
30. The Trustees must comply with the requirements of the Act as to the keeping of financial records, the audit or independent

examination of accounts and the preparation and transmission to OSCR of:

- 30.1 annual returns;
- 30.2 annual reports; and
- 30.3 annual statements of account.

- 31. The Trustees must keep proper records of:
  - 31.1 all proceedings at meetings of the Trustees;
  - 31.2 all reports of committees; and
  - 31.3 all professional advice obtained
- 32. Financial records, annual reports and statements of account relating to the College for at least the previous six years must be available for inspection by any Trustee.

### Notices

- 33. Notices under this Constitution must be given in writing or electronically and may be delivered by hand, by post or by suitable electronic means.
- 34. A technical defect in the giving of notice of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting.

### Amendments

- 35. This Constitution may be amended at a meeting of the Trustees provided that Trustees are given 14 days notice and resolve by not less than a two-thirds majority of those present and voting, and provided also that:
  - 35.1 no amendment may be made to the Constitution that would have the effect of making the College cease to be a charity at law;
  - 35.2 Clauses 3, 35.1 and 37 inclusive may not be amended without the prior written consent of OSCR.
  - 35.3 Clauses 3 to 5, 7 and 8, and 35 to 37 inclusive may not be amended without the approval of the General Assembly of the Church of Scotland.

- 35.4 a copy of any resolution amending this Constitution must be sent to OSCR and the Church of Scotland Ministries Council, or their successor bodies, as soon as practicable after being passed.

### Dissolution

- 36. If at any time, at a meeting where a minimum of 14 days notice has been given, the Trustees decide by a three-quarters majority of those present and voting to dissolve the College and such resolution is confirmed by the General Assembly of the Church of Scotland then the Trustees will remain in office as Charity Trustees and will be responsible for the orderly winding up of the College's affairs.
- 37. After making provision for all outstanding liabilities of the College, the Trustees must apply the remaining property and funds in one or more of the following ways:
  - 37.1 directly for the Objects;
  - 37.2 by transfer to any charity or charities established for exclusively charitable purposes that are the same as or similar to the Objects; or
  - 37.3 in such other manner as OSCR may approve in writing in advance.
- 38. A final report and statement of account relating to the College must be sent to OSCR.

## APPENDIX 3

### ACT ANENT THE ORDAINED LOCAL MINISTRY

*Edinburgh, 26 May 2011 Session XX*

The General Assembly enact and ordain as follows:

#### 1. Definitions

- In this Act the following definitions apply:
- (a) "The Council" is the General Assembly's Ministries Council responsible for recruitment, selection and training for the ministries of the Church.

- (b) "The Committee" is the body to which the Council may from time to time delegate authority to determine matters relating to assessment and selection, and to university courses and practical training requirements in preparation for ministries.
- (c) "The Assessment Panel" is the body of trained Assessors to which the Ministries Council delegates authority to assess the calling and fitness of applicants for Ordained Local Ministry, and to accept as prospective candidates those deemed appropriate.
- (d) "Enquirers" are those who have registered for enquiry in terms of sub-section 4(1).
- (e) "Applicants" are persons who are seeking to be recognised as candidates for the Ordained Local Ministry.
- (f) "Prospective Candidates" are persons who have been accepted by the Committee and who are awaiting the outcome of their application to Presbytery for nomination.
- (g) "Candidates" are persons who have been both accepted by the Committee and nominated by their Presbytery. The term "Candidate" may not be used of or by any person who has yet to be, or who has failed to be, nominated by Presbytery.
- (h) "Presbytery of the bounds" is the Presbytery containing the larger or largest part of the area of the Ordained Local Minister's responsibilities.

## 2. General

- (1) An Ordained Local Minister is a person who has been ordained for life to a Ministry of Word and Sacrament exercisable on a non-stipendiary and normally a part-time basis, supporting the Ordained National Ministry of the Church.

- (2) Except insofar as qualified by the terms of this Act, an Ordained Local Minister is hereby declared to be a Minister of the Church of Scotland. An appointment to a designated appointment is to an office of the Church of Scotland.
- (3) No person by virtue of his or her status as an Ordained Local Minister shall be eligible for induction to a Charge.

## 3. Entrance Qualifications

- (1) Applicants must be persons:
  - (i) who are possessed of such professional, vocational or educational experience as shall be acceptable to the Committee, and
  - (ii) who have demonstrated the potential to cope with and benefit from the academic course involved in training for the Ordained Local Ministry.
- (2) Proficiency in spoken and written English will be required.
- (3) No person who has not been accepted as a candidate for Ordained National Ministry (including Auxiliary Ministry) or the Readership on three occasions may apply to be considered for Ordained Local Ministry.

## 4. Pre-application Enquiry Process

- (1) A person wishing to apply for recognition as a Candidate in Training for the Ordained Local Ministry of the Church of Scotland shall first register as an Enquirer with the Committee of the Council.
- (2) The Enquirer shall undertake the prescribed requirements for the period of Enquiry as set down by and from time to time reviewed by the Council.
- (3) The Committee shall determine all questions relating to the

implementation of this section, subject to the right of appeal set out in Act VI 2007.

### 5. Age, Time and Membership Limits

- (1) The Committee may not consider an application from any person who has not attained the age of eighteen years by the date on which the Committee receives the application schedule. No upper age limit shall apply to application for acceptance for training. Applicants may, at the discretion of the Committee, be required to undergo a medical examination to demonstrate their fitness to undertake training for ministry.
- (2) The acceptance of a person as a Prospective Candidate will be reviewed if that person's prescribed course of training has not been begun within three years of that acceptance.
- (3) The Committee may not normally consider an application from any person who is not yet a member of the Church of Scotland, or who has not been a member for a minimum of three years.

### 6. Local Assessment

- (1) The Committee, in consultation with the relevant Presbytery, shall make suitable arrangements for a period of local field assessment of up to six months duration. The Local Assessor in each placement will be chosen by the Committee and shall undertake such training as may from time to time be specified by the Committee. The Local Assessor shall be responsible for supervising the placement according to the guidelines and standards established by the Committee, and shall produce assessment materials as required using such assessment criteria as may be from time to time in use by the Council.

- (2) The assessment of the applicant during and at the end of the local assessment shall be by a Local Review Panel consisting of up to two assessors appointed by the Council, the Local Assessor and up to two representatives appointed by the Presbytery.
- (3) The assessment at the end of the local placement shall be referred to as the Local Review, and arising out of this review one of the following written decisions shall be reported by the Local Review Panel to the Committee:
  - (i) that the applicant is ready to proceed to assessment in terms of section 7;
  - (ii) that the applicant should undergo further local field assessment before a decision to proceed can be made;
  - (iii) that the applicant is not yet ready to proceed to assessment in terms of Section 7;
  - (iv) that the applicant is not suitable to be assessed in terms of Section 7.
- (4) Applicants in respect of whom a decision is made in terms of paragraph 6(3)(iii) may apply to be taken on field assessment on up to two further occasions.
- (5) An applicant shall have the right to request a Committee Review by the Committee in relation to a decision made in terms of paragraph 6(3) (iv). Any such Review will be subject to the provisions of paragraph 7(6) below. Notification of the intention to request a Committee Review shall be made to the Council within 28 days of the decision being intimated. The applicant shall be entitled to appear in person and the Chair of the Local Review Panel shall also appear to

present the case for the Local Review Panel decision. The applicant may be accompanied by a companion, who shall not be entitled to speak. The decision of the Committee shall be intimated to the applicant within three working days of the Committee Review. If the applicant is dissatisfied with the outcome of the Committee Review, he or she may appeal to the Ministries Appeal Panel in terms of Act VI 2007.

- (6) (i) All materials received by the Committee from the Local Review in terms of sub-section (3) above shall be made available to those making consideration in terms of sub-section 7(1).
- (ii) No individual shall serve as an assessor for the same applicant more than once.

## 7. National Assessment

- (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 assessment to an Assessment Panel consisting of two Church Assessors and one Psychologist Assessor. It shall follow such procedures and convene at such times and in such venues as shall from time to time be determined by the Committee. The Panel shall bring a recommendation to the Committee which shall pass the names of prospective candidates to the Presbytery for nomination as a candidate in training for the Ordained

Local Ministry. Notwithstanding its responsibilities in terms of sub-section 6(2) above, the Presbytery shall be entitled to submit to the Committee written comments on the applicant's character, beliefs, vocation, motivation and general suitability.

- (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 re-apply 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 the Committee.
- (4) An applicant who has not been accepted by an Assessment Panel of the Council shall have the right to request a Committee Review by the Committee subject to the provisions of sub-section 6(5).  
No person who was part of the decision-making process of the Assessment Panel shall be part of the review process. Notification of the intention to request a Committee Review shall be made to the Council within 28 days of the intimation of the decision. At the Committee Review the applicant is entitled to

appear in person and to address the Committee. He or she may be accompanied by a companion, who shall not be entitled to speak. A representative shall also appear to present the case for the decision reached in terms of sub-section 7(1). All parties will be in possession of the reports from the Local Review Panel and the Assessment Panel. If the applicant is dissatisfied with the outcome of the Committee Review, he or she may appeal in terms of sub-section 7(6).

- (5) An applicant intending to appeal to the Ministries Appeal Panel against a Committee Review in terms of sub-section 7(4) above may do so subject to sub-section 7(6), and shall intimate such intention within 21 days to the Secretary of the Council.
- (6) A Committee Review in terms of sub-section 6(5) or 7(4), or an appeal in terms of sub-section 6(5) or 7(5), can only be brought on one or more of the following grounds:
  - (i) that in the course of the Local Review Panel or Assessment Panel there were irregularities in the process;
  - (ii) that the final decision was influenced by incorrect material fact; or
  - (iii) that the Local Review Panel or Assessment Panel 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 Council, and the relevant provisions of Act VI 2007 anent the Ministries Appeal Panel shall apply.

## 8. Nomination by Presbytery

- (1) A prospective candidate seeking nomination by the appropriate Presbytery as a candidate for the Ordained Local Ministry of the Church of Scotland shall apply in writing to that Presbytery as soon as, but not before, the Council indicates acceptance as a prospective candidate for the Ordained Local Ministry.
- (2) Application for nomination shall normally be made to the Presbytery within whose bounds is situated the congregation of which the prospective candidate is a communicant member, or with reference to section 5(3), in exceptional circumstances where the person is not yet a member of the Church of Scotland, to the Presbytery in which the applicant is resident.
- (3) If satisfied with the prospective candidate's character, beliefs, vocation, motivation and general suitability, the Presbytery shall then nominate him or her as a candidate for the Ordained Local Ministry and shall give notice of such nomination to the Council forthwith.
- (4) A prospective candidate who has been refused nomination by the Presbytery has the normal right of appeal to the Commission of Assembly in terms of Act VI 1997 as amended. 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.
- (5) After nomination by his or her Presbytery, a prospective candidate's name shall be included in a list of prospective candidates for the Ordained Local Ministry maintained

by the Council, and shall remain on the said list during the period of his or her training.

### 9. Content of Academic Course

The Candidate's course of study shall always include:

- (1) the interpretation and use of Holy Scripture, both Old and New Testaments;
- (2) the development and growth of the Christian Church including special reference to the Church of Scotland;
- (3) the principal doctrines of the Christian faith, their interpretation, their defence and their application, in particular, the history and theology of the Sacraments ;
- (4) the principles of Christian ethics;
- (5) the practice of ministry with attention being given to such topics as may be specified from time to time by the Council; and
- (6) such other academic and practical topics as may from time to time be considered as part of the Candidate Conference programme provided by the Council.

### 10. Nature and Duration of Academic Course

- (1) Study will normally be undertaken on a part-time basis. A Candidate for the Ordained Local Ministry will be required to undergo the course of training as prescribed by the Committee.
- (2) Each Candidate shall be required to attend such periods of residential or day training as the Committee may from time to time deem appropriate.
- (3) The course of training shall extend over a period to be determined from time to time by the Council.
- (4) The content of the said academic course and its duration may be varied at the discretion of the Committee, but only where a Candidate has

already attained a qualification in theology deemed appropriate by the Committee in the context of the academic course prescribed for the Ordained Local Ministry.

### 11. Ordination and Notification

- (1) A Presbytery may not ordain any Candidate into a designated Ordained Local Ministry appointment until it has received an Exit Certificate from the Committee.
- (2) Presbyteries shall be responsible for sending to the Council and to the Editor of the Year Book extract Minutes certifying the ordination of Ordained Local Ministers. Similar notification must be sent for each new designated appointment undertaken by an Ordained Local Minister.
- (3) After ordination the Committee shall cease to be responsible for the supervision of the Candidate concerned.

### 12. Appointments and Reviews

- (1) An Ordained Local Minister may serve in one or more Presbyteries of the Church of Scotland, undertaking such designated appointments as the Presbyteries may from time to time determine. If the appointment is to a particular charge or charges, the approval of the Kirk Session(s) will also be sought.
- (2) The conditions regulating each designated appointment shall be defined in writing by the Presbytery of the bounds in consultation with the Ordained Local Minister and all interested parties (including any relevant Kirk Sessions).
- (3) The Presbytery of the bounds shall be entitled at any time to carry out a review of any designated appointment, and in the light of such review to

- (i) suspend or terminate the appointment;
  - (ii) renew the appointment;
  - (iii) vary the conditions regulating the appointment.
- (4) When an Ordained Local Minister ceases to serve in a designated appointment he or she shall be eligible to apply for a Practising Certificate.

### 13. Relationship with Courts of the Church

- (1) An Ordained Local Minister shall be associated with the Kirk Session of any Parish or Parishes within which he or she is to operate. He or she shall be entitled to membership of Presbytery. Where an Ordained Local Minister serves in more than one Presbytery, he or she shall have membership of the Presbytery of the bounds. Where there is an equal division of responsibilities between designated appointments, the Ordained Local Minister shall choose the Presbytery of which he or she is a member, but shall be subject to both or all Presbyteries.
- (2) When an Ordained Local Minister moves from one Presbytery to another he or she may apply to the Clerk of the Presbytery he or she is leaving for a Practising Certificate. Such Certificate shall give eligibility for an appointment within another Presbytery, but it shall be for said Presbytery alone to determine what the appointment should be, or whether there is any appointment available or suitable. In accordance with the provision of Act II, 2000 section 5(2), the holder of such a Certificate is in any event entitled to a seat in Presbytery.
- (3) On retirement from an appointment, an Ordained Local Minister shall be

subject to the provisions of section 14 of Act III 2000 as amended. Reference to 'Minister' in section 14 of Act III 2000 shall be understood to include Ordained Local Ministers.

### 14. In-Service Training

While in active service, Ordained Local Ministers shall engage in regular in-service training. For those who have completed the basic course of academic training in theology, this will normally mean continuing part-time study towards diploma or degree standard. The individual course of study will be determined by the Presbytery in consultation with the Council. If an individual has achieved degree standard in theology, an individual learning plan will be negotiated to ensure an ongoing commitment to continuing ministerial development. This will be approved annually by the appropriate Committee of Presbytery, who shall liaise with the Council on availability of courses and appropriate funding.

### 15. Remuneration

- (1) Ordained Local Ministry is a non-stipendiary form of ministry and no remuneration shall be offered which is directly related to the appointment as an Ordained Local Minister.
- (2) An Ordained Local Minister shall be entitled to a regular Pulpit Supply Fee when conducting worship other than in his or her regular appointment.
- (3) Remuneration for any other appointment, for example as a Locum or in chaplaincy which the Presbytery has approved in addition to the designated appointment, shall be at the normal rates set by the Church from time to time.
- (4) Reasonable expenses incurred wholly and necessarily in the course of duties shall be reimbursed at the rates printed annually in the report of the Council to the General Assembly.

## **16. Transfer to the Ordained National Ministry**

In a situation where an Ordained Local Minister desires to transfer to the Ordained National Ministry the following procedure shall apply:

- (1) The Ordained Local Minister shall normally have served continuously in that office for at least five years before being eligible to apply to transfer in terms of this section. The Council may, on cause shown, allow an application after a shorter period.
- (2) The Ordained Local Minister shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
- (3) The Council in conjunction with the Presbytery of the bounds shall arrange for the Ordained Local Minister to be interviewed by representatives of both bodies;
- (4) At the interview attention shall be paid to the Ordained Local Minister's reasons for his or her wish to transfer, and his or her understanding of ministry shall be examined;
- (5) Following a report from the interviewing group, the Presbytery shall make a decision as to the Ordained Local Minister's suitability for the Ordained National Ministry;
- (6) In the event of the Ordained Local Minister being found suitable, the Council shall thereafter determine the requirements as to education and training, having regard to all the circumstances in each particular case.

## **17. Transfer from Auxiliary Ministry to Ordained Local Ministry**

- (1) From the date on which this Act comes into force, no new applications for Auxiliary Ministry will be received by the Council.
- (2) Auxiliary Ministers currently serving may make application to the Ministries

Council for transfer to Ordained Local Ministry without the need for further assessment or training.

- (3) Auxiliary Ministers may make application for assessment for full-time national ministry. Appropriate training will be prescribed by the Council.
- (4) Candidates currently in training for the Auxiliary Ministry shall transfer immediately to Ordained Local Ministry training.

## **18. Transfer from Readership to Ordained Local Ministry**

- (1) Where a Reader wishes to transfer to Ordained Local Ministry, he or she shall apply in the first instance to the Council. The Council shall seek the opinion of the Presbytery, in the form of a written report to the Council, as to the Reader's suitability for Ordained Local Ministry.
- (2) Where the Council receives a report confirming the applicant's suitability, it shall make arrangements for assessment by a Panel of Assessors as provided in section 7 above. It shall also determine what academic and practical training are required for each applicant depending on his or her experience, always provided that there shall be a requirement to complete successfully a module in sacramental theology.
- (3) Where the Presbytery does not confirm the applicant's suitability he or she shall have a right of appeal to the Commission of Assembly in terms of Act VI 1997 as amended.
- (4) An application for transfer will not normally be accepted from any Reader who has less than five years active service as a Reader.

## **19. Repeal**

Sections 3 – 14 of Act XIII 2003 are hereby repealed.

## WORLD MISSION COUNCIL

### ADDENDUM

#### **Very Rev David and Mrs Maggie Lunan**

Very Rev David and Mrs Maggie Lunan have brought to an end ten years of hidden service to the Church and the Council during which they have acted as chaplains to mission partners. They have provided care, support and encouragement for a community of the Church's servants for whom life can be immensely exciting and joyful, but for whom it can also be exceptionally stressful, challenging and lonely. By letter, email and telephone, and by hospitality during furlough times, Maggie and David have made life better and more hopeful for our mission partners. The great gifts of listening, cheerfulness and prayerfulness which all who know the Lunans recognise have been exactly the best possible qualities to bring to this tasks; and they deserve the thanks of the whole church.

To this service David Lunan added another precious contribution to the work of the World Mission Council when, in an emergency, he accepted an invitation to take up the post of Acting Council Secretary in April 2010, a post which he held for six months. It was a time of change in the Council, not least because it coincided with the start of a new convenership; and it was a time in which several matters of unusual difficulty had to be dealt with. The Church of Scotland has already so many reasons to be thankful to David Lunan; the Council now is proud to record its special thankfulness to him. The sensitivity, intelligence and commitment which he brought to the Council's work have made a lasting mark.

## CORRECTIONS TO BLUE BOOK REPORTS

### **SPECIAL COMMISSION ON SAME-SEX RELATIONSHIPS AND THE MINISTRY**

- (a) Section 2.13, questions 3b-3e, responses from individual members of Presbyteries (p23/10): the first line of the table (8545/38.2% ... etc) should be deleted. This line has somehow crept in from the earlier table giving responses from individual members of Kirk Sessions (p 23/9).
- (b) Section 2.14, question 4b, responses from Kirk Sessions as a whole (p 23/11): the right hand column of figures should have the heading 'majority YES', not 'unanimous NO'.
- (c) In para 4.4 of the Report the Special

Commission stated that the United Free Church of Scotland had not specifically discussed the issue of the ordination of openly homosexual Christians. We have been asked and are happy to clarify that while the United Free Church of Scotland has not addressed the issue of ordination in this context, its General Assembly has approved two reports by its Panel on Doctrine to the effect that homosexual acts are incompatible with the Bible's teaching on the physical expression of our sexuality and therefore sinful.

### **MINISTRIES COUNCIL**

Section 1.8.4.1, 'corresponding' should be deleted from second last line of this section.





# General Assembly Conference Session – REACHING OUT TO THOSE BEYOND

**Dear Commissioner,**

At this year's General Assembly, on Saturday 21st May, the Mission and Discipleship Council will offer a conference session which will aim to:

1. Share good news of positive things that are happening in local parishes around the country.
2. To get a sense of the aspirations of congregations.
3. To consider ways in which the Council might support local churches to meet those aspirations.

We are hoping to do more than just bring a report to the Assembly. We are hoping that together we can create an opportunity for real dialogue that will influence and shape our work in the coming years.

To get you started we'd like you to visit the website shown below. It will be available from **Monday 9 May** and will be a starting point for your thinking. You will only need to spend about 20 minutes on the site.

**<http://mdcouncil.org.uk>**

After you've visited the site, take some time to consider what's happening in your own congregation and think about how you might answer the questions below.

## **In relation to worship:**

- If someone completely new came to your church how accessible would they find your regular diet of worship?
- Is there something you could do to provide an alternative?
- What support might you need to do that?

## **In relation to witness:**

- How many new people have come to your church in the past year and what was it that brought them to you?
- Is there something you could do to encourage more people to come?
- What support might you need to do this?

## **In relation to discipleship:**

- What have you done in the last year that has allowed you to see people growing in faith and confidence in your church?
- What could be done to develop leadership and spiritual growth in your church to help your congregation to go out into the wider community?
- What support might you need to do this?

Thank you for taking the time to prepare. We are looking forward to meeting you at the Assembly and taking time to consider how best we can all reach out to those beyond.

**Rev Mark Johnstone**  
**Convener, Mission and Discipleship Council**