



THE CHURCH OF SCOTLAND
SOCIAL CARE COUNCIL

Meeting held in
 CrossReach Charis House
 Edinburgh EH15 2SR
 14 August 2013 10:30am
Draft MINUTE

Present:	A list of those attending is attached to this Minute as Appendix 1.
Apologies:	Apologies were noted.

	<u>Agenda Item</u>	<u>Action</u>
12.	<p>OPENING WORSHIP and WELCOME. The Convener welcomed everyone to the meeting and introduced Nick Jury from the Church of Scotland Communications Unit. She advised Council that an email had been received advising that David Brough was unwell and in hospital. Council prayed for David and his family.</p> <p>The Convener said that God was the master builder and Council members living stones. She said at the beginning of a build it can look messy like a building site until it starts to take shape and this could also be said in respect of the discussions about the future direction of CrossReach, it takes time to take shape and we should put our trust in God. The Convener constituted the meeting with a prayer.</p>	
13.	APOLOGIES Mary Landels, Bill Steele, Brenda Graham, Martha Bogle, Kay Keith.	
14.	DECLARATIONS OF INTEREST There was none	
15.	MINUTE OF THE MEETING 12 AND 13 JUNE The minute was agreed with changes. It was also agreed that future agendas should include a start and finish time with 3pm being the approximate finish time for meetings. However it was acknowledged that there would be meetings where the finish time would be later. It was agreed that the 16 th October Council meeting would finish at 4pm.	
16.	<p>MATTERS ARISING</p> <p>Legacies - on agenda</p> <p>Axis - to come off matters arising, however Calum Murray to provide updates when applicable</p> <p>Remit and members of committees - Scheme of delegation to be brought to October Council and a discussion on the remit and makeup of committees to follow</p> <p>Geilsland/ Residential schools - on agenda</p> <p>Further work with presbyteries - in hand</p> <p>More involvement with other Councils - agenda item for church involvement group. Convener asked Council members to nominate</p>	CEO

	<p>themselves on to the group by sending a email to Diane Gunstone, although she was aware that there had been a number of requests for Council member involvement recently and thanked members for their input</p> <p>Congregational supporters - meetings have take place but were poorly attended. Consideration to holding future meetings in the evening.</p> <p>Income generation speaker - will be secured for October Council</p> <p>'Making it work' - members were invited to share any further ideas with CEO post the June Council. No further ideas received</p> <p>Strategy Review Group information and Action Plan - CEO advised that the management team were on track to come back to October Council</p>	<p>SCC Members</p> <p>CEO</p> <p>CEO</p>
17.	<p>FINANCE AND RESOURCES COMMITTEE and INCOME AND EXPENDITURE REPORTS 21 JUNE AND 26 JULY Prof Tom Chadwick Chair of the Finance and Resources Committee said that the 6 monthly accounts were better than had been projected by £361k, but there was still a loss of £610k. This was due to the increase in legacies and Adult Services performing well.</p> <p>He said that all services were striving to come within budget, and that over the next 6 months changes would come on stream which should make a positive difference to our financial position including :-</p> <ul style="list-style-type: none"> • The new pensions scheme starting in August • Higher rates being charged to local authorities and self funders for our services • Some property sales <p>However, he said that there would be redundancy costs attached to the closure of Belmont Castle. Tom also advised that a further meeting had been held with Dundee Council regarding the Belmont Castle lease on 13 August and whilst Dundee City Council had reduced the cost to CrossReach to be released from the contract from £2.3m there were technical issues still to be resolved. Belmont Castle had now been mothballed and security had been engaged for the next 2 months. The discussions with Dundee City Council would continue.</p> <p>The CEO highlighted item no. 8 in the minute of 26 July whereby Calum Murray had sought approval to amended the staffing structure; to employ fewer support workers and more support assistants in Threshold West of Scotland (TWoS) which was a recommendation from the Jeannette Deacon report on TWoS. Calum advised that a 45 day consultation on the subject had started on 12 August. CEO said that a scheme of delegation would come to the October Council but in the interim it was for Council to approve the consultation and continuance to amend the staffing structure. Council approved.</p>	
18.	<p>BUSINESS COMMITTEE MINUTE 5TH AUGUST 2013 Rev Dr Richard Frazer Chair of the Business Committee spoke to the minutes and drew Council's attention to the number of actions for the Chief Executive and said that Council needed to ensure that the Senior Management Team were not overloaded with additional work.</p> <p>He highlighted a number of items in the minute:-</p> <ul style="list-style-type: none"> • Part of the review would be to change the nature and constitution of the business committee • Item 6.1 - in a response to a request for clarification he said, CrossReach needed to find ways to turn deficit services round and make savings before approaching the church for assistance - this was what was termed as 'clearing its feet' • Item 9 - encouraging report from Allan Logan the new Director for Services to Older People on issues such as - working with the church and congregations, the expansion of the Heart for Art project and the work of the dementia development officer and the collaborative working with Alzheimer's Scotland <p>Rev Hugh Stewart suggested that a second dementia development officer should be employed. The CEO did say that a list of priority options for 2014</p>	

	would be produced which would include this post. CEO also advised that he and Allan Logan would be meeting Iain Whyte in September regarding the Golden Age project.	CEO
19.	<p>QUALITY and STANDARDS COMMITTEE MINUTE 23RD JULY 2013</p> <p>Stuart Lynch Chair of the Quality and Standards Committee advised that attendance at the last 2 committees had been low and this was due to the committee meeting dates having been changed members being unable to make the meeting due to existing commitments. CEO drew Council's attention to item 7 of the minute on the Critical Incident Review on Threshold Scotland and said that the employee had been found guilty and had been given 300 hours community service.</p>	
20.	<p>LEGACIES Ian Wauchope Director of Finance and Resources said that the amount of legacies received up to June was £455K (more than projected) of which £11k was restricted. He advised that in the longer term it was hoped that the reliance of legacies would be reduced which would allow innovative projects to be developed but at present this was not possible due to the deficit.</p>	
21.	<p>INTERACTION WITH OTHER Groups</p> <p>Guild - Brenda Graham on holiday</p> <p>Church and Society - Adrian Bark advised that Church and Society had been tasked to look at a number of areas including:-</p> <ul style="list-style-type: none"> • How changes to benefits had impacted on the poor? <ul style="list-style-type: none"> ○ CrossReach had been asked to share 'stories' that evidenced the impact benefit changes were having on service users. Irene McGugan highlighted another group that she worked with and said that additional training was being given to volunteer telephone operators due to an increase in suicidal calls ○ Corporate management team to talk with senior managers to put in place a method of collecting any stories • Viv Dickenson suggested that the Daisy Chain project may also have some stories in relation to this issue • Irene and Calum Murray to meet with David Bradwell of Church and Society • Nuclear technology • Organ donation • Cost of funerals <p>Priority Areas (PA) Forum -Irene McGugan advised that the annual PA Forum would take place at a 2day event in October. Richard Begg was now the representative on the Rural Areas Forum as well as the PA Forum and said that both he and Irene would feed the same information into both groups. Richard also said that there was funding available through the Rural Areas Forum. Elizabeth Hay, Irene McGugan and Rev Richard Begg continue to meet regularly. The Convener advised that this was very important work to be involved with and it was important to stay involved with other areas of the Church</p> <p>Scottish Church Housing Action Clare Fleming advised that the AGM was on 4th October to which all members were invited. Rev Dr Richard Frazer advised that he was to speak at the event.</p> <p>C Fleming to send information to D Gunstone for circulation to the Council</p> <p>Council of Assembly (Co A) Convener advised that the C o A and the C of A Finance Committee meet monthly and both the Convener and CEO attend both meetings. A presentation is given quarterly along with other Councils of the Church to the C of A and it was important that Trustees were given an accurate picture of the work and financial situation of CrossReach. Ian Wauchope advised that he and the CEO had met following that last C o A Finance Committee and it was clear from that meeting that the Trustees had serious concerns about CrossReach's finances. The CEO advised that the Convener and the Finance and Resources Director would be seeking a joint</p>	<p>CMT</p> <p>I McGugan & Calum Murray</p> <p>CEO</p>

	meeting with trustees to talk through practical solutions.	
22.	CHIEF EXECUTIVE REPORT CEO spoke to his report and highlighted the service of thanksgiving held to mark the closure of Belmont Castle. He said that it had been a very moving experience with the staff advising that they had been very proud to be part of the work at Belmont Castle.	
23.	<p>SPECIAL FOCUS Viv Dickenson spoke to her paper and advised that she was 7 months in to her temporary role as Director of Children and Families Service - a pilot role to specifically develop the services and explore opportunities/synergies for integration of services where possible and to participate in a review to establish if the area should be established permanently under a single Directorate.</p> <p>Viv highlighted a number of issues :-</p> <ul style="list-style-type: none"> • Grant funding had increased slightly as a result of bringing the services together and bringing a coherent framework of potential outcomes to grant making bodies - e.g Third Sector Early Intervention Funding (TSEIF) • Temporary Head of Services was confirmed as Glenn Liddall of the Sunflower Garden and Simpson House with other posts under recruitment. • Main purpose of posts is to embed the outcome framework aligned to Getting it Right for Every Child (GIRFEC) (the Scottish Government agenda) and facilitating the children's conversation in both CrossReach and the wider Church • Evaluation outcomes day with Evaluation Support Scotland, funded by Inspiring Scotland to design a standard outcome tool in line with that used by the Daisy Chain • Work is in progress with Adult Care services to look at the through care needs of children leaving care and entering services for adults and with the Services for Older People to understand the impact of an older person's dementia on the family support network • Perth Prison Visitor Centres - bids sought to open a prison visitors centre at Polmont • Daisy Chain - CrossReach asked to co-present a session with Inspiring Scotland on measuring outcomes • Possible opportunity for CrossReach Counselling to undertake counselling work with East Lothian Council - await outcome of discussions • Good Care Inspectorate grades at the schools have been overshadowed by the poor financial situation. Occupancy down due to the change in local authority (LA) referral patterns, LAs using in - house provision more • The Mallard is at full occupancy and are moving to personalisation in 2014 <p>The Convener and Council members thanked Viv for her very positive and comprehensive report and Council agreed to the continuance of the pilot in the Children and Families Services.</p>	
24.	RESIDENTIAL SCHOOLS <i>A full report under this item is contained in a record apart</i>	
25.	<p>Legacies Policy Elizabeth Hay spoke to her legacies leaflet and advised that</p> <ul style="list-style-type: none"> • It would be part of an information pack • Used the style of the Olympic timeline and wanted to show CrossReach's heritage - over 150 years - CrossReach gave hospitals to the NHS • Leaflet will also be available on line • Council welcomed the leaflet and liked the style • Elizabeth asked to change the wording in relation to 'what kinds of gifts can you give?' as not everyone would understand the terminology used • Important that legacies are advertised in directories • Adult care to be more equally featured 	E Hay

	Council delegated authority to Income Generation to move forward with the leaflet	
26.	<p>Progress on Strategy Review Group CEO spoke to the presentation he made at the June Council and advised of the progress:-</p> <ul style="list-style-type: none"> • Target date is the October Council meeting • Balanced scorecard for each of the services looking at a number of areas not just financial. Business Committee signed this off at August meeting and CEO is in discussion with the Corporate Management Team (CMT) • Church marketing/education strategy - fund raising, advertising on buses, CrossReach week - elevating CrossReach's name and work • Scheme of Delegation to be presented and followed by a joint appraisal and review of governance structure in consultation with the Convener • Undertake a tough budget/policy options exercise - need to find £907k to balance budget for 2014 • HR Director Mari Rennie working on HR strategy paper and implications of decision on GOR • CMT working on revising the strategic plan 	CMT
27.	<p>Church Involvement To set up a Joint working group to include CEO, Head of Service Income Generation, representative from operational areas - Children and Family Services, Adult Care and Services to Older People, 2 Ministers and 2 Council members to engage with the Church at all levels and through local involvement to enable the Church to fulfil its mission and to produce a toolkit for Church's as promised at the General Assembly.</p>	Council members to advise D Gunstone
28.	<p>Any Other Competent Business Elizabeth Hay advised that CrossReach week would commence on Sunday 6th October with a service in a Church in Edinburgh at around 4 or 5 pm to which all council members would be invited to attend. She also advised Council on the draft plan for the week and that once the programme was confirmed it would be placed on CrossReach's website. The proposal was that :-</p> <p>Sunday 6th October - Edinburgh Church Service 4 - 5pm Monday 7th October - Calum Murray - Adult Services Tuesday 8th October - Viv Dickenson - Children and Families Services Wednesday 9th October - possible political event Thursday 10th October - Allan Logan Services to Older People Friday 11 October - Charis House / Bethany Exchange</p>	
29.	<p>The meeting was closed with the Grace. Next meeting 16 October 2013 in Church of Scotland Offices 121 George Street, Edinburgh</p>	

Signed:
Convener

Signed:
Chief Executive Officer
Secretary of the Council

Date:

Date:

APPENDIX I

SOCIAL CARE COUNCIL

14 August 2013

Sederunt:

Mr Adrian Bark
 Rev Richard Begg
 Dr Sally Bonnar
 Prof Tom Chadwick
 Mrs Clare Fleming
 Mrs Mary Ford
 Rev Dr Richard Frazer
 Rev David Gray
 Mr Douglas Hope
 Mr Ian Huggan
 Rev Douglas Irving
 Mr Stuart Lynch (am only)
 Mrs Irene McGugan
 Mrs Kathleen MacPherson
 Mrs Susan Pym
 Mrs Jan Raitt
 Rev Thom Riddell
 Mr Ian Russell
 Rev Ramsay Shields
 Rev Hugh Maurice Stewart
 Mr Angus Swan
 Mr Bill Usher
 Dr William Wallace
 Mr Richard McLeod Chair ACNG

Apologies:

Very Rev Sheilagh Kesting
 Mrs Martha Bogle
 Mr David Brough
 Mrs Brenda Graham
 Mrs Kay Keith
 Mrs Mary Landels
 Mr Bill Steele
 Mr Eric Young
 Mr David Reid

In Attendance:

Mr Peter Bailey	(Chief Executive Officer)
Mrs Viv Dickenson	(Director of Children & Families Services)
Mrs Mari Rennie	(Director of Human Resources & Organisational Development)
Mr Allan Logan	(Director of Services to Older People)
Mr Ian Wauchope	(Director of Finance & Resources)
Mr Calum Murray	(Director of Adult Care Services)
Mr Nick Jury	(Church of Scotland Media Unit)
Mrs Diane Gunstone	(Minute Secretary)