

NOMINATION COMMITTEE

May 2016

PROPOSED DELIVERANCE

The General Assembly:

1. Receive the Report.
2. Encourage Presbyteries, Kirk Sessions, Guilds and Ministers to consider prayerfully the skills and talents of those known to them and to nominate those who may be able to contribute towards the work of national Councils and Committees.
3. Note the Committee's initial exploration of the barriers involved for people in employment and students in becoming members of a Council or Committee. *(Section 3)*
4. Appoint Dr Sally Bonnar, Elder in Perth: North, as Convener of the Council of Assembly. *(Section 5.2)*
5. Appoint Mr Bill Steele, Elder in Alvie and Insh, as Convener of the Social Care Council. *(Section 5.3)*
6. Appoint the Rev Dr Richard Frazer, Minister of Edinburgh: Greyfriars Kirk, as Convener of the Church and Society Council. *(Section 5.4)*
7. Appoint the Rev Norman Smith, Minister of Edinburgh: Granton, as Convener of the Mission and Discipleship Council. *(Section 5.4)*
8. Make alterations to Standing Committees and Councils as set forth in the Report. *(Section 6)*

REPORT

1. Background

The remit of the Nomination Committee is to identify ministers, deacons, elders and members with particular skills and experience for serving on the Church's Councils and Committees. The names of those identified in Section 6 are recommended to the General Assembly with a view to filling all of the current vacancies. The Committee is grateful to all of those who give freely of their time and talents in this way to ensure that the decisions of the General Assembly are fulfilled and that the Church is enabled to spread the Good News.

2. Committee

2.1 There are over 400 places on national Councils and Committees. Since most people serve for a four-year period, that means there are at least 100 places to fill every

year; often, it is more, if there have been resignations or other losses in the course of the year. The Committee, therefore, needs to find over 100 people each year who have the skills, the time and the energy to give of themselves to ensure that the Church of Scotland's national activities – ministry, mission and discipleship, social care and all of the other strands of our rich and complex life in God – are overseen with wisdom, with common sense and with faith. We are grateful to God for inspiring people to offer themselves for this service. The Assembly will see later in this Report the names of those who are willing to serve from 2016 onwards; the Church owes a debt of gratitude to all of them.

2.2 The Committee circulates its invitation for nominations widely throughout the Church but we are

dependent on people responding to that invitation. We need Kirk Sessions, Presbyteries, Ministers, Guilds and individuals to consider the people they know and, if they seem to have the right attributes, to nominate them. Commissioners are invited to think about the work of the Councils and Committees of the Church as described in the General Assembly; if they know of someone who would be interested in the work and who could make a contribution, then please consider nominating them in future years. As ever, it would be a particular pleasure to receive more nominations of younger people but we would also like to hear from people in other under-represented groups. There is a film about Council and Committee membership on the Church website at: http://www.churchofscotland.org.uk/about_us/councils_committees_and_departments/committees/nomination_committee.

Congregations or Kirk Sessions may be interested in viewing this film.

3. Barriers to Involvement

3.1 The General Assembly of 2015 instructed the Committee, in partnership with the Council of Assembly and other relevant Councils or Committees, to explore the barriers involved for people in employment and students in becoming members of a Council or Committee and how these can be minimised to allow greater participation and diversity and report back to a future General Assembly. The Committee has commenced its consideration of these matters and is planning to report in more detail in 2017. The initial exploration is described below.

3.2 Meetings of the Committee identified the following barriers:

- time commitment – people are already busy
- family – responsibilities for and supporting
- geography and location – travel to and from central meeting places is time-consuming and sometimes difficult

- work culture – some employees may be unable to secure paid time off for such work and may be unable to use annual leave to any great extent. There may be some employers though who would be prepared to grant time off for such an obvious citizenship contribution.
- unfavourable perceptions – Church committee work may be seen as dull or daunting, or only for professionals or ministers.

However, there has been no formal research on the actual barriers to such involvement. Anecdotally, we know of several young people who have accepted nomination for Council or Committee membership and have then had to resign because it turned out not to be compatible with full-time employment, but we do not know whether that then acts as a deterrent to other young people. We do not know if some Council or Committee meeting practices are better than others at accommodating the needs of those in employment. Are there different needs and therefore possibly different solutions for those at various stages of their employment? The Committee feels that some solid research into such issues would benefit the General Assembly as it contemplates change.

3.3 The Committee gave some thought to the practices in the Councils and Committees themselves. It was noted that almost all Councils and Committees try to meet outside Edinburgh on at least one occasion each year and some, for example the Social Care Council and the Priority Areas Committee, regularly meet in other places. The World Mission Council and the Ecumenical Relations Committee both place high priority on involving young people in their ongoing work as well as in their committee meetings and this seems to be effective in building confidence and skill. The Council of Assembly invites two young people to its annual residential event and, in at least one case, one young person who attended this event later went on to become a Council member.

3.4 There is a strong feeling among many that the Church should make greater and more imaginative use of

information technology to permit remote participation in meetings. The Church Offices do have video-conferencing equipment, increasingly well-used, but the Committee was aware that there are models in other fields, for example in distance-learning in academia or in local government, that could be useful to the Church if funds could be found for such investment. The Committee intends to explore this with the assistance of the Council of Assembly. It should be noted, however, that many people positively enjoy the building of personal relationships and that remote meetings may make that more difficult.

3.5 The Committee recognised that some of the solutions that are sometimes suggested are not, in fact, particularly helpful. It has sometimes been suggested that meetings should be in the evenings or at weekends rather than during working days. In fact, this would increase the number of people disadvantaged. Ministers, in particular, would find it almost impossible to attend meetings on Saturdays and evenings would be challenging for many Church people, especially if they had to travel any distance; public transport is not easy in the evenings and some people may be reluctant to attend evening meetings in the winter. While overnight accommodation could be provided, that would increase costs and vastly increase the time needed for membership. Family commitments might make it difficult for younger people to attend evening and weekend meetings; it may be a consequence of societal change but many young families now prioritise time spent together. Evening and weekend meetings would, in fact, largely benefit those who already live in Edinburgh or Glasgow. It is also sometimes suggested that meetings should be held outwith the Church Offices in Edinburgh or outwith the central belt. Apart from the difficulty of arranging travel to and from more remote areas, we run the risk of increasing the Church's carbon footprint. At present, Council members from Dumfries, Jedburgh, Aberdeen and Stornoway can all manage to travel to central Edinburgh and home again within one day; that would become impossible if meetings were to be held instead at less central locations.

3.6 The Committee feels that it may also be worth considering the culture of meetings. Does the Church need such a complex governance structure and so many large meetings? Would it be better to delegate more to paid staff and/or to smaller 'executive committees'? How would we achieve a proper and safe balance between delegation and accountability? Is the amount of paperwork for meetings something that intimidates people who might have much to contribute to decision making? Could email exchanges be used for some decision-making?

3.7 The Committee will continue to investigate the matter and will report at more length in a future year.

4. Statistical Information

4.1 The Committee provides some statistical details to the Assembly as a means of highlighting and encouraging the engagement of the Church as a whole with the Nomination Committee process.

4.2 Approximately 3,000 e-mails inviting nominations were sent out to Ministers, Session Clerks, Presbytery Clerks, the National Office of the Guild, members of the Nomination Committee and Secretaries of Assembly Councils and Committees.

4.3 These letters produced a total of 182 proposed nominations, broken down as follows (with some individuals proposed for more than one committee, and some forms supported by more than one category eg Minister and Kirk Session):

- 52 nominations from 28 Ministers (compared with 39 from 26 last year and 40 from 37 in 2014), with 21 being approached;
- 9 nominations from 6 Kirk Sessions (compared with 19 from 10 last year and 22 from 22 in 2014), with 4 being approached;
- 17 nominations from 6 Presbyteries (compared with 21 from 9 last year and 31 from 10 in 2014), with 2 being approached;

- No nominations from the Guild (compared with none last year and 3 in 2014);
- 7 nominations from Nomination Committee members (compared with 13 last year and 10 in 2014), with 4 being approached;
- 102 nominations from Councils and Committees (compared with 97 last year and 78 in 2014), with 92 being approached.

4.4 A total of 127 vacancies required to be filled this year. Four nominations were put forward during the course of the January meeting, these names coming from members of the Nomination Committee and from Councils and Committees in order to fill particular gaps where specific skills and experience were required.

5. Charity Governance

5.1 The General Assembly decided in 2010 to designate the voting members of the Council of Assembly as charity trustees for the Unincorporated Councils and Committees (The Church of Scotland, Scottish Charity Number SC011353). The Nomination Committee was charged by the Assembly with implementing an open recruitment process for new Trustees. The Special Committee on the Review of Charity Governance set out the process to be followed and identified the basic skills required; a skills audit of existing trustees, conducted by the Council itself in 2010, highlighted the skills gaps which the recruitment process would attempt to fill.

5.2 As before, the Nomination Committee arranged for an advertisement to be placed in *Life and Work* and on the Church's website, seeking applications for the role of Convener and four trustee vacancies. Interviews for shortlisted candidates were held in November. The Nomination Committee provided the chairman and members of the interview panel and the Convener and Secretary of the Council of Assembly attended as observers. The Committee wishes to draw the Assembly's attention to the nomination of Dr Sally Bonnar, elder in Perth: North and current Convener of the Social Care Council, as Convener of the Council of Assembly. The

nominations for four new members are contained within Section 6 along with a proposed reappointment. The Nomination Committee wishes to thank the applicants who so willingly submitted themselves to a rigorous recruitment exercise.

5.3 The Committee noted that Dr Bonnar's nomination as Convener of the Council of Assembly would bring about a vacancy for a Convener of the Social Care Council, Dr Bonnar having served in that role for three out of a four year term. The Committee is grateful to the Social Care Council for taking forward a robust and transparent process to identify nominations for a Convener at short notice. The Committee wishes to draw the Assembly's attention to the nomination of Mr Bill Steele, elder in Alvie and Insh, as Convener of the Social Care Council. The Convener of the Social Care Council becomes a member of the Council of Assembly and a charity trustee for the Unincorporated Councils and Committees.

5.4 The Committee also noted that the Conveners of the Church and Society Council and the Mission and Discipleship Council were due to retire this year and that their successors would become members of the Council of Assembly and charity trustees for the Unincorporated Councils and Committees. It therefore engaged with those Councils to ensure that their processes for identifying nominations for a Convener were robust and transparent and that due account was taken of the skills and qualities needed for charity trusteeship as well as for convening a major body. The Committee wishes to draw the Assembly's attention to the nomination of the Rev Dr Richard Frazer, minister of Edinburgh: Greyfriars Kirk, as Convener of the Church and Society Council; and to the nomination of the Rev Norman Smith, minister of Edinburgh: Granton, as Convener of the Mission and Discipleship Council.

5.5 The Committee is pleased to commend Dr Bonnar, Dr Frazer, Mr Smith and Mr Steele to the Assembly and to thank them for the readiness with which they have

accepted nomination to these most challenging roles within the Church.

6. Nominations for Appointment to Councils and Committees

6.1 The Committee wishes to nominate the Rev Derek Pope for a further one-year term as one of the Vice-Conveners of the Ministries Council. Mr Pope has already completed a three-year term as Vice-Convener and has served the further one-year term permitted by Standing Order 121 in the light of the exceptional circumstances which made that extension desirable and to which the Assembly of 2015 consented. The Priority Areas team in Ministries Council lost its Secretary in 2015 with the move to another post of the Rev Dr Martin Johnstone. Ministries decided to take time to review the post but have now decided to fill it; it is expected that the new appointment will be made in March 2016. If Mr Pope retires as Vice-Convener, it would mean this vital area of the Church's work would be led by two new appointees, one as Vice-Convener and one as Secretary; the departure of Council Secretary, the Rev Dr Martin Scott, to another post in May 2016 would compound that particular problem and leave very little continuity in Priority Areas. If the extension is agreed, the Convener and members of Ministries Council will identify and train a successor who could be nominated to succeed Mr Pope in May 2017; the request that is now made of the Assembly is therefore for a single – and last – year for Mr Pope as Vice-Convener. His reappointment could only be made if the General Assembly agrees to suspend Standing Order 121 and it is expected that the Business Convener will arrange for that question to be put to the Assembly at an appropriate point in the proceedings.

6.2 The Committee recommends the following appointments:

Appeals Committee of the Commission of Assembly

Vice-Convener Retiring Peter Graham

Vice-Convener Appointed Alan Hamilton (Bearsden: Killermont)

Philip Brodie, Carole Hope, *Conveners*
Alan Hamilton, Helen Jamieson, *Vice-Conveners*

Arbitration Panel

Minister Retiring Elizabeth Smith

Minister Appointed Fiona Wilson (Dalbeattie and Kirkgunzeon l/w Urr)

Member Appointed Dorothy Getliffe DCS (Glasgow: Eastwood)

Assembly Arrangements Committee

Minister Retiring Joanne Hood

Minister Resigned Scott Brown

Ministers Appointed Jennifer Macrae (Haddington: St Mary's), James Stewart (Perth: Letham St Mark's) (2 yrs)

Members Retiring Ella Gill, David Nicholson DCS

Member Resigned Robin Arnott

Members Appointed Ella Gill* (Dunrobin l/w Glencoe: St Munda's), Brian Porteous (Cupar: Old and St Michael of Tarvit), Susan Pym (London: St Columba's)

Derek Browning, *Convener*
Judith Pearson, *Vice-Convener*

Audit Committee

Member Appointed Allan Munn (Glasgow: Shettleston New) *subject to the General Assembly increasing the Committee's membership*

Grant Macrae, *Convener*

Central Services Committee*Convener Retiring* Bill Steele*Convener Appointed* David Brackenridge (Peebles: St Andrew's Leckie)*Vice-Convener Appointed* Mary Sweetland (Alexandria)*Member Appointed* Iain Macleod (Stornoway: Martin's Memorial)David Brackenridge, *Convener*
Mary Sweetland, *Vice-Convener***Chaplains to HM Forces Committee***Minister Retiring* Philip Majcher*Members Retiring* Rosemary Hoskins, Ronald Proctor*Members Resigned* David Anderson, Catherine Latimer*Member Appointed* Rosemary Hoskins* (Falkirk: Trinity)Gordon Craig, *Convener*
John Murdoch, *Vice-Convener***Church Art and Architecture Committee***Convener Retiring* Graeme Roberts*Convener Appointed* William Hogg (Sanquhar: St Bride's)*Vice-Convener Retiring* David Logan*Vice-Convener Appointed* James Alexander (Inverness: Old High St Stephen's)*Minister Retiring* Allan McCafferty*Ministers Appointed* David Logan* (Jersey: St Columba's) (3 yrs), Allan McCafferty* (St Andrews: Hope Park and Martyrs' I/w Strathkinness)*Members Retiring* Alasdair Donaldson, Paul Goode, Caroline Lewis, Gordon McFarlane*Member Resigned* Ian Robb*Members Appointed* Alasdair Donaldson* (Prestwick: St Nicholas'), Sheila Garson (Shapinsay), Paul Goode* (Earlston), Yvonne Grant (Dundee: Coldside), Gordon McFarlane* (Kinross), Alice Merrilees (Aberdeen: Kirk of St Nicholas Uniting) (1 yr)William Hogg, *Convener*
James Alexander, *Vice-Convener***Church and Society Council***Convener Retiring* Sally Foster-Fulton*Convener Appointed* Richard Frazer (Edinburgh: Greyfriars Kirk)*Vice-Conveners Appointed* Pauline Edmiston (Clydebank: Abbotsford) *subject to the General Assembly agreeing to there being two Vice-Conveners for this Council*; Wendy Young (Glasgow: Kelvinside Hillhead)*Ministers Retiring* Shuna Dicks, Sigrid Marten*Minister Resigned* Matthew Ross*Ministers Appointed* Nelu Balaj (Arbroath: Knox's I/w Arbroath: St Vigeans), Elijah Smith (Glasgow: Queen's Park Govanhill)*Members Retiring* Kathleen Aspinwall, Finlay Buchanan, Anne Goodall, Catriona Ross, Sheena Wurthmann*Members Appointed* Finlay Buchanan* (Edinburgh: Carrick Knowe), Caroline Cowan (Edinburgh: Canongate), Jean Forrester (Glasgow: Possilpark), John Herd (Kilmarnock: St Kentigern's), Barry Watson (Glasgow: Castlemilk)Richard Frazer, *Convener*
Pauline Edmiston, Wendy Young, *Vice-Conveners***Council of Assembly***Convener Retiring* Grant Barclay*Convener Appointed* Sally Bonnar (Perth: North)*Ministers Retiring* Fiona Mathieson, Alexander Millar*Ministers Appointed* Andrew McGowan (Inverness: East), John McPake (East Kilbride: Mossneuk), Alan Sorensen (Greenock: Wellpark Mid Kirk)*Members Retiring* Isobel Hunter, Andrew Kimmitt, Murdo Macmillan*Members Appointed* Hilary Cameron (Inverkip), Isobel Hunter* (Skirling)Sally Bonnar, *Convener*
Catherine Coull, *Vice-Convener*

Ecumenical Relations Committee

Vice-Convener Retiring Peter Donald
Vice-Convener Appointed Calum MacLeod (Edinburgh: High (St Giles'))
Member Resigned Angus Swan
Members Appointed Liam Fraser (Edinburgh: Mayfield Salisbury) *subject to the General Assembly increasing the Committee's membership*; David Nicholson DCS (Cumbernauld: Kildrum)

Alison McDonald, *Convener*
 Calum MacLeod, *Vice-Convener*

Iona Community Board

Member Retiring Morag Michael
Member Appointed Morag Michael* (Kirkcaldy: Abbotshall)

Alan Kimmitt, *Convener*

Judicial Commission

Ministers Retiring Robert Anderson, Fiona Douglas, Malcolm Rooney
Ministers Appointed Grant Barclay (Kilmarnock: St Kentigern's), John Christie (Helensburgh: St Andrew's Kirk member), Janet Foggie (Dundee: St Andrew's), Robin Hill (Gladsmuir l/w Longniddry)
Elders Retiring Bruce Anderson, Jean Broadwood, Stuart Dey, Stuart Gardiner, Andrew Hodge, Robert Hynd
Elders Appointed David Alexander (Uddingston: Viewpark), William Imlay (Newport-on-Tay), Colin Mackenzie (Stornoway: Martin's Memorial), Hugh Millar (Rutherglen: Old), Leslie Moffat (Udny and Pitmedden), Sam Scobie (Stranraer: High Kirk)

Robert Brodie, Morag Mylne, *Conveners*
 David Lunan, Colin Renwick, *Vice-Conveners*

Judicial Proceedings Panel

Ministers Retiring Hugh Conkey, Alan Garrity, Jane Howitt, Sheila Kirk, John McPake, Fraser Penny, Alan Reid
Ministers Appointed Ann Inglis (Edinburgh: Queensferry member), Hugh Conkey* (Newtonhill), Alan Garrity* (Dunlop member), Jane Howitt* (Edinburgh: St Catherine's Argyle Locum), Peter McEnhill (Kilmacoll: Old), Ian McLean (Montrose: Old and St Andrew's), John McPake* (East Kilbride: Mossneuk), Fraser Penny* (Dunkeld), Alan Reid* (Kinross), Fiona Smith (Inverness: Ness Bank)
Elders Retiring Alexander Bolland, Robert Hynd, Helen McLeod, Aileen Nimmo, William Windram
Elders Appointed Hazel Hastie (Edinburgh: Morningside United), Robert Hynd* (Glasgow: Hyndland), Helen McLeod* (Forfar: St Margaret's), Aileen Nimmo* (Edinburgh: Mayfield Salisbury), William Windram* (Bowden and Melrose)

Legal Questions Committee

Ministers Appointed Alexander Forsyth (Kirkintilloch: St David's Memorial Park member), Elspeth McKay (Echt l/w Midmar)
Members Retiring Christopher Dunn, Robin Stimpson
Member Appointed Robin Stimpson* (Edinburgh: Morningside)

George Cowie, *Convener*
 Alistair May, *Vice-Convener*

Life and Work Advisory Group

Ministers Retiring Sheilagh Kesting, Anne Paton
Ministers Appointed Marion Dodd (Oxnam Locum), Anne Paton* (East Kilbride: Old)

John Ferguson, *Convener*

Ministries Appeal Panel

Convener Retiring Bruce McNicol
Convener Appointed David Arnott (Peebles: Old member)
Vice-Convener Reappointed Carole Hope* (Edinburgh: High (St Giles')) (1yr)
Minister Retiring Jennifer Macrae
Ministers Appointed Robert Allan (Falkirk: Trinity), Sheila Kirk (Deer)
Member Retiring Robin Stimpson
Member Appointed Robin Stimpson* (Edinburgh: Morningside)

David Arnott, *Convener*
 Carole Hope, *Vice-Convener*

Ministries Council

Vice-Convener Reappointed Derek Pope* (1 yr) *subject to the General Assembly suspending Standing Order 121.*
Ministers Retiring Rolf Billes, Jane Howitt, Robert Mallinson, Graham Nash, Julie Woods, John Young
Minister Resigned Kenneth Borthwick
Ministers Appointed Rolf Billes* (Edinburgh: Colinton), Mike Goss (Barry I/w Carnoustie), Dorothy Granger (Ardrossan and Saltcoats: Kirkgate), Jane Howitt* (Edinburgh: St Catherine's Argyle Locum), Hilary McDougall (Cambuslang), Thomas MacNeil (Stornoway: Martin's Memorial), Robert Mallinson* (Dundee: Menzieshill)
Members Retiring Mary Cartwright, Alan Naylor
Members Appointed Iain Macleod (Stornoway: Martin's Memorial), Alan Naylor* (Penicuik: North), Brian Porteous (Cupar: Old and St Michael of Tarvit)

Neil Glover, *Convener*
 Colin Brough, John Dent, Marjory MacLean, Derek Pope,
Vice-Conveners

Mission and Discipleship Council

Convener Retiring Colin Sinclair
Convener Appointed Norman Smith (Edinburgh: Granton)
Vice-Convener Appointed Martin Fair (Arbroath: St Andrew's)
Ministers Retiring Mandy Hickman, Kenneth Mackenzie, John Paterson, James Robertson
Ministers Appointed Mandy Hickman* (West Kilbride), Hayley O'Connor (Edinburgh: Fairmilehead), John Paterson* (Lugar I/w Old Cumnock Old), MaryAnn Rennie (Dunfermline: Abbey)
Members Retiring Lynne McEwen, Darren Philip, Alastair Stark
Member Resigned Fiona Marks
Members Appointed Paul Cathcart DCS (Glasgow: Govan and Linthouse), Stefanie Fowler (Aberdeen: St Columba's Bridge of Don), Lynne McEwen* (Strathbrock), Matthew McKenzie (Glasgow: Ruchill Kelvinside), Scott Paget (Lanark: Greyfriars), Mary Ritchie (Kilmarnock: St Andrew's and St Marnock's) (2yrs) *subject to the General Assembly adjusting the Committee's membership*

Norman Smith, *Convener*
 Daniel Carmichael, Martin Fair, Jamie Milliken,
Vice-Conveners

Nomination Committee

Ministers Retiring Catherine Beattie, Richard Houston, John Urquhart
Ministers Appointed Peter Gardner (Glasgow: Renfield St Stephen's), Stephen MacDonald (Dingwall: Castle Street)
Member Retiring Sheila MacLeod
Member Appointed Patricia McEwan (Linlithgow: St Ninian's Craigmalen)

Kenneth Stott, *Convener*
 Ann Lyall DCS, *Vice-Convener*

Panel on Review and Reform

Minister Retiring David Rankin
Minister Appointed Ian McEwan (Bearsden Baljaffray)
Members Retiring Marshall Halliday, Nicola Whyte
Members Appointed Marshall Halliday* (Mearns Coastal),
 Lyndsay Kennedy (Edinburgh: Greenbank)

Graham Duffin, *Convener*
 David Cameron, *Vice-Convener*

Personnel Appeal Panel

Minister Retiring Alan Dunnett
Minister Appointed John Cowie (Edinburgh: Stockbridge)
Member Retiring Maureen Stitt
Member Appointed William Imlay (Newport-on-Tay)

Safeguarding Committee

Member Retiring Joy Gillies
Member Appointed Janet Allan (Edinburgh: Greenbank)

Karen Campbell, *Convener*
 Sheila Ritchie, *Vice-Convener*

Social Care Council

Convener Retiring Sally Bonnar
Convener Appointed Bill Steele (Alvie and Insh)
Minister Retiring Thomas Riddell
Ministers Appointed Thomas Riddell* (Linlithgow: St Michael's), David Sutherland (Dumfries: Maxwelltown West), Erica Wishart (Tranent)
Members Retiring Thomas Chadwick, Clare Fleming, Douglas Hope, Irene McGugan, Ian Russell
Members Appointed Heather Dickson (Glasgow: Hyndland), Douglas Hope* (Bishopton), Irene McGugan* (Dunnichen, Letham and Kirkden), David Nicholson DCS (Cumbernauld: Kildrum)

Bill Steele, *Convener*
 Richard Begg, Hugh Stewart, *Vice-Conveners*

Theological Forum

Vice-Convener Retiring Frances Henderson
Vice-Convener Appointed Donald MacEwan (Chaplain, St Andrews University)
Ministers Retiring David Fergusson, Doug Gay
Minister Appointed Ian McDonald (Airdrie: High I/w Caldercruix Longriggend)
Members Retiring Lindsay Sawyer
Members Appointed Sarah Lane Ritchie (Edinburgh: Greyfriars Kirk), Lindsay Sawyer* (Edinburgh: High (St Giles'), Scott Spurlock (Edinburgh: Morningside United)

Iain Torrance, *Convener*
 Donald MacEwan, *Vice-Convener*

World Mission Council

Ministers Retiring Elisabeth Cranfield, Joanne Evans-Boiten, Sandor Fazakas
Minister Resigned Dougal Edwards
Ministers Appointed Pamela Gordon (Barrhead Bourock), Gordon Strang (Cromdale and Advie I/w Dulnain Bridge I/w Grantown on Spey)
Members Retiring Lesley Balaj, John McArthur, Fraser Simm
Members Appointed Tom Burnham (Earlston), Peter Chirnside (Bargeddie), David Frame (Pitlochry), Ian Macaulay (Auchtermuchty) (2 yrs), John McCulloch (Lochgoilhead and Kilmorich)

Iain Cunningham, *Convener*
 Susan Brown, Valerie Brown, *Vice-Conveners*

* denotes second term

In the name of the Committee

KENNETH STOTT, *Convener*
 ANN LYALL DCS, *Vice-Convener*
 PAULINE WEIBYE, *Secretary*