

## SUPPLEMENTARY REPORT OF THE ASSEMBLY TRUSTEES MAY 2022

### Proposed Deliverance

#### The General Assembly:

1. Receive the Supplementary Report.
2. Receive the 2021 Report and Accounts of the Church of Scotland Unincorporated Entities.
3. Note the budget for 2023 and the indicative budgets for 2024 to 2027. **(Section 2 and Appendices 1 and 2)**
4. Approve the arrangements proposed in respect of the Pioneer Mission Fund. **(Section 5)**
5. Repeal the Growth Fund Regulations (Regulations I 2019) and pass the Seeds for Growth Fund Regulations set out in **Appendix 3**.
6. Discharge with thanks the members of the Seeds for Change Committee.

### Report

#### 1. FINANCE

##### 1.1 AUDIT OF ANNUAL ACCOUNTS FOR 2021

The external auditors gave an unqualified or “clean” audit opinion on the Report and Accounts of the Unincorporated Entities Scottish Charity Number 011353 (the “Charity”) which is a very positive outcome given the current operating environment. The General Assembly is invited to receive the 2021 Report and Accounts of the Unincorporated Entities. Commissioners are invited to view the Report and Accounts on the Church’s website.

#### 2. CONGREGATIONAL INCOME

##### Introduction

Section 5 of the Trustees’ main Report describes the challenging financial situation facing the whole Church. The income of congregations has understandably been affected to varying degrees by the Covid-19 Pandemic. The analysis carried out indicates, with a high level of certainty, that the aggregate income of congregations will not recover to pre-Pandemic levels during 2022 or 2023. Beyond that, it is very difficult to forecast the potential levels of income for the following reasons:

- The continuing Covid-19 Pandemic: The number of church members who return to in-person worship; the timing and extent to which “normal activities” are resumed; when and if organisations return to meeting in church halls; and whether there has been a permanent effect on giving.
- The continued decline in church membership: A 34% reduction was seen between 2011 and 2021 with no indication of this trend reversing from 2021 congregational data.
- Presbytery Mission Plans: Previous data tells us that income reduces when congregations unite and dissolve. It is highly likely that income will reduce as more congregations are united or dissolved as a result of Presbytery Mission Plans. We cannot forecast the results of this until the planning process is complete and plans are available for assessment.
- Global and economic uncertainty: Congregational income has not kept up with inflation even during the years when inflation was at very low levels. Church members and supporters will now be adversely affected by the increasing cost of living, putting pressure on their ability to maintain their giving at a time when church income needs to increase just to keep pace with rising costs.

Whilst further mitigating actions will be required, it is highly unlikely that income will recover to the 2019 level.

Notwithstanding the above, the Church still has almost 284,000 members as well as a significant number of other attenders and supporters, and almost a third of congregations report new worshipping communities. These members and supporters contribute to their own congregations, to projects of the wider Church and to special appeals for help, showing a level of commitment and compassion that embodies what it means to be church. The Trustees continue to be encouraged by these tangible expressions of faith. By way of an example, as at 31 March 2022, donations of £230,000 had been received for onward transmission to the Reformed Church in Hungary: Aid which will be directed to its work with Ukrainian refugees arriving in Budapest.

There remains considerable potential to grow our income as a Church and the Trustees encourage congregations to embrace the new *Giving to Grow* scheme to realise this potential.

##### 2.1. Mitigating the Risk of Declining Income

Should this potential decline in income simply be accepted or is there something that can be done to prevent it? How can this risk be mitigated? Opportunities remain for the development and implementation of strategic initiatives on income generation at local, national and Presbytery levels. Presbytery Mission Planning takes account of the financial health of congregations and builds on success. This can also be progressed by individual congregations by engaging in programmes of Christian Stewardship, by engagement with the Congregational Task Group and by recognising that, as a Presbyterian Church, congregations blessed with financial resources have an obligation to support congregations who are not.

Our Stewardship Team can advise on many practical matters such as how to explore Christian stewardship in its broadest sense using the *Narrative of Generosity* resource; enabling giving through a range of accessible ways including digital methods; promoting the impact of legacy giving; and helping congregations get the basics right to maximise income. The Team can be contacted at [stewardship@churchofscotland.org.uk](mailto:stewardship@churchofscotland.org.uk). We would encourage you to get in touch for a conversation; that first step can be a catalyst for helping your congregation improve its sustainability.

We urge congregations and Presbyteries to embrace the new *Giving to Grow* Scheme. Income needs to grow as one of the elements that will help underpin the overall sustainability and growth of the Church. This is a stewardship and missional imperative. Income is not an end in itself.

People are our most valuable resource and this is reflected in the new Scheme which recognises that charges should first pay for their minister ("Ministry Here"). They should also, as part of a Presbyterian Church, contribute to the cost of ministry in other places ("Ministry Elsewhere") and to the activities which provide support for the Church's mission as well as ensuring it complies with statutory regulations, safeguarding functions and best practices ("Shared Activities"). The Scheme thereby encourages congregations to envisage how their efforts can work towards a healthy financial future for their own church, for congregations in other places and for shared work within their Presbytery and beyond.

Where a congregation is in a position to do more, the Scheme allows for Giving Agreements between Presbyteries and congregations towards local or national initiatives and we commend the imaginative use of these.

We have also seen how congregations have benefited from successful grant applications to external funds and would highlight that grants received are not included in the income base for calculating assessable income of congregations. The Church's grants manager, David Williams, is working to support the grants process from identification of opportunities through to supporting the submission process. Email David at [grants@churchofscotland.org.uk](mailto:grants@churchofscotland.org.uk).

## 2.2. Analysis of Congregational Income

Appendix I sets out the actual and projected congregational income over the years 2019 to 2023. It should be noted that the congregational income on Appendix I excludes income which is not assessable – such as legacies, grants, receipts for major fabric projects, etc, which are assumed to be used exclusively to meet local congregational expenditure. It also does not include endowment, glebe and consolidated fabric fund income.

The Trustees' main Report states that congregational income decreased by 15%, £12.4 million, between 2019 (pre Covid-19) and 2020. The analysis in Appendix 1 shows a total decrease of 17.7%, £15.4 million. This difference is because the 'Other Ordinary Income' figure in Appendix I excludes income from the Consolidated Fabric Fund and glebes and endowments. In terms of offerings specifically, there was a decrease of 13.1% over 2019 and 2020.

Provisional assessment of 2021 income, based on a 65% return rate of Financial Statistics from congregations, shows that ordinary income increased by 1.3%. Looking at offerings in isolation, an increase of 1.9% is estimated for 2021 compared to 2020. Total offerings based on these returns are estimated at £64.32 million compared to £71.06 million in 2019 which was the last pre-Pandemic year. However, other ordinary income *decreased* by a further 3.3% over 2020. Other ordinary income is more difficult to predict than offerings which have proven to be more resilient and make up the majority of income. The estimates will be further refined when all congregational accounts have been received and analysed. However, the data indicates that any recovery is very tentative and no firm conclusions can be drawn on future trends at this point.

Projections have been made for 2022 and 2023. These assume that offerings continue to be relatively flat from 2021 to 2022 with more recovery in 2023 (an increase of 5.5%). We also assume a continued recovery of other ordinary income in 2022 and 2023.

Based on these estimates, the amount retained by congregations for local expenditure in 2023 will be an estimated 52% (2022 – 44%).

## 2.3. Analysis of Congregational Reserves

Congregations' accounts as at 2020 have been analysed to establish how much their unrestricted reserves have been affected by the Pandemic. The results show that unrestricted reserves decreased by 3.6% from £117.33 million to £113.30 million when comparing 2019 to 2020. The 2021 position will not be known until the 2021 accounts have been analysed later in the year.

The Trustees' decision to reduce the aggregate congregational contributions from £46.5 million in 2020 to £38.1 million in 2021 and £42 million in 2022 was intended to allow congregations to both protect current reserves and replenish some of the reserves they had used to maintain their activities.

## 2.4. Presbytery Discretionary Allowance

The unused proportion of the 5% Presbytery Discretionary Allowance will remain available for carry forward up until December 2023.

## 2.5. National Budget

The 2021 General Assembly approved the introduction of the new *Giving to Grow* scheme which replaces the Ministries and Mission scheme. Therefore, instead of recommending an amount of congregational contributions to the General Assembly, the Assembly Trustees present in Appendix II estimates of congregational contributions receivable under *Giving to Grow* together with the budgeted expenditure and other income of the Unincorporated Entities for the year 2023, and forward budgets for 2024-2027. The budgeted deficit for 2023 is £8.717 million.

## 2.6. National Budget – Overview

The budget reflects the significant amount of change the Church is going through over the next five years, which is worth restating: Presbytery Mission Plans, the *Giving to Grow* Scheme and funding of the new Presbyteries. Congregational contributions to the national budget will reduce, as will the cost of Parish Ministry, driven by reducing numbers. The cost of funding the new Presbyteries is included as a new area that requires funding with an initial agreement to cover the baseline budget over the next five years. The budget currently maintains the status quo in terms of national office operating costs following the reductions successfully achieved over 2020 and 2021. Plans are being developed to further reduce central costs through a programme that will be focused on "Stopping, Devolving and

Evolving" work. Future iterations of the budget will propose a different direction in this respect with reducing national office costs.

In order to fund and achieve the necessary changes that have been identified, the draw on national reserves, totalling £39.2 million over the period 2023 to 2027, is necessary in the most immediate years at least. This is despite having achieved the substantial savings targeted by the 2019 GA, which emphasises the further degradation in the Church's financial position over the last two Pandemic years. This needs to be addressed as a matter of urgency by the national administration embarking on the following three-step process for determining and mapping out the organisation's short and long-term financial goals in support of the Church of Scotland's vision:

- Planning to provide a framework for the Church's financial objectives – covering the next five years.
- Budgeting to detail how the plan will be carried out month to month for the current financial year (2022) covering items such as revenue, expenses, cash flow and deficit reduction. Monitoring our situation on a monthly basis will allow us to adjust the budget depending on actual income and compare actual financial statements to determine how close they are to meeting or exceeding the budget.
- Forecasting will utilise both our historical data and current data to enable predictions as to how much revenue we can expect to bring in over the next few months and years. Forecasts will be continually adjusted as new information becomes available.

Continual planning and rolling forecasts will be used to update plans, budgets and forecasts throughout the year. These approaches will help us to spot trends and take appropriate action, ensuring that we are better informed and can make more agile decisions on both forward plans and staffing levels.

### 2.7. Budgeted Congregational Contributions

We have carried out extensive financial modelling on the potential income to be raised through *Giving to Grow* although, as already mentioned, until we have had sight of all Presbytery Mission Plans we cannot forecast the financial impact of the Presbytery Mission Planning Act on congregational income.

Congregational contributions for 2023 will be based on the assessable congregational income for 2021, which we cannot accurately estimate until accounts have been analysed later in 2022. Therefore, the approach taken to estimate assessable income has been to apply an increase of 2% to the 2020 assessed congregational income from congregational accounts which is the most accurate information at this time. This has been tested against the returns of congregational financial statistics returns for 2021. It is judged that 2% is a realistic amount to use for 2023, the base year for the new Scheme. As already mentioned, Appendix I shows a slightly lower rate of improvement but does not include endowment, glebe or consolidated fabric fund income.

*Giving to Grow* links income to the cost of ministries and caps the contributions payable by a Charge at the cost of the Charge's allocated post or posts of Minister of Word and Sacrament. For this reason, *Giving to Grow* contributions in later years are reduced in line with the predicted number of minister posts. Unlike the previous system, the intention is that as congregational income grows, the contributions will not continue to rise. On this basis, the aggregate congregational contributions to the national budget would decrease from £42 million in 2022 to £32.21 million by 2027. It must be emphasised that these are estimates which will be continually reviewed. The risks to congregational income outlined in the introduction and the impact on these contributions should not be underestimated.

### 2.8. Parish Ministry Costs

The observed reduction in the cost of Parish Ministry is a result of increasing retirements of ministers due to the age demographic which has not been matched by a corresponding recruitment of new ministers. The Presbytery Mission Plan Act requires a Plan to be based on the Presbytery's allocation of ministries posts. The total number of such posts for the Church was agreed by the General Assembly of 2021 under the Report of the Assembly Trustees which reflected both the natural decline in numbers of ministers and future affordability. This number was then shared across the Presbyteries under the Report of the Faith Nurture Forum. However, from the budgets outlined in Appendix II, it can be seen that what the Church can afford will continue to diminish unless urgent action is taken. We are continually reviewing the ministry numbers but they are difficult to forecast. The number of Parish Ministers and Ministries Development staff included in the budget decreases from 731 full time equivalents at the end of 2022 to 610 by the end of 2027. Provision is made in the budget for interim and transition ministers, probationers, deaf ministries and ministers in training from overseas or other denominations. The total cost of these Parish Ministries will decrease by £6.1 million in 2023 from £35.8 million to £29.7 million in 2027.

### 2.9. Strategic Investment

The forward plan requires up-front investment to enable the identified changes and efficiencies to be implemented. Old and out-dated practices need to be modernised, streamlined and automated. The Church as a whole and the national administration, to which this budget relates, should not be holding under-performing assets including properties.

There needs to be investment in some property assets to maintain their value, meet energy standards and improve income. Properties which are surplus to requirements should be disposed of. CrossReach will expend some £500,000 on improving particular service units to enhance its service provision and income and to improve energy standards, and the Housing and Loan Fund will spend c£1 million on its property improvement strategy.

There will be investment in Information and Communications Technology development projects. This will include introduction of a comprehensive document management system that will provide a controlled, accessible and secure single source of all of our information. Seed funding is being provided for projects to develop digital ministries and new congregational initiatives are being supported through grants from the Small Grants Fund and Pioneer Mission Fund.

Perhaps the most significant strategic investment will be the funding being provided to enable the start-up of the new Presbyteries and the transition from the Ministries and Mission Scheme to *Giving to Grow*. £1.44 million per

annum is budgeted for the new Presbyteries and £638,000 (reducing over three years) for transition funding for those congregations who will struggle initially to pay the increased payments towards a Minister under the new scheme.

A specific contingency of £1.478 million is included under Strategic Investment to provide for cost of living increases on salaries and stipends and any short-term changes in the staff cost profile following the pay and grading and organisational reviews.

These strategic investments will cost some £5.5 million overall in 2023.

Exclusions from the strategic investments are the costs of the *Seeds for Growth Fund* which will be incorporated when the plan is developed and agreed for launch in January 2023. Likewise, there are no costs included for any reconfiguration or sale of the National Office until a decision has been made on this by the General Assembly of 2023.

## 2.10. Budgets of the Forums and Departments

The 2023 budgets of the Forums and Departments will largely be held at the level of 2022 subject to reducing ministerial numbers. For subsequent years, the indicative budgets show minimal change until such time as planning to provide a framework for the Church's financial objectives is developed covering the next five years. The budgets will be adjusted on a continual basis.

Budgeting for the national finances is now focused on expenditure, with managers being accountable for achieving these expenditure budgets. The work of the two Forums is being refocused into the Faith Action Programme which is under development. However, expenditure will be contained within the existing parameters.

Faith Nurture's expenditure budget of £4.4 million covers all costs relating to Parish Ministry other than the direct "employment" costs of Parish Ministries. Other Forum costs include the cost of recruiting, training and supporting ministries and the eldership; Partnership Development and Priority Areas. The Forum is also responsible for two trading areas: Life and Work magazine and the Scottish Storytelling Centre.

Faith Impact's budget of £1.9 million includes an annual block grant of £85,000 to Christian Aid. The Forum, through the residual World Mission Council as the employing agency, employs nine mission partners and provides grant funding to support its programme of attentive accompaniment of partner churches and organisations overseas. The budget also includes expenditure of the Policy and Public Affairs unit which gives the Church a voice on parliamentary and political developments.

The indicative budget shown in Appendix I does not include the work of the Church of Scotland entities in Israel which are not constituent parts of the Charity. However, the results of all of these entities are included each year in the Church's consolidated ("Group") Annual Accounts.

The Office of the General Assembly budget is also held constant at just over £1.2 million per annum. However, this will be kept under continual review and is likely to reduce as reforms are introduced.

The Support and Services departments' costs are shown before income from other entities. These departments provide services not only to the Unincorporated Entities, but to the General Trustees, Investors Trust, Church of Scotland Trust, Presbyteries and congregations. Again, these are being held constant until organisational plans have been developed. The Facilities Management budget includes, as in 2022, costs of essential fabric and rolling maintenance in the National Office.

## 2.11. CrossReach

CrossReach's deficits will range from £2.4 million in 2023 to £1.89 in 2027, including the annual £500,000 property investment detailed above. This is *before* allocating any congregational contributions or other financial assistance which the Trustees will decide upon later in 2022.

The budget does not include the cost of CrossReach becoming a full Scottish Living Wage employer but does include the estimated unfunded element of front-line care workers' increases as agreed by the Assembly Trustees. It is assumed that there will be continued progress towards a Social Care Scottish Living Wage of £12 an hour, with Operational Services having to assimilate the cost annually, after a period of discussion with commissioners.

While Covid-19 continues to present particularly difficult challenges within the care sector generally and to CrossReach, the assumption for the budget is one of a "living with Covid-19" situation with no exceptional costs included for this.

Services will continue to take appropriate steps towards financial sustainability but otherwise the budget at this point does not allow for any change in strategic direction or closures of services.

During 2022/23, the Trustees will take up once again the instruction of the 2019 Special Commission to consider how CrossReach may become financially self-sustainable.

## 2.12. Other Funds

These are other entities and trusts which are included in the Charity, most significantly the Housing and Loan Fund but also including New College. This is the first year the Other Funds have been included in the budget presented to the Assembly for completeness. These are included in our statutory accounts as part of the Charity and in our monthly reporting. As already mentioned, the Housing and Loan Fund Trustees are undertaking a property improvement programme to ensure:

- a) that all of their properties are at Energy Performance Certificate Level C by 2028, moving them towards the Church's net zero aspirations; and
- b) a more proactive spending regime on their properties for the benefit of the beneficiaries and as a sensible investment in the property portfolio.

The Other Funds have a budgeted net expenditure of £523,000 in 2023.

### 3. SYSTEMS OF INTERNAL CONTROL

#### 3.1 Role of the Audit Committee and Internal Audit

The Trustees are responsible for maintaining adequate systems of internal control. The Audit Committee's remit includes responsibility for reviewing the adequacy and effectiveness of the internal financial controls. This function is delivered by Azets as the appointed Internal Auditors alongside the work of the Church's own Audit and Compliance Officer. Azets produce an annual programme of work in consultation with the Committee, Chief Officer, General Treasurer and Director of Finance and Resources for CrossReach. This is based on an assessment of audit risk which seeks to ensure that all the main areas of activity are periodically reviewed. Audit reports are submitted at the end of each assignment and an annual audit report is made to the Audit Committee expressing an opinion on the systems of internal control in place in the Unincorporated Entities

Azets conducted a number of reviews as part of their 2021 programme of work covering the following areas:

- financial planning and budgeting
- strategic and corporate planning
- workforce planning (CrossReach)
- validated self-assessment of the Trustee Board.

Azets reported to the Audit Committee that, on the basis of the work undertaken for the year ended 31 December 2021, the Charity has a framework of controls in place that provides adequate assurance regarding the organisation's governance framework, risk management and achievement of objectives, subject to the implementation of a range of continuous improvement actions, addressing the higher-graded matters arising from internal audit reviews. This also applies to historic/backlog action implementation.

### 4. THE SEEDS FOR GROWTH FUND

The Assembly will be aware that a central element of the Radical Action Plan was the creation of a £20-25 million Growth Fund. The 2019 report of the Council of Assembly noted that in the spirit of the *Church without Walls Report* and in learning from our ecumenical partners it was time to very "deliberately [use] the Church's limited reserves to encourage greater faith-sharing, innovation and creativity at local and regional levels." The report went on to say, "For where your treasure is, there your heart will be also" (Luke 12:34) and it noted that, "there [would be] those who [would] caution that we need to keep hold of these reserves for a rainy day. The reality is, as many would point out, the roof is leaking, and the rain has been coming in for some time in the life of the Church of Scotland."

As soon as the Assembly Trustees were formed work began in earnest to establish this fund and it was the intention of the Trustees to bring an update to the Assembly of 2020 explaining the structure and guidelines for the operation of a Growth Fund entitled *Seeds for Change*. This would have seen the formation of a *Seeds for Change Implementation Group* which would have been ready to invite applications from June 2020 onwards. Detailed work on the various aspects of this scheme had almost been completed when the Covid-19 pandemic struck, and the Trustees were forced to recommend that the planned launch of *Seeds for Change* should be put on hold.

Nonetheless, in April 2020 the Trustees noted that "although proceeding as intended with the *Seeds for Change Fund* is not possible right now, we can position ourselves to be able to act quickly later in the year". Unfortunately, the effects of the pandemic stretched further than any of us imagined at that time, but the Trustees remained at the ready and believe that now is the right time to revisit this crucial strategy.

The pandemic has had a devastating impact at so many levels and there is no hiding from the effect that it has had on the Church's finances. The Trustees' main Report and this Supplementary Report are quite clear that, having managed to eliminate the sources of the deficits of previous years we are now living with the prospect of deficits which have been born out of the changed circumstances which the pandemic has brought.

We will take measures to deal with these, but these measures will not lead to growth in the local Church. We have to be proactive in our approach to Church growth, Church planting and pioneer mission. The trends in relation to our life as a national Church do not lie. For the future, we do not want to be a Church which is asset rich and people poor, so, with the minimum possible delay we must activate this central element of the Radical Action Plan and open a fund which we now consider should operate under the name *Seeds for Growth Fund* with a particular emphasis on the planting of new congregations.

This, in our opinion, is the logical next step following the exceptional and stressful work in Presbytery Mission Planning through which, with the number of ministries which we all hope can be filled and maintained in the foreseeable future, we will be leaner and fitter and in the right place. This initiative is explicitly calculated to meet the aspiration to plant one hundred new congregations across Scotland in the next 10 years and in so doing find new ways to engage with the people of Scotland. Launching this fund two years ago, as first planned, would not have obviated the need for mission planning nor would it have had any bearing on the process of Presbytery reform. With the eventual launch of the *Seeds for Growth Fund* there emerges a different opportunity for fresh expressions of Church life to take root across Scotland.

The landscape against which the *Seeds for Change Fund* emerged has changed markedly. So, in addition to the detailed work that was done in 2019-20 the Trustees will consult more widely with ecumenical partners and with the new Presbyteries in order to ensure that the Fund will be invested in schemes which are expected to be viable and sustainable and to complement approved mission plans. Additionally, it will be essential to ensure that the resources being set aside for this work meet the aspirations and outcomes defined within the Faith Action Plan. To this end it will be important to develop the right interface between Presbyteries and the Faith Action Programme to ensure that the resources available nationally work in harmony with the aspirations of the new Presbyteries. In order to allow for sufficient time in terms of the structure, shape and focus areas for the Fund, including available grant sizes, the Assembly Trustees propose to launch the fund in October 2022 with applications welcomed from January 2023.

It is the aspiration of the Trustees that the value of this Fund (to be named Seeds for Growth) will, over a seven-year period, will be the original proposed levels of £20-25m and will follow the pattern set out for the General Assembly in the 2019 Council of Assembly Report. Core funding will come from the general unrestricted reserves of the Church, but it is to be hoped that the fund will be supplemented by other gifts and donations. The Trustees propose the repeal of the Growth Fund Regulations (Regs 1 2019) and seek their replacement with the Seeds for Growth Regulations (Regs ? 2022) set out in Appendix 3 below. The Fund will be overseen by a Seeds for Growth Implementation Group which will be a Committee of the Assembly Trustees with Terms of Reference set out in the Schedule to Appendix 3.

The Trustees have no doubt that in March 2020 it was right to suspend the implementation of the *Seeds for Change Fund*. However many of the concerns which led to that decision have been addressed or resolved: central costs have been significantly curtailed, Presbytery planning will reduce the intolerable burden of the costs of vacancies, there are no longer major pension deficits in respect of the Church of Scotland Pension Schemes, the cost of participation in the Redress Scheme is now agreed and, importantly, the review of funds is now complete giving clarity as to the level of funds generally available.

The Trustees are equally certain that we cannot delay implementation any longer than is necessary. So, this proposal is offered to the Church with the prayer that it will be embraced by those who are excited about the possibilities of *doing a new thing* (Isaiah 43: 19).

## **5. PIONEER MISSION FUND**

### **5.1 Introduction**

General Assembly 2021 instructed that a Pioneer Mission Fund be established which aimed to support local church growth and had a particular emphasis on church planting and establishing 100 new worshipping communities. In terms of funding, wide ranging support from individuals, businesses and outside bodies was encouraged in addition to central finances being made available. Appropriate provision for the efficient management and evaluation of the fund in addition to the project that supports it were to be put in place. Whilst in time it is foreseen that the Pioneer Mission Fund will become part of the offerings within the *Seeds for Change Fund*, in order to enable this important area of work to proceed, the following is proposed.

### **5.2 About the Fund**

The Pioneer Mission Fund is managed through the Grants Unit of the Office of Assembly Trustees. Assessment and awards will be made through a volunteer panel comprised of representatives with a particular skills and expertise in Pioneer Mission, representatives from Faith Nurture Forum and those with experience in grants management and evaluation.

The fund will be open to applications between April and September 2022 with assessments being made in monthly meetings between June – December or until the monies are exhausted.

The fund will have an initial £100,000 made available from central resources in this and additional years with monies welcomed to be added to this figure from external sources once the fund has been launched (ensuring all appropriate governance arrangements etc. are in place).

Grants of up to £10,000 can be applied for.

### **5.3 Eligibility Criteria**

- Individual Church of Scotland churches and Presbyteries; or
- Groups of churches or Presbyteries; or
- Individuals through and with the support of their church or Presbytery

Only one project at any time from an individual or church can be applied for and awarded.

Presbyteries can hold more than one grant at a time.

A church or Presbytery may also hold a grant from the Small Grants Fund concurrently with an award from the Pioneer Mission Fund.

There will be no limits given on the reserves a church or Presbytery may hold in terms of applicability to apply.

### **5.4 Criteria for Applications to Fund Projects**

Projects should have a revenue project focus. Projects will support:-

- local church growth.
- church planting.
- the establishment of new worshipping communities.

Applicants will be asked to explain how their project will meet each of the following four criteria.

1. Missional – intends to work with non-churchgoers.
2. Contextual – seeks to fit the context of where you are situated.
3. Formational – aims to form disciples.
4. Church – a community shaped by the gospel and seeing itself as part of the worldwide Christian community.

There will be no requirement for match funding although grant applicants are encouraged to identify potential additional sources.

### 5.5 What Cannot be Funded?

Money cannot be used for:

- Capital based projects including church repairs.
- Covering retrospective costs.
- Making up for reductions in income or covering existing running costs.

### 5.6 How Financial Contributions Can Be Made to the Fund

The fund encourages monies wider than central resources to be donated from individuals, business and outside bodies. Work has been undertaken to ensure that due diligence is in place to ensure that additional monies coming into the fund are designated in the correct and proper manner. The intention is that monies will be pooled into the central fund for distribution to successful grant applicants. None of this money will be used to support the fund’s administration. Further details on how to support the Pioneer Mission Fund can be found by contacting [grants@churchofscotland.org.uk](mailto:grants@churchofscotland.org.uk)

## 6 CONGREGATIONAL STATISTICS

Grateful thanks are given to Presbytery Clerks and Congregations for their diligence and strenuous efforts in obtaining these statistics and transmitting them to the National Office. The information which follows greatly assists in supporting the understanding of the Church at all levels.

### 6.1 Summary

- As at December 2021 there were 283,600 members of the Church of Scotland, a fall of 4.6% from 2020.
- In the last ten years (2011-2021) the number of members has fallen by 34%.
- 57% of congregations offered online worship, with 38% offering alternative offline provision. Many congregations are offering a hybrid form of worship in 2021.
- Almost a third (31%) of congregations reported a New Worshipping Community, with a further four Presbytery-wide initiatives.
- Baptisms and Professions of Faith increased in comparison to 2020, to around half of pre-pandemic levels.

### Technical Summary

- Numbers at both Presbytery level and national level have been rounded, in line with best practice, to avoid giving a false sense of precision. Numbers that would round down to 0 are indicated with e.g. “<5” to distinguish them from 0s.
- There was a response rate of 92% to questions about membership, leadership etc.
- Ecumenical discussion across the UK and Ireland took place to improve the data quality on alternative worship provision, both online and offline. These questions had a 73% response rate.
- Information on New Worshipping Communities was requested from the General Assembly of 2019 for reporting from 2021. Questions were included in this collection and had a response rate of 61%.
- Collection was made in mixed mode – some reported through the Presbytery Information Management System (PIMS) others through MS Excel, with additional questions through MS Forms or MS Excel.

### 6.2 Introduction

In response to the Covid-19 pandemic, church buildings remained closed during the first quarter of 2021 with reopening beginning from 26<sup>th</sup> March 2021. Subsequently social distancing required restricting numbers for many congregations with a number of churches reopening at different times. As a result, and as seen in 2020, churches were not open for physical worship for the same number of weeks and for many with limited capacity throughout 2021.

With this in mind, the 2021 congregational statistics should be read and interpreted in light of the continuing impact of the pandemic and care should be taken with any comparisons to past years particularly in regards to physical attendance and congregational activities.

### 6.3 Church Membership and Participation, 2021

Congregations within the Church of Scotland come in all shapes and sizes, from large city congregations to small rural or island communities. In a typical congregation there are 176 members and no adherents.<sup>1</sup> There are also:

- 4 children associated with the congregation, but none receiving communion.
- 40 people worshipping in the church, 32 people worshipping online and none offline.
- no professions of faith.
- 8 funerals, no baptisms, and no weddings.
- a leadership of 16 elders.

Only 11% of congregations welcomed new Christians through Professions of Faith. 28% of congregations welcomed new members through certificates and 20% through resolution of the Kirk Session. Children received Communion in 17% of congregations.

Table 1 shows the reported participation at the smallest 5% and 25% of churches, the typical or median (i.e. middle) church, the largest 25% and 5% of churches (i.e. 75<sup>th</sup> and 95<sup>th</sup> percentile), and the mean (average) church.

	5 <sup>th</sup> percentile	25 <sup>th</sup> percentile	Median (middle) church	75 <sup>th</sup> percentile	95 <sup>th</sup> percentile	Mean (average) church

<sup>1</sup> A “typical” congregation is described using the median value as a few large congregations can result in a larger mean value that may not represent the typical congregation.

<b>Members</b>	18	88	176	306	544	217
<b>Adherents</b>	0	0	0	8	40	8
<b>Weekly Attendance</b>						
<b>In person</b>	13	25	40	65	130	52
<b>Average Age</b>	47	57	64	69	74	62
<b>Online</b>	0	8	32	75	200	57
<b>Offline</b>	0	0	0	10	50	10
<b>Professions of Faith</b>	0	0	0	0	2	0
<b>Children</b>	0	0	4	20	97	21
<b>Children receiving Communion</b>	0	0	0	0	8	1
<b>Elders</b>	4	9	16	27	51	20
<b>Baptisms</b>	0	0	0	1	4	1
<b>Weddings</b>	0	0	0	1	4	1
<b>Funerals</b>	0	2	8	16	34	11

Table 1: Church participation summary, 2021

Data collected within the congregational statistics is presented in the following tables at Presbytery and total levels.



**6.4 Presbytery Data****6.4.1 Reporting**

Presbytery	Membership as at 31st Dec 2020	Admissions	Removals	Membership as at 31st Dec 2021	Notices of Removal	Supplementary Roll	Response Rate
EDINBURGH	19,500	170	975	<b>18,700</b>	50	1,085	99%
WEST LOTHIAN	7,000	40	285	<b>6,700</b>	30	1,015	96%
LOTHIAN	10,500	85	700	<b>9,800</b>	<5	1,140	100%
MELROSE AND PEEBLES	5,000	55	320	<b>4,700</b>	15	545	100%
DUNS	2,100	45	130	<b>2,000</b>	20	330	100%
JEDBURGH	4,500	10	145	<b>4,400</b>	-	70	100%
ANNANDALE AND ESKDALE	3,600	20	155	<b>3,500</b>	5	755	100%
DUMFRIES AND KIRKCUDBRIGHT	7,000	25	445	<b>6,600</b>	5	1,015	100%
WIGTOWN AND STRANRAER	4,000	10	200	<b>3,800</b>	15	190	100%
AYR	13,900	65	870	<b>13,100</b>	15	905	100%
IRVINE AND KILMARNOCK	7,600	25	325	<b>7,300</b>	5	1,310	61%
ARDROSSAN	6,700	45	405	<b>6,300</b>	15	590	100%
LANARK	4,700	25	200	<b>4,500</b>	<5	1,035	100%
CLYDE	22,900	190	1,300	<b>21,700</b>	25	2,515	100%
GLASGOW	26,500	150	1,015	<b>25,600</b>	55	1,630	60%
HAMILTON	19,400	125	1,010	<b>18,500</b>	55	3,170	100%
ARGYLL	5,600	55	290	<b>5,400</b>	20	530	94%
FALKIRK	7,800	60	375	<b>7,500</b>	5	880	100%
STIRLING	10,800	65	410	<b>10,400</b>	10	1,150	93%
FIFE	17,500	130	1,110	<b>16,500</b>	25	2,235	99%
DUNKELD AND MEIGLE	3,900	25	220	<b>3,700</b>	<5	265	100%
PERTH	10,300	90	435	<b>9,900</b>	20	1,160	86%
DUNDEE	8,900	65	890	<b>8,000</b>	60	785	100%
ANGUS	10,000	30	400	<b>9,600</b>	10	1,130	97%
ABERDEEN AND SHETLAND	10,900	105	835	<b>10,100</b>	15	775	100%
KINCARDINE AND DEESIDE	6,000	25	310	<b>5,700</b>	50	610	84%
GORDON	10,400	20	415	<b>10,000</b>	<5	850	100%
BUCHAN	8,400	15	385	<b>8,100</b>	10	915	100%
MORAY	5,200	20	330	<b>4,900</b>	5	290	71%
ABERNETHY	900	10	60	<b>900</b>	5	40	100%
INVERNESS	4,600	15	210	<b>4,400</b>	10	365	79%
LOCHABER	800	20	50	<b>800</b>	-	30	100%
ROSS	1,500	60	130	<b>1,400</b>	5	190	95%
SUTHERLAND	500	25	35	<b>500</b>	<5	285	86%
CAITHNESS	900	<5	50	<b>800</b>	<5	75	100%
LOCHCARRON-SKYE	500	<5	20	<b>500</b>	<5	70	75%
UIST	300	5	5	<b>300</b>	-	<5	83%
LEWIS	800	15	45	<b>800</b>	-	-	91%
ORKNEY	2,100	20	85	<b>2,100</b>	<5	170	100%
ENGLAND	1,800	20	155	<b>1,700</b>	-	30	86%
INTERNATIONAL CHARGES	2,300	30	90	<b>2,200</b>	<5	210	75%
<b>CHURCH OF SCOTLAND</b>	<b>297,400</b>	<b>2,015</b>	<b>15,810</b>	<b>283,600</b>	<b>605</b>	<b>30,260</b>	<b>92%</b>

Table 2: Presbytery reporting

**6.4.2 Membership**

Presbyteries	Number of Congregations as at 31 <sup>st</sup> Dec 2021	Membership as at 31 <sup>st</sup> Dec 2021	Admissions			Removals		
			Profession of Faith	By Certificate	Restoration or Resolution	By Death	By Certificate	Otherwise
EDINBURGH	70	18,700	25	80	65	590	125	260
WEST LOTHIAN	26	6,700	10	25	5	200	45	40
LOTHIAN	42	9,800	10	35	45	305	60	335
MELROSE AND PEEBLES	22	4,700	<5	25	25	160	35	125
DUNS	13	2,000	25	5	10	80	10	40
JEDBURGH	16	4,400	<5	5	<5	130	5	10
ANNANDALE AND ESKDALE	19	3,500	5	10	5	95	15	45
DUMFRIES AND KIRKCUDBRIGHT	32	6,600	10	5	10	255	20	175
WIGTOWN AND STRANRAER	18	3,800	-	<5	<5	130	5	65
AYR	48	13,100	10	30	25	460	50	360
IRVINE AND KILMARNOCK	23	7,300	10	15	-	130	25	170
ARDROSSAN	27	6,300	5	30	10	265	55	85
LANARK	20	4,500	10	5	5	165	10	25
CLYDE	73	21,700	45	90	55	750	130	420
GLASGOW	128	25,600	65	50	35	535	85	400
HAMILTON	72	18,500	40	65	20	665	135	205
ARGYLL	47	5,400	<5	30	20	160	50	80
FALKIRK	29	7,500	15	15	30	290	20	60
STIRLING	45	10,400	10	30	20	335	30	50
FIFE	77	16,500	15	80	35	635	105	365
DUNKELD AND MEIGLE	19	3,700	<5	25	<5	105	10	110
PERTH	35	9,900	10	35	45	295	65	70
DUNDEE	35	8,000	15	25	25	285	115	495
ANGUS	31	9,600	<5	20	10	340	30	30
ABERDEEN AND SHETLAND	30	10,100	5	40	60	355	60	415
KINCARDINE AND DEESIDE	19	5,700	<5	10	10	135	5	170
GORDON	28	10,000	<5	20	-	310	25	80
BUCHAN	34	8,100	<5	5	<5	220	30	130
MORAY	21	4,900	-	10	10	115	15	200
ABERNETHY	10	900	<5	<5	10	35	5	20
INVERNESS	30	4,400	<5	5	5	125	35	50
LOCHABER	14	800	10	<5	<5	25	10	10
ROSS	21	1,400	15	20	20	60	5	65
SUTHERLAND	14	500	<5	<5	20	20	<5	15
CAITHNESS	9	800	-	<5	<5	30	<5	20
LOHCARRON-SKYE	8	500	<5	<5	<5	5	5	10
UIST	6	300	<5	<5	<5	5	-	-
LEWIS	11	800	10	10	-	25	10	10
ORKNEY	19	2,100	-	10	15	70	5	5
ENGLAND	7	1,700	-	<5	15	30	5	120
INTERNATIONAL CHARGES	16	2,200	<5	<5	25	25	<5	65
<b>CHURCH OF SCOTLAND</b>	<b>1,264</b>	<b>283,600</b>	<b>430</b>	<b>870</b>	<b>715</b>	<b>8,955</b>	<b>1,465</b>	<b>5,390</b>

Table 3: Presbytery membership figures

**6.4.3 Persons and Agencies in Scotland for 2021**

The membership statistics may be stated thus, rounded to the nearest 5 people:

	Removals by Death	8,955	
Less	Admissions by Profession	<u>430</u>	8,525
	Removals by Certificate	1,465	
Less	Admissions by Certificate	<u>870</u>	595
	Other Removals	5,390	
Less	Restoration	<u>715</u>	4,675
	Total decrease		13,795

And shown graphically in Figure 1, below.

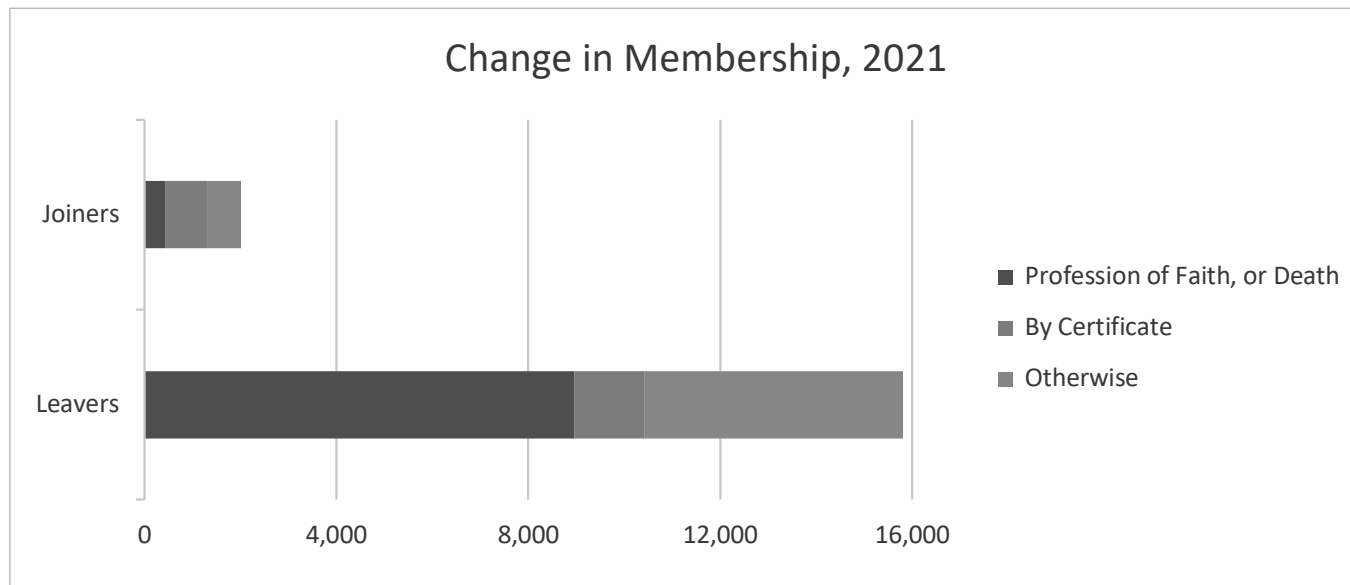


Figure 1: Leavers and Joiners in 2021

**6.4.4 Young People and Adults not on the Communion Roll**

Work with children and young people was particularly affected throughout the Covid-19 pandemic and Scotland remained in lockdown in the first part of 2021. The data presented below should be read with this in mind.

Reports from the Presbyteries showed that as at 31 December 2021:

1. The number of children and young people aged 17 years and under who are involved in the life of the congregation was 26,755;
2. 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 the congregations was 10,775 and
3. The number of children who receive Holy Communion in terms of Act V, 2000, Section 15 was 1,610, 6% of the total.

<b>Presbyteries</b>	<b>Membership as at 31<sup>st</sup> Dec 2021</b>	<b>Children under 17</b>	<b>Children receiving Communion</b>	<b>Adults not on Communion roll</b>
EDINBURGH	18,700	2,410	295	1,160
WEST LOTHIAN	6,700	1,340	45	195
LOTHIAN	9,800	850	105	495
MELROSE AND PEEBLES	4,700	190	10	170
DUNS	2,000	105	5	115
JEDBURGH	4,400	155	10	<5
ANNANDALE AND ESKDALE	3,500	100	15	25
DUMFRIES AND KIRKCUDBRIGHT	6,600	110	10	55
WIGTOWN AND STRANRAER	3,800	175	<5	65
AYR	13,100	880	40	165
IRVINE AND KILMARNOCK	7,300	310	35	85
ARDROSSAN	6,300	375	15	115
LANARK	4,500	820	85	230
CLYDE	21,700	3,795	85	640
GLASGOW	25,600	3,135	195	680
HAMILTON	18,500	3,470	100	525
ARGYLL	5,400	105	<5	220
FALKIRK	7,500	840	65	255
STIRLING	10,400	800	50	305
FIFE	16,500	930	90	345
DUNKELD AND MEIGLE	3,700	135	-	90
PERTH	9,900	835	10	475
DUNDEE	8,000	695	55	200
ANGUS	9,600	370	45	385
ABERDEEN AND SHETLAND	10,100	940	30	260
KINCARDINE AND DEESIDE	5,700	160	20	45
GORDON	10,000	555	50	235
BUCHAN	8,100	455	-	75
MORAY	4,900	275	10	190
ABERNETHY	900	75	10	160
INVERNESS	4,400	345	50	465
LOCHABER	800	55	<5	115
ROSS	1,400	110	<5	405
SUTHERLAND	500	75	<5	75
CAITHNESS	800	60	<5	325
LOHCARRON-SKYE	500	10	-	310
UIST	300	35	-	220
LEWIS	800	315	25	805
ORKNEY	2,100	115	15	95
ENGLAND	1,700	65	<5	<5
INTERNATIONAL CHARGES	2,200	165	15	25
<b>CHURCH OF SCOTLAND</b>	<b>283,600</b>	<b>26,755</b>	<b>1,610</b>	<b>10,775</b>

Table 4: Young People and Adherents

**6.4.5 Occasional Offices**

Church of Scotland congregations:

- baptised or gave thanks for 1,280 people, of whom 120 were adult baptisms, 2.7% of Scottish births in 2021,
- celebrated 1,155 marriages, 4.9% of mixed-sex weddings registered in Scotland, and
- conducted 14,265 funerals, 22.4% of those who died in Scotland in 2021.

Presbyteries	Baptisms			Weddings	Funerals
	All baptisms	Adult baptisms	Birth Thanksgiving Services		
EDINBURGH	95	10	5	90	870
WEST LOTHIAN	50	<5	10	30	430
LOTHIAN	70	10	5	55	525
MELROSE AND PEEBLES	20	<5	<5	25	195
DUNS	10	<5	<5	15	125
JEDBURGH	15	-	-	10	180
ANNANDALE AND ESKDALE	20	<5	-	30	145
DUMFRIES AND KIRKCUDBRIGHT	35	-	<5	30	315
WIGTOWN AND STRANRAER	15	<5	5	15	195
AYR	75	5	<5	60	765
IRVINE AND KILMARNOCK	25	-	5	10	250
ARDROSSAN	20	<5	<5	25	430
LANARK	20	<5	<5	15	340
CLYDE	115	10	15	75	1,165
GLASGOW	105	20	10	50	1,025
HAMILTON	115	20	5	75	1,200
ARGYLL	20	<5	-	40	370
FALKIRK	25	<5	<5	20	465
STIRLING	40	<5	<5	35	500
FIFE	65	5	10	80	1,045
DUNKELD AND MEIGLE	20	-	-	40	155
PERTH	15	<5	<5	40	340
DUNDEE	45	10	5	15	270
ANGUS	35	<5	5	35	425
ABERDEEN AND SHETLAND	35	<5	-	35	570
KINCARDINE AND DEESIDE	10	-	5	20	130
GORDON	35	<5	<5	25	380
BUCHAN	15	-	<5	15	220
MORAY	10	-	<5	15	190
ABERNETHY	5	<5	-	10	85
INVERNESS	15	<5	<5	10	185
LOCHABER	<5	-	-	10	90
ROSS	10	<5	<5	5	140
SUTHERLAND	5	<5	-	10	70
CAITHNESS	5	-	-	10	140
LOCHCARRON-SKYE	<5	-	-	<5	35
UIST	<5	<5	-	<5	30
LEWIS	20	<5	-	20	95
ORKNEY	5	-	<5	40	105
ENGLAND	15	<5	-	5	45
INTERNATIONAL CHARGES	20	-	5	10	35
<b>CHURCH OF SCOTLAND</b>	<b>1,280</b>	<b>120</b>	<b>125</b>	<b>1,155</b>	<b>14,265</b>
<b>% Scotland</b>	<b>2.7%</b>			<b>4.9%</b>	<b>22.4%</b>

Table 5: Presbytery baptisms, weddings, funerals figures

**6.4.6 Leadership**

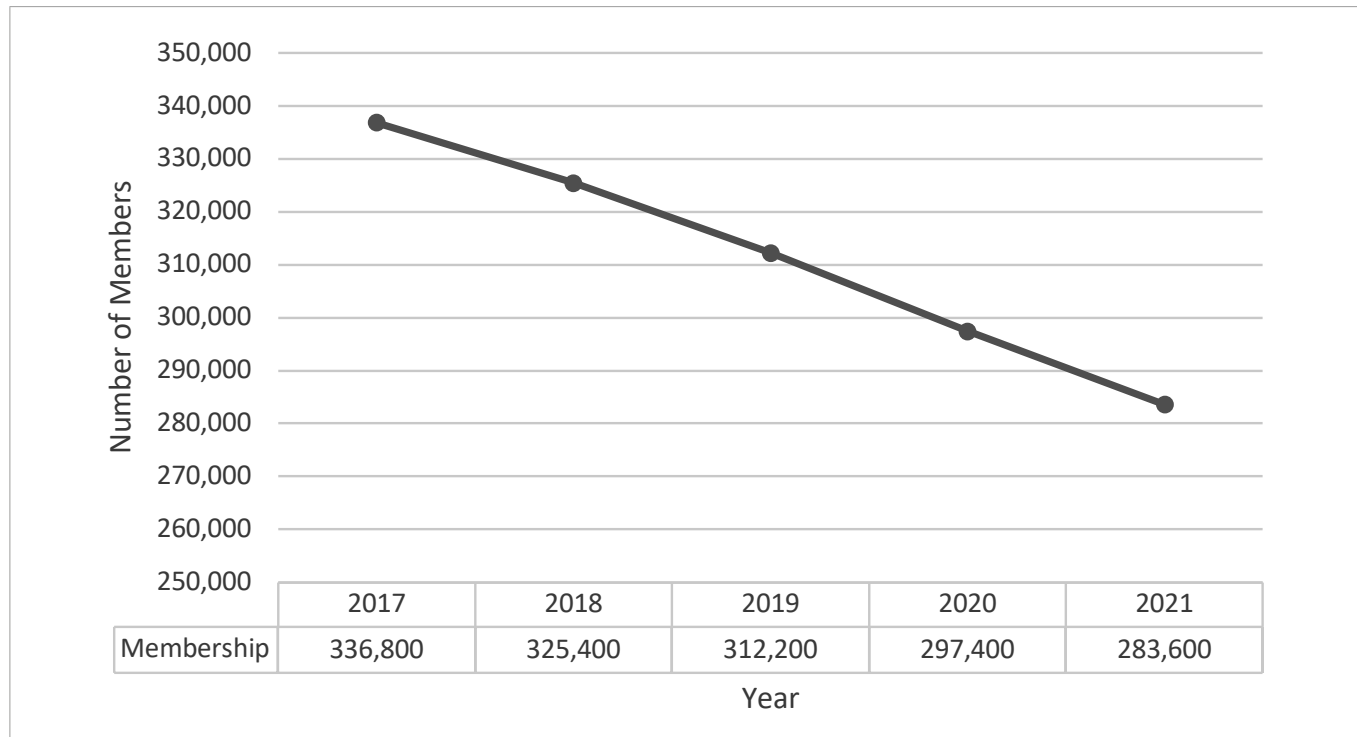
There were 23,575 elders in the Church of Scotland of whom 42.4% are male and 57.6% female. Elders account for 8.3% of the membership.

Presbyteries	Elders			Other leaders		
	Male	Female	All	Male	Female	All
EDINBURGH	805	1,085	1,895	45	90	130
WEST LOTHIAN	275	335	610	80	135	215
LOTHIAN	330	430	765	30	55	85
MELROSE AND PEEBLES	160	175	335	25	40	65
DUNS	75	90	165	15	30	45
JEDBURGH	105	180	290	15	30	45
ANNANDALE AND ESKDALE	120	175	295	5	15	20
DUMFRIES AND KIRKCUDBRIGHT	230	270	500	85	135	220
WIGTOWN AND STRANRAER	90	120	205	15	35	50
AYR	485	705	1,190	55	110	165
IRVINE AND KILMARNOCK	170	245	420	20	20	40
ARDROSSAN	245	365	610	50	100	150
LANARK	150	195	350	15	20	40
CLYDE	1,005	1,345	2,350	140	220	360
GLASGOW	730	1,030	1,755	130	250	385
HAMILTON	890	1,185	2,070	130	210	345
ARGYLL	250	350	600	50	80	130
FALKIRK	270	420	685	45	100	140
STIRLING	355	470	825	50	85	140
FIFE	565	880	1,440	55	120	175
DUNKELD AND MEIGLE	125	150	275	20	30	50
PERTH	265	345	610	5	10	15
DUNDEE	325	380	705	75	115	190
ANGUS	270	410	680	25	40	60
ABERDEEN AND SHETLAND	405	530	935	20	40	55
KINCARDINE AND DEESIDE	95	125	225	<5	<5	5
GORDON	225	315	540	15	40	55
BUCHAN	205	285	485	75	150	225
MORAY	90	175	265	10	35	40
ABERNETHY	35	60	95	<5	10	10
INVERNESS	160	165	325	30	50	80
LOCHABER	40	70	110	15	35	50
ROSS	90	95	185	25	40	65
SUTHERLAND	20	45	70	10	15	30
CAITHNESS	50	50	100	15	45	60
LOHCARRON-SKYE	20	20	40	25	20	45
UIST	20	5	25	<5	10	10
LEWIS	55	-	55	30	25	55
ORKNEY	80	120	200	10	25	35
ENGLAND	60	85	145	-	-	-
INTERNATIONAL CHARGES	70	80	150	25	25	50
<b>CHURCH OF SCOTLAND</b>	<b>10,005</b>	<b>13,570</b>	<b>23,575</b>	<b>1,495</b>	<b>2,630</b>	<b>4,125</b>

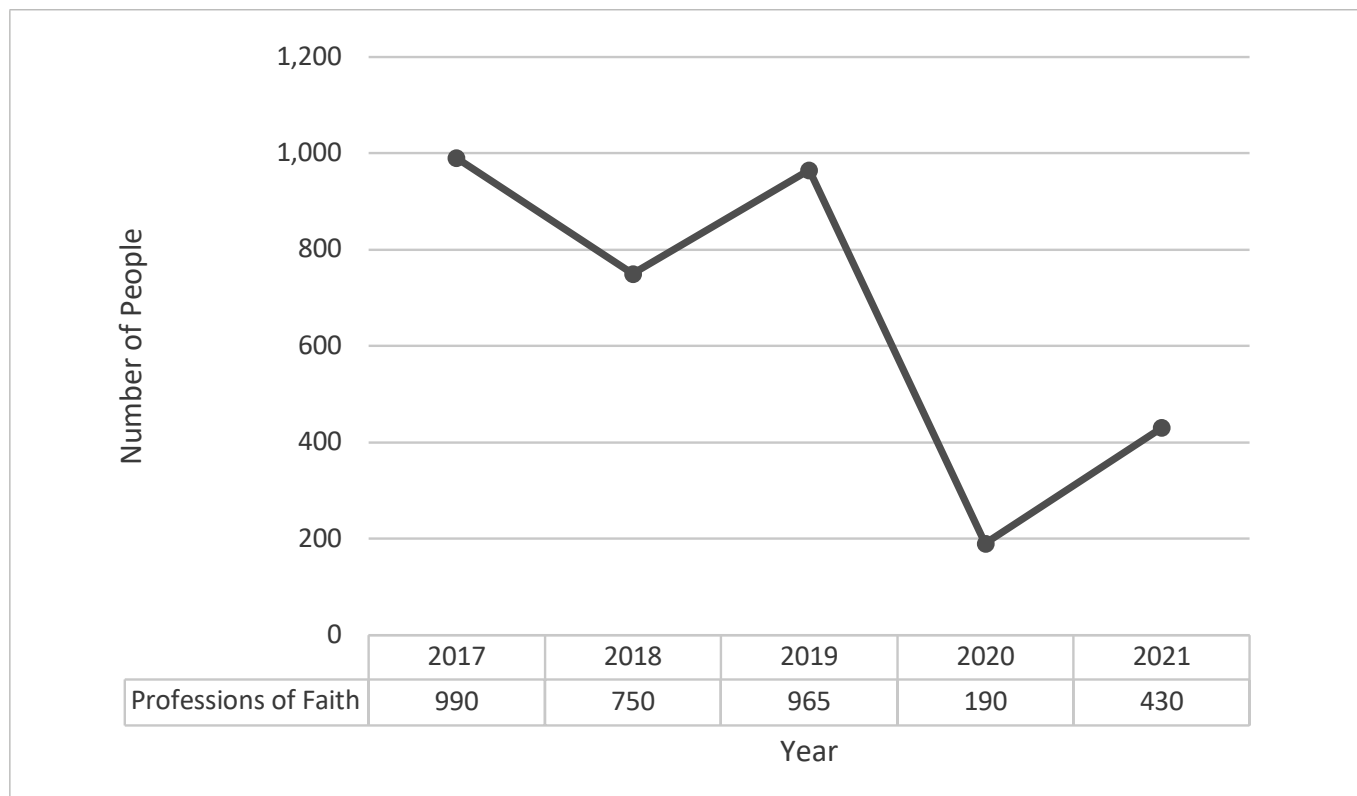
Table 6: Presbytery leadership figures

## 6.5 Comparative Graphs

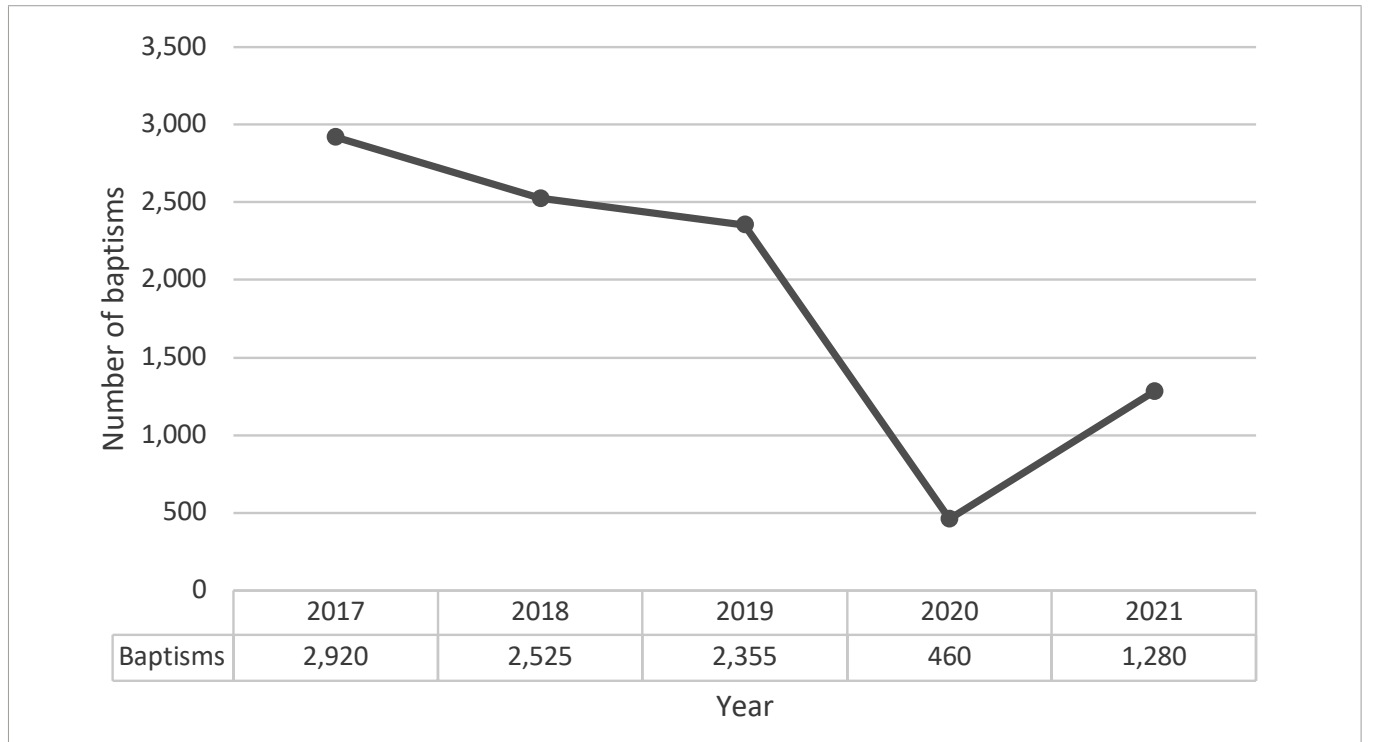
### 6.5.1 Membership



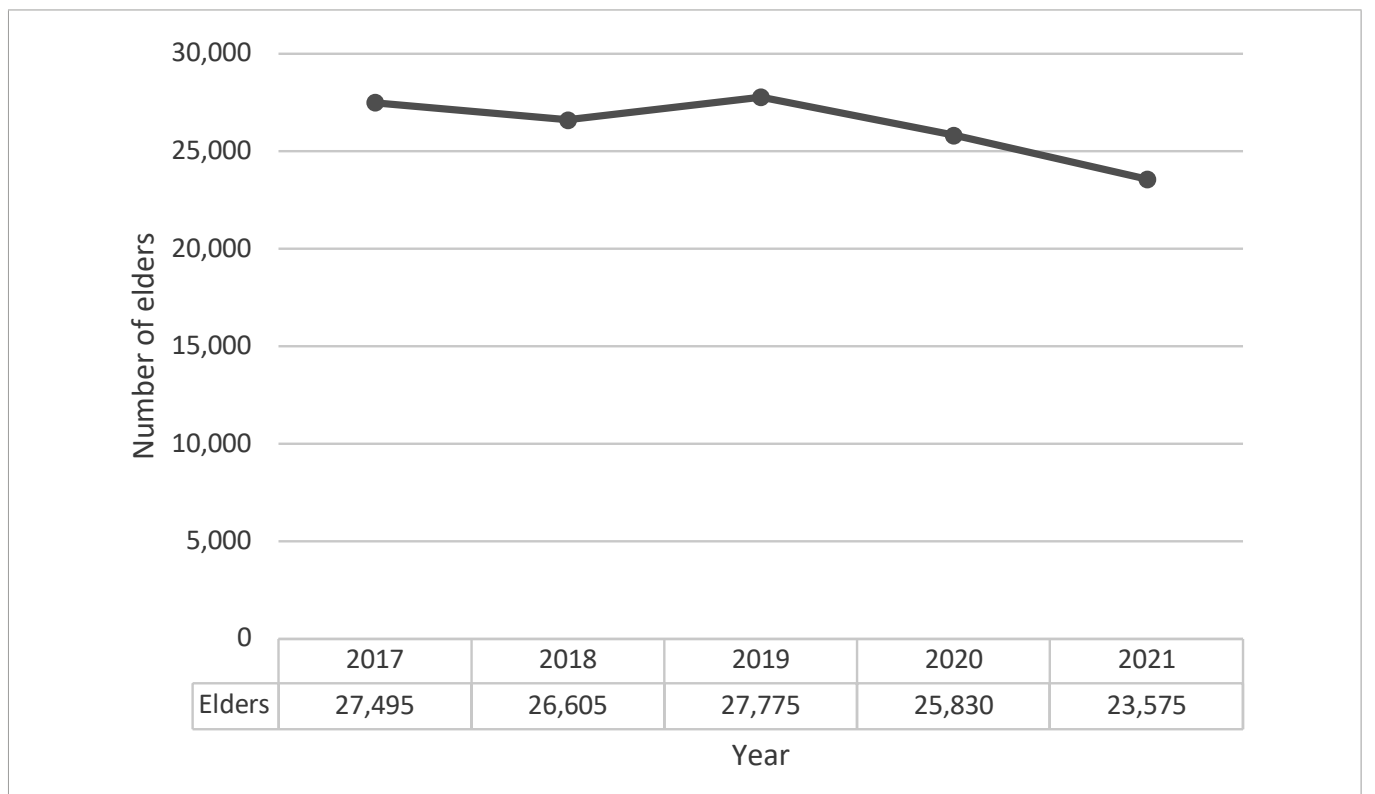
### 6.5.2 Professions of Faith



**6.5.3 Baptisms**



**6.5.4 Elders**





## 6.6 Public Worship in 2021

Congregational statistics have been gathered on alternative forms of worship to reflect the continuing changes of practice resulting from the pandemic. Whilst many congregations did start reopening buildings from 26<sup>th</sup> March 2021, alternative worship provision including online services, 'phone-in' services, distribution of service recordings or printed worship sheets continued. Work was undertaken with other denominations across the UK and Ireland to develop guidelines for gathering such congregational statistics. It is very difficult to obtain accurate estimates for the number of online worshippers. However, the levels of engagement are indicative of the wide reach of worship, and the efforts of congregations across the country to allow all who wish to, to worship with their local congregation.

The figures for in-person and accessible worship attendance for Presbyteries are given in Tables 6a and 6b. The overall response rate to these questions was lower – 73% – with no responses from the Presbyteries of England, Hamilton, Lanark, Lochcarron-Skye, Uist and Wigtown and Stranraer.

57% of congregations offered online worship, with 38% making alternative offline provisions such as phone-in services or worship sheets.

From the congregations who responded, we find that around 61,570 people attended worship in person (22% of members), 45,350 online, and 8,275 in other offline ways. Counts are estimated during a 'regular' week in 2021, i.e. not a major festival such as Easter or Christmas. The figures may include double-counting where people take part in worship in a variety of places, as well as undercounting where a number of people watch on the same device. The estimates provide an indication of the levels of engagement in worship outwith the building. It is not possible to accurately estimate the number of individuals viewing online worship or utilising posted material across the Church as a whole.

Presbytery	Age range of worshippers						Number of worshippers	Membership as at 31 <sup>st</sup> Dec 2021	% Membership attending worship
	Under 16	16-24	25-44	45-64	65-84	85 and over			
EDINBURGH	9%	4%	11%	24%	41%	10%	4,675	18,700	25%
WEST LOTHIAN	7%	1%	8%	23%	53%	7%	1,340	6,700	20%
LOTHIAN	8%	3%	9%	24%	48%	9%	2,365	9,800	24%
MELROSE AND PEEBLES	7%	2%	7%	24%	55%	6%	620	4,700	13%
DUNS	5%	1%	5%	19%	62%	8%	455	2,000	23%
JEDBURGH	3%	1%	3%	18%	64%	10%	560	4,400	13%
ANNANDALE AND ESKDALE	7%	3%	7%	25%	50%	7%	600	3,500	17%
DUMFRIES AND KIRKCUDBRIGHT	5%	1%	7%	21%	60%	7%	905	6,600	14%
WIGTOWN AND STRANRAER	9%	1%	4%	20%	59%	6%	580	3,800	15%
AYR	7%	2%	8%	23%	52%	8%	2,525	13,100	19%
IRVINE AND KILMARNOCK	7%	4%	11%	25%	47%	6%	1,695	7,300	23%
ARDROSSAN	12%	3%	9%	20%	45%	12%	1,435	6,300	23%
LANARK	9%	3%	9%	22%	52%	5%	1,125	4,500	25%
CLYDE	8%	3%	10%	22%	47%	10%	5,105	21,700	24%
GLASGOW	11%	4%	11%	23%	43%	8%	7,695	25,600	30%
HAMILTON	8%	3%	10%	24%	48%	8%	4,995	18,500	27%
ARGYLL	4%	2%	5%	22%	61%	7%	1,520	5,400	28%
FALKIRK	7%	2%	7%	23%	54%	8%	1,290	7,500	17%
STIRLING	10%	2%	8%	23%	49%	9%	2,585	10,400	25%
FIFE	8%	3%	8%	18%	55%	9%	3,790	16,500	23%
DUNKELD AND MEIGLE	1%	1%	5%	16%	69%	9%	590	3,700	16%
PERTH	7%	3%	7%	20%	52%	10%	1,615	9,900	16%
DUNDEE	7%	2%	8%	18%	53%	12%	1,940	8,000	24%
ANGUS	8%	2%	5%	21%	53%	11%	1,185	9,600	12%
ABERDEEN AND SHETLAND	5%	2%	8%	24%	52%	9%	1,770	10,100	18%
KINCARDINE AND DEESIDE	8%	3%	10%	21%	48%	10%	810	5,700	14%
GORDON	10%	3%	11%	24%	44%	7%	1,125	10,000	11%
BUCHAN	5%	2%	6%	26%	54%	7%	1,025	8,100	13%
MORAY	6%	5%	9%	21%	51%	8%	880	4,900	18%
ABERNETHY	6%	1%	6%	32%	47%	8%	450	900	50%
INVERNESS	11%	3%	9%	19%	50%	8%	1,035	4,400	24%
LOCHABER	5%	6%	6%	22%	49%	13%	310	800	39%
ROSS	5%	2%	7%	21%	55%	9%	655	1,400	47%
SUTHERLAND	6%	2%	6%	22%	58%	7%	330	500	66%
CAITHNESS	4%	3%	6%	25%	56%	6%	290	800	36%
LOHCARRON-SKYE	3%	1%	4%	20%	64%	7%	215	500	43%
UIST	13%	4%	11%	30%	44%	7%	215	300	72%
LEWIS	-	-	-	-	-	-	-	800	-
ORKNEY	10%	2%	8%	24%	51%	5%	555	2,100	26%
ENGLAND	9%	4%	10%	28%	41%	9%	320	1,700	19%
INTERNATIONAL CHARGES	7%	6%	19%	26%	31%	11%	390	2,200	18%

Table 7a: Presbytery in-person attendance figures

Presbytery	Able to offer online worship	Estimate of online worshippers	Able to offer alternative offline worship	Estimate of worshippers engaging with alternative offline worship	Membership as at 31 <sup>st</sup> Dec 2021	Response rate
EDINBURGH	95%	4,000	45%	480	18,700	83%
WEST LOTHIAN	96%	1,200	52%	205	6,700	88%
LOTHIAN	87%	1,550	58%	290	9,800	98%
MELROSE AND PEEBLES	75%	800	50%	100	4,700	100%
DUNS	100%	650	15%	10	2,000	100%
JEDBURGH	50%	350	50%	130	4,400	25%
ANNANDALE AND ESKDALE	50%	300	50%	90	3,500	53%
DUMFRIES AND KIRKCUDBRIGHT	53%	400	43%	285	6,600	94%
WIGTOWN AND STRANRAER	-	-	-	-	(3,800)	<b>0%</b>
AYR	83%	3,500	57%	680	13,100	88%
IRVINE AND KILMARNOCK	43%	700	40%	95	7,300	50%
ARDROSSAN	85%	1,750	60%	140	6,300	74%
LANARK	-	-	-	-	4,500	<b>0%</b>
CLYDE	80%	5,800	53%	495	21,700	85%
GLASGOW	92%	3,950	49%	860	25,600	55%
HAMILTON	-	-	-	-	18,500	<b>0%</b>
ARGYLL	53%	1,150	47%	230	5,400	69%
FALKIRK	70%	800	55%	335	7,500	69%
STIRLING	84%	1,100	80%	375	10,400	56%
FIFE	88%	3,200	62%	855	16,500	76%
DUNKELD AND MEIGLE	37%	1,750	47%	100	3,700	100%
PERTH	89%	700	63%	175	9,900	54%
DUNDEE	83%	1,250	41%	510	8,000	100%
ANGUS	88%	1,000	71%	155	9,600	55%
ABERDEEN AND SHETLAND	80%	850	30%	45	10,100	59%
KINCARDINE AND DEESIDE	76%	650	41%	65	5,700	89%
GORDON	94%	700	50%	100	10,000	57%
BUCHAN	82%	900	24%	120	8,100	50%
MORAY	57%	550	86%	210	4,900	67%
ABERNETHY	83%	250	67%	35	900	60%
INVERNESS	44%	950	32%	115	4,400	100%
LOCHABER	86%	350	86%	440	800	100%
ROSS	82%	1,050	59%	140	1,400	81%
SUTHERLAND	83%	200	67%	70	500	43%
CAITHNESS	75%	100	75%	60	800	44%
LOCHCARRON-SKYE	-	-	-	-	(500)	<b>0%</b>
UIST	-	-	-	-	(300)	<b>0%</b>
LEWIS	73%	1,450	80%	95	800	100%
ORKNEY	50%	500	29%	180	2,100	67%
ENGLAND	-	-	-	-	(1,700)	<b>0%</b>
INTERNATIONAL CHARGES	100%	950	22%	5	2,200	56%
<b>CHURCH OF SCOTLAND</b>	<b>57%</b>	<b>45,350</b>	<b>38%</b>	<b>8,275</b>	<b>254,400*</b>	<b>73%</b>

\*Total Church of Scotland membership figure excludes those Presbyteries who provided a nil return for Additional Questions  
Table 7b: Presbytery online and alternative offline worship figures

## 6.7 New Worshipping Communities

Information on New Worshipping Communities were requested as part of the Forsyth Report agreed by the General Assembly of 2019, for reporting from 2021.

New Worshipping Communities can take a multitude of forms, and must show evidence of all the following characteristics:

- **Missional:** the focus is on people beyond existing congregations;
- **Contextual:** their format, culture and activities are shaped by the particular setting;
- **Consistency:** a community is developing, with some of the same people participating regularly;
- **Ecclesial:** it sees itself as part of, and is developing connections with, the wider Church;
- **Formational:** participants are encouraged to grow in Christian faith and character

Additional questions were included in the Congregational Statistics to obtain information on those congregations and Presbyteries with a New Worshipping Community during 2021. We present in Table 8 some overall figures; information gathered through this collection will form the basis of further research within Pioneering Ministries.

The overall response rate was 61%, with no responses from the Presbyteries of England, Hamilton, Lanark, Lochcarron-Skye, Uist and Wigtown and Stranraer.

As with other areas of church life, New Worshipping Communities have been greatly impacted by the Covid-19 pandemic with many congregations describing communities that had not operated since the start of the pandemic and moving online.

Within the Church of Scotland:

- 31% of congregations offered at least one New Worshipping Community, with a number of congregations offering more than one.
- Over 400 New Worshipping Communities were reported to be operating in congregations,
- 4 New Worshipping Communities operated at a Presbytery-wide level.
- The majority of New Worshipping Communities were described as Messy Church (35%) and Café Church (14%).
- Other types included Youth Church, Older People's Church, and Forest Church.

A number of New Worshipping Communities were organised in collaboration with other Church of Scotland congregations, other denominations, and some with other organisations. More detailed analysis of information collected on New Worshipping Communities will be undertaken during 2022 within the Faith Nurture Forum.

Presbyteries	Number of New Worshipping Communities at a Presbytery Level	Number of New Worshipping Communities within Congregations	% Congregations with New Worshipping Communities	Number of Congregations as at 31 <sup>st</sup> Dec 2021	Response Rate
EDINBURGH		35	37%	70	81%
WEST LOTHIAN		20	48%	26	88%
LOTHIAN		15	50%	46	87%
MELROSE AND PEEBLES		15	30%	28	71%
DUNS		5	33%	13	92%
JEDBURGH		-	0%	16	25%
ANNANDALE AND ESKDALE		<5	13%	19	53%
DUMFRIES AND KIRKCUDBRIGHT		<5	7%	32	91%
WIGTOWN AND STRANRAER		-	0%	18	0%
AYR		10	19%	48	88%
IRVINE AND KILMARNOCK	3	15	70%	28	36%
ARDROSSAN		15	45%	27	74%
LANARK		-	0%	20	0%
CLYDE		20	30%	78	77%
GLASGOW		25	25%	129	50%
HAMILTON		-	0%	74	0%
ARGYLL	1	5	20%	52	58%
FALKIRK		10	25%	29	69%
STIRLING		20	40%	45	56%
FIFE		60	58%	79	75%
DUNKELD AND MEIGLE		<5	11%	19	100%
PERTH		15	60%	35	43%
DUNDEE		-	0%	35	100%
ANGUS		15	41%	31	55%
ABERDEEN AND SHETLAND		10	35%	34	50%
KINCARDINE AND DEESIDE		10	35%	19	89%
GORDON		-	0%	28	57%
BUCHAN		10	47%	34	50%
MORAY		<5	29%	21	67%
ABERNETHY		<5	17%	10	60%
INVERNESS		10	20%	34	88%
LOCHABER		15	57%	14	100%
ROSS		10	29%	21	81%
SUTHERLAND		-	0%	14	43%
CAITHNESS		-	0%	9	44%
LOCHCARRON-SKYE		-	0%	8	0%
UIST		-	0%	6	73%
LEWIS		<5	13%	11	0%
ORKNEY		<5	25%	21	57%
ENGLAND		-	0%	7	0%
INTERNATIONAL CHARGES		<5	25%	16	50%
<b>CHURCH OF SCOTLAND</b>	<b>4</b>	<b>410</b>	<b>31%</b>	<b>1304</b>	<b>61%</b>

Table 8: New Worshipping Communities

### 6.8 Congregational Activities

Congregational activities have been greatly affected throughout the COVID-19 pandemic with some congregations unable to open their buildings to large groups or offer in person activities. This data was not reported upon in 2020 due to this disruption.

Congregations are asked whether they engage in activities relating to:

- School chaplaincy
- Youth work
- Community development
- International links
- Environmental issues
- Political issues
- Health issues
- Economic inequality
- Food Poverty

Data was received from all but two Presbyteries, resulting in the following summary graph:

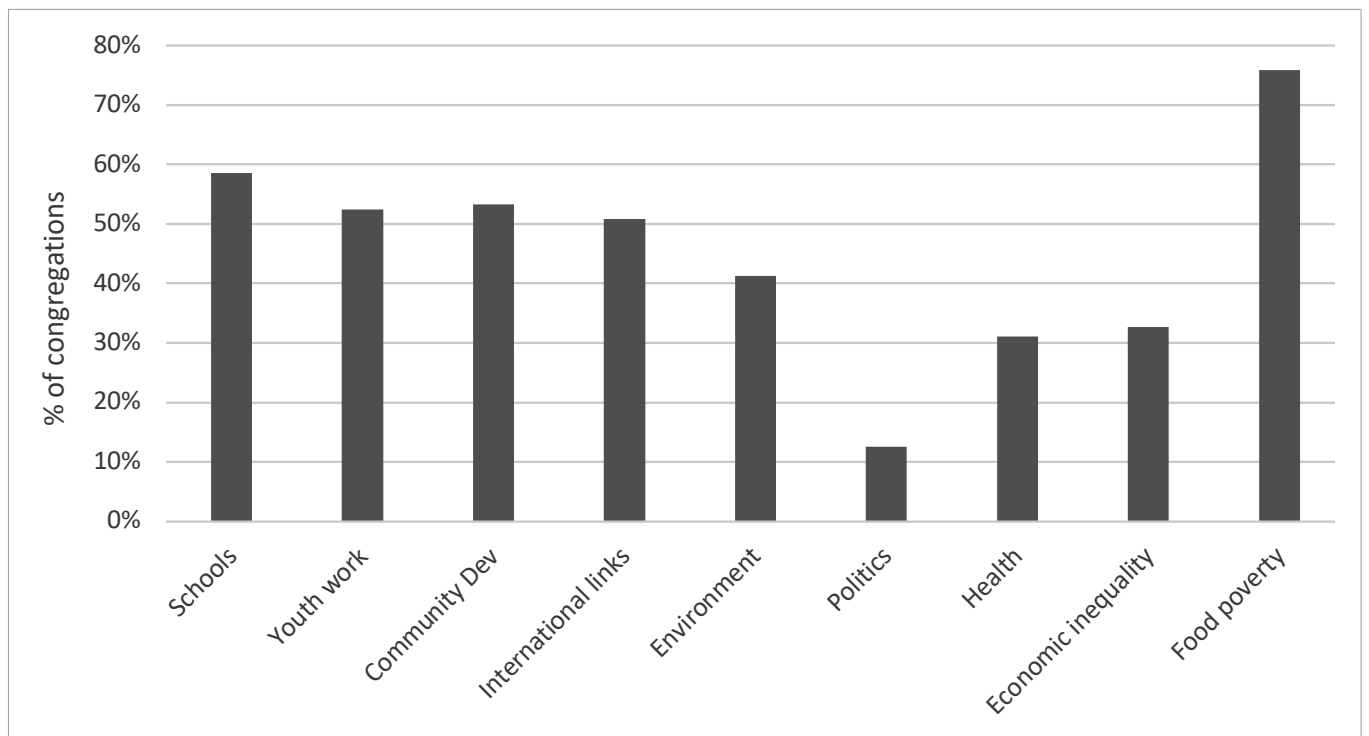


Figure 2: Congregational activities

Alleviating food poverty (76%) and School chaplaincy (59%) were the most common activities in congregations of the Church of Scotland. Engagement with political issues was the least common with only 13% of congregations.

Since 2019, there has been a marked fall in engagement with young people, with school chaplaincy levels and youth work levels falling from pre-pandemic levels of 77% and 66% to 59% and 52% respectively. Community development has also suffered, falling from 67% to today’s 53%, and alleviating food poverty from 83% to 76%.

<b>Presbyteries</b>	<b>Schools</b>	<b>Youth work</b>	<b>Community development</b>	<b>International links</b>	<b>Environment</b>	<b>Politics</b>	<b>Health</b>	<b>Economic inequality</b>	<b>Food p'ty</b>
EDINBURGH	71%	67%	67%	66%	64%	29%	47%	56%	89%
WEST LOTHIAN	58%	73%	50%	58%	42%	19%	50%	35%	85%
LOTHIAN	65%	65%	72%	59%	57%	11%	39%	39%	87%
MELROSE AND PEBBLES	43%	18%	43%	46%	39%	4%	14%	21%	57%
DUNS	55%	36%	55%	45%	55%	9%	36%	18%	100%
JEDBURGH	56%	50%	31%	31%	31%	6%	25%	13%	81%
ANNANDALE AND ESKDALE	63%	42%	63%	58%	42%	11%	37%	32%	74%
DUMFRIES AND KIRKCUDBRIGHT	44%	9%	22%	50%	16%	3%	13%	13%	41%
WIGTOWN AND STRANRAER	44%	39%	28%	28%	28%	0%	0%	11%	94%
AYR	71%	44%	42%	38%	29%	6%	23%	33%	69%
IRVINE AND KILMARNOCK	61%	57%	39%	43%	39%	18%	46%	25%	68%
ARDROSSAN	41%	56%	52%	52%	26%	0%	15%	30%	89%
LANARK	85%	70%	75%	65%	30%	15%	35%	50%	85%
CLYDE	73%	71%	62%	51%	40%	13%	44%	36%	84%
GLASGOW	70%	64%	64%	59%	50%	25%	41%	43%	67%
HAMILTON	65%	62%	62%	54%	43%	15%	41%	36%	85%
ARGYLL	33%	35%	31%	29%	37%	6%	25%	15%	60%
FALKIRK	59%	52%	45%	59%	45%	3%	28%	38%	83%
STIRLING	44%	51%	60%	53%	44%	16%	29%	33%	82%
FIFE	61%	44%	58%	66%	49%	15%	33%	33%	85%
DUNKELD AND MEIGLE	37%	37%	47%	37%	26%	5%	16%	37%	63%
PERTH	57%	69%	57%	29%	40%	3%	34%	40%	83%
DUNDEE	60%	54%	49%	60%	46%	9%	37%	49%	86%
ANGUS	65%	48%	55%	45%	42%	10%	23%	32%	74%
ABERDEEN AND SHETLAND	55%	48%	58%	36%	36%	12%	30%	24%	82%
KINCARDINE AND DEESIDE	79%	58%	68%	58%	42%	5%	32%	21%	68%
GORDON	86%	64%	61%	54%	54%	14%	21%	39%	75%
BUCHAN	41%	50%	21%	41%	9%	0%	12%	18%	62%
MORAY	57%	57%	48%	52%	29%	19%	19%	24%	81%
ABERNETHY	70%	70%	70%	90%	80%	30%	60%	50%	90%
INVERNESS	33%	30%	30%	33%	33%	0%	17%	10%	57%
LOCHABER	71%	36%	64%	50%	43%	7%	14%	21%	86%
ROSS	50%	63%	63%	63%	25%	6%	19%	19%	75%
SUTHERLAND	57%	21%	57%	29%	50%	14%	14%	21%	86%
CAITHNESS	33%	22%	33%	22%	22%	11%	22%	11%	67%
LOCHCARRON-SKYE	33%	67%	33%	33%	0%	0%	33%	0%	100%
UIST	80%	80%	0%	20%	20%	20%	20%	40%	40%
LEWIS									
ORKNEY	33%	38%	43%	52%	29%	14%	10%	19%	48%
ENGLAND	29%	14%	71%	57%	57%	14%	29%	57%	86%
INTERNATIONAL CHARGES	17%	42%	67%	67%	42%	25%	42%	42%	58%
<b>CHURCH OF SCOTLAND</b>	<b>59%</b>	<b>52%</b>	<b>53%</b>	<b>51%</b>	<b>41%</b>	<b>13%</b>	<b>31%</b>	<b>33%</b>	<b>76%</b>

Table 9: Congregational activities

*In the name of the Committee*

JOHN CHALMERS, Convener  
DAVID HARRISON, Vice-Convener  
JAMES MCNEILL, Administrative Trustee

## CONGREGATIONAL INCOME ANALYSIS

	2019 Actual £'000	2020 Actual £'000	2020 Increase/ (Decrease) %	2021 Provisional £'000	2021 Increase/ (Decrease) %	2022 Projected £'000	2022 Increase/ (Decrease) %	2023 Projected £'000	2023 Increase/ (Decrease) %
<b>CONGREGATIONAL INCOME</b>									
Offerings	60,851	52,852	(13.1%)	54,707	3.5%	55,000	0.5%	58,000	5.5%
Tax Recovery on Offerings	10,212	10,246	0.3%	9,611	(6.2%)	10,000	4.1%	10,500	5.0%
<b>Total Offerings</b>	71,063	63,098	(11.2%)	64,318	1.9%	65,000	1.1%	68,500	5.4%
Other Ordinary Income	15,945	8,492	(46.7%)	8,213	(3.3%)	10,500	27.8%	13,800	31.4%
<b>Total Ordinary Income</b>	<b>87,008</b>	<b>71,590</b>	<b>(17.7%)</b>	<b>72,531</b>	<b>1.3%</b>	<b>75,500</b>	<b>4.1%</b>	<b>82,300</b>	<b>9.0%</b>

Note: Excludes income which is not assessable as well as endowment, glebe and consolidated fabric fund income



**Appendix 2****Church of Scotland Unincorporated Entities****Budget 2023-2027****National Budget Income**

	<b>Budget 2023 £000s</b>	<b>Indicative Budgets</b>			
		<b>2024 £000s</b>	<b>2025 £000s</b>	<b>2026 £000s</b>	<b>2027 £000s</b>
Congregational Contributions	39,269	37,490	35,117	33,396	32,210
Stipend Endowment Income (and Glebe Rent)	3,640	3,640	3,640	3,640	3,640
Investment Income	1,801	1,801	1,801	1,801	1,801
Other Income	3,577	3,592	3,640	3,661	3,704
<b>Total Income</b>	<b>48,287</b>	<b>46,523</b>	<b>44,198</b>	<b>42,499</b>	<b>41,355</b>

**National Budget Expenditure**

Parish Ministries direct costs	35,811	33,492	32,000	30,700	29,673
Faith Nurture Forum other costs	4,406	4,395	4,375	4,355	4,365
Faith Impact Forum costs	1,873	1,689	1,689	1,689	1,689
Office of the General Assembly	1,249	1,270	1,276	1,289	1,298
Support and Services Departments:					
Office of Assembly Trustees	821	826	829	832	834
Safeguarding	388	385	385	385	385
Stewardship and Finance	1,506	1,454	1,470	1,477	1,482
Law	998	1,004	1,008	1,012	1,012
Information and Communications Technology	952	1,010	1,064	1,125	1,191
Facilities Management	1,008	1,021	1,036	1,052	1,070
Central Properties Department, Health and Safety	-	-	-	-	-
Human Resources	433	434	434	434	434
Media and Communications	584	587	592	597	602
	<b>6,690</b>	<b>6,720</b>	<b>6,818</b>	<b>6,913</b>	<b>7,010</b>

**National Budget Operational Net Expenditure**

	<b>(1,742)</b>	<b>(1,044)</b>	<b>(1,960)</b>	<b>(2,448)</b>	<b>(2,680)</b>
Presbytery Funding	1,440	1,440	1,440	1,440	1,440
Transition Funding	638	571	485	-	-
Strategic Projects	1,953	2,213	1,048	959	1,001
<b>Net Expenditure</b>	<b>(5,773)</b>	<b>(5,268)</b>	<b>(4,933)</b>	<b>(4,847)</b>	<b>(5,121)</b>

**Other Funds including Housing and Loan Fund**

Net income	497	497	497	497	497
Property improvement programme	(1,020)	(1,020)	(1,020)	(1,020)	(1,020)
Other Funds net expenditure	(523)	(523)	(523)	(523)	(523)

**Overall Net Costs National Budget**

	<b>(6,296)</b>	<b>(5,791)</b>	<b>(5,456)</b>	<b>(5,370)</b>	<b>(5,644)</b>
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**CrossReach**

Operational Income	47,581	48,228	48,880	49,512	50,098
Operational Expenditure	(49,502)	(49,993)	(50,490)	(50,991)	(51,497)
Property improvement programme	(500)	(500)	(500)	(500)	(500)
<b>Total Net Costs</b>	<b>(2,421)</b>	<b>(2,265)</b>	<b>(2,110)</b>	<b>(1,979)</b>	<b>(1,899)</b>

**Unincorporated Entities Overall net costs to be met from reserves**

	<b>(8,717)</b>	<b>(8,056)</b>	<b>(7,566)</b>	<b>(7,349)</b>	<b>(7,543)</b>
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**Before Gains/Losses on Properties and Investments**

**Appendix 3****'SEEDS for GROWTH' FUND REGULATIONS (REGS XX2022)****'Seeds for Growth' Fund Regulations**

1. The Church of Scotland *Seeds for Growth Fund* ("the Fund") shall be established from 1 January 2023.
2. Responsibility for the Fund shall rest with the Assembly Trustees who act as the Trustees of the Unincorporated Entities Scottish Charity Number 011353 ("The Trustees"). The Trustees may establish a body to oversee the Fund on their behalf.
3. The purposes of the Fund are to support the numerical and spiritual growth of existing Church of Scotland congregations and of new Church of Scotland worshipping communities through (i) the planting of new worshipping communities; (ii) work focused on the development of new forms and fresh expressions of church life; (iii) creative engagement with all sectors of society in particular with those aged 40 and under, in every case promoting the advancement of religion and the overarching purpose of the numerical and spiritual growth of the Church; and (iv) The enablement of community transformation motivated by Christian service. In the initial three years (2023 – 2026) the Fund shall prioritise the support of: (i) the planting of new worshipping communities and (ii) work with people aged 40 and under.
4. The Fund shall operate for a 7-year period until 31<sup>st</sup> December 2029. A review conducted by the Trustees shall take place after the first three years of operation and shall measure the success of the Fund against previously agreed criteria to determine future direction and investment.
5. The Fund shall replace the *Go For It* Fund. Administration of grants already awarded out of the *Go For It* Fund shall become the responsibility of the Fund. Monies already committed in the *Go For It Fund* at 31 December 2019 shall be transferred to the Fund.
6. An application to the Fund may be made by a Presbytery or a group of Presbyteries.
7. Applicants to the Fund should be able to show that they have worked diligently to: (i) raise funds from local sources (including the Presbytery/ies and congregation(s) making or involved in the application); and, (ii) raise funds from appropriate external sources. Funding, up to 100%, will not necessarily be contingent on funding being provided by any other body.
8. The Trustees shall provide core funding from the unrestricted funds held on behalf of the Unincorporated Entities. This money shall cover both grants to be paid from the Fund and the administration of the Fund.
9. The Fund may be supplemented by other funds raised within and beyond the Church.
10. The Terms of Reference for use of the Fund set out in the Schedule below shall be developed and monitored by the Trustees and any amendments shall be approved by the General Assembly as part of the annual reporting on the operation of the Fund. The Trustees may also fund grants from restricted funds held by the Unincorporated Entities if the purpose is consistent with donor restrictions.
11. The Trustees shall be responsible for monitoring the ongoing effectiveness of the Fund. The Trustees shall report annually on the work of the Fund to the General Assembly with a focus on how the Fund is achieving its primary aims as set out in section 3 of these Regulations.
12. If the General Assembly decides that the Fund shall be closed before 31<sup>st</sup> December 2029 any monies remaining in the Fund shall be transferred back to the General Fund.

## Schedule

### The *Seeds for Growth Fund* Implementation Group Terms of Reference Committee

1. The *Seeds for Growth Fund* Implementation Group (the "Committee") is a Committee of the Assembly Trustees.
2. The purpose for which the Committee is established is to oversee the operation of the *Seeds for Growth Fund* on behalf of the Assembly Trustees. In carrying out those duties the Committee shall adhere to the relevant Regulations issued by the General Assembly and to the guidelines, criteria and governance requirements approved by the Assembly Trustees.
3. The size of individual grants, guidelines, criteria and governance requirements shall be reviewed annually by the Assembly Trustees in consultation with the Committee. Grants in excess of £75,000.00 shall require individual approval by the Assembly Trustees.

#### Purpose

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

#### Criteria

The Committee shall assess applications in accordance with the following criteria.

1. Applications must come from Presbyteries or groups of Presbyteries. Collaboration with other partners, specifically including ecumenical co-operation, will be encouraged where such collaboration furthers either numerical or spiritual growth within the Church or community transformation motivated by Christian service.
2. Applications must demonstrate a visionary approach to church growth, church planting and pioneer mission and must set out the anticipated effect of the project at a congregational or Presbytery level and include a clear plan and measurable targets.
3. Applications must provide a realistic assessment of how the project will continue beyond the period of funding and whether it will generate growth elsewhere within the Church.
4. Applications must include means of developing and sharing related experiences and good practice across the Church.
5. Applications must be focused on a defined project.
6. Applications will be assessed in accordance with the following prioritisation:
  - Developing mission through new ecclesial communities and church planting
  - Engaging in intergenerational approaches to and participation in worship

#### Governance

1. The operation of the *Seeds for Growth Fund* shall be overseen by a Committee of nine persons, two of whom will be Assembly Trustees. The other members shall be appointed by the Assembly Trustees working in collaboration with the Nomination Committee. Members so appointed shall serve a three-year term, renewable unless otherwise determined by the Assembly Trustees. Of those first appointed, four shall serve three years renewable and three shall serve two years, renewable for a three-year term. Trustee members shall serve during their appointed term as an Assembly Trustee.
2. The Committee shall meet at least five times per year to consider strategy and applications. On special cause shown the Committee may consider an application outwith those times; but in so doing the Committee must determine both that there is an urgency as to the application which requires a special meeting and also that the application is of such importance that to consider it without comparison with other applications would not improperly disadvantage such potential applications.
3. In carrying out their duties the Committee will engage with applicants through regional teams and carry out the process of assessment in partnership with local Presbytery representatives. Each team shall be convened by a member of the Committee and shall comprise two members of the Committee, in addition to two other persons with local knowledge chosen by the Presbytery. Each team shall be appointed to work within the life-cycle of the purpose for which the grant application is being considered. Once a grant application has been approved by the Committee, a team shall report to the Committee both in respect of the terms of the grant and also for determinations on any matter requiring consideration outwith the terms of the grant.
4. A quorum of the Committee shall be five, whether attending in person or by electronic means. One attendee must be an Assembly Trustee and one must be the Convener or another trustee specifically nominated by the Convener for the purpose of the meeting in question. If meeting by electronic means, the Committee shall comply in all respects with the provisions of GA Act VI 2018 (Virtual Attendance at Meetings Act).
5. The Committee shall maintain Minutes of their meetings, duly approved by all members attending within two weeks of the meeting. The Minutes shall include a full account of the work of the regional "team" with a synopsis of all applications received and the reasoning for recommendations made to the Committee.

6. In respect that the Assembly Trustees are the Charity Trustees for the assets to be used by the *Seeds for Growth Fund*:
  - (i) the Minutes of meetings of the Committee shall be sent to the Assembly Trustees within one month of the meeting
  - (ii) in carrying out their duties the Committee shall submit quarterly reports to the Assembly Trustees as to their administration of the assets of the Fund and any proposed strategy for future operation, such report to be in terms of a template to be provided by the Assembly Trustees
  - (iii) the Committee shall maintain such accounts as the Assembly Trustees require
  - (iv) the work of the Committee in considering and granting applications shall be carried out in accordance with a budgetary framework, agreed with the Assembly Trustees and
  - (v) any liability arising out of the acting of a Committee member in good faith shall be borne as if the acting of an Assembly Trustee.