

The Church of Scotland
General Assembly
2016



ORDER OF PROCEEDINGS

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Free WiFi is available throughout the Assembly Hall

Network: General Assembly

Password: assembly2016

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Scottish Charity Number: SC011353

NOTES

1. The General Assembly stand
 - (a) When The Lord High Commissioner or the Moderator enters the Hall before the constitution of any Session;
 - (b) When Her Majesty's Commission to The Lord High Commissioner and Her Majesty's Letter to the General Assembly are read;
 - (c) When The Lord High Commissioner addresses the General Assembly, or the Moderator addresses The Lord High Commissioner; and
 - (d) When a distinguished visitor is brought into the Hall to address the General Assembly.

2. The General Assembly do not stand when The Lord High Commissioner retires from the Hall.

**COMMISSIONERS' TRAVELLING EXPENSES
AND SUBSISTENCE EXPENSES****GENERAL ASSEMBLY 2016**

These are as listed on the Expenses Claim Form

Expense Claim Forms will be received in the New College Foyer on:

Friday 27 May – 10.00 am to 3.00 pm

or returned to the Principal Clerk's Office as soon as possible after the General Assembly

Voting Handsets and swipe cards may be returned to the Assembly Office or handed in with Expense Claim Forms as above

COMMITTEES

Name of Committee	Place of Meeting	Time of Meeting
Business Committee	Clerks' Desk	21 May at close of morning session

ROLL AND STANDING ORDERS

ASSEMBLY OFFICE-BEARERS		
Title	Name	No
Moderator	Rt Rev Dr Angus Morrison *	855
Moderator-Designate	Rev Dr G Russell Barr *	856
Chaplains	Rev Ian Y Gilmour *	857
	Rev Moira McDonald *	858
Principal Clerk	Very Rev John P Chalmers †	859
Depute Clerk	Rev Dr George J Whyte †	860
Procurator	Ms Laura Dunlop QC †	861
Law Agent	Mrs Janette S Wilson †	862
Law Agent Nominate	Miss Mary Macleod †	863
Precentor	Rev Dr Martin C Scott	793
Chief Steward	Mr Alexander F Gemmill	
Assembly Officer	Mr David McColl †	
Assistant Assembly Officer	Mr Craig Marshall †	
BUSINESS COMMITTEE		
Convener Nominate	Rev Dr Derek Browning †	864
Vice-Convener Nominate	Ms Judith Pearson †	865

* Communications should be delivered to the Moderator's Room, not to boxes.

† Communications should be delivered to the Clerk's Desk, not to boxes.

INDEX OF PRESBYTERIES

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27	Dunkeld and Meikle	28	Perth
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1	Edinburgh	26	St Andrews
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22	Falkirk	40	Sutherland
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33	Gordon	2	West Lothian
14	Greenock and Paisley	9	Wigtown and Stranraer
17	Hamilton		
37	Inverness		

ROLL OF COMMISSIONERS

1. Presbytery of Edinburgh

Minister

1. Rev Ian W Alexander, World Mission Council
2. Rev Dr Kenneth S Baird, (Edinburgh: Leith North)
3. Rev David Cameron, Edinburgh: Dean
4. Rev Carol H M Ford, Edinburgh: St Margaret's
5. Rev Joanne G Foster, Edinburgh: Inverleith St Serf's
6. Rev Dr Richard E Frazer, Edinburgh: Greyfriars Kirk
7. Rev Drausio Goncalves, Edinburgh: Bristo Memorial Craigmillar
8. Rev W Peter Graham, (Presbytery Clerk)
9. Rev James J Griggs, Edinburgh: Corstorphine St Anne's
10. Very Rev James Harkness KCVO CB OBE DD, (Chaplain General)
11. Rev Jack Holt, Edinburgh: Polwarth
12. Rev Alistair H Keil, Edinburgh: St Andrew's Clermiston
13. Rev Dr Thomas Kisitu, Edinburgh: St Nicholas' Sighthill
14. Very Rev Finlay A J Macdonald DD, (Principal Clerk)
15. Rev Calum I Macleod, Edinburgh: High (St Giles')
16. Rev Michael Mair, Edinburgh: St David's Broomhouse
17. Rev Angus R Mathieson, Ministries Council
18. Rev Iain May, Edinburgh: Leith South
19. Rev Mary B Morrison, (Edinburgh: Stenhouse St Aidan's)
20. Rev Peter Nelson, Edinburgh: St John's Colinton Mains
21. Rev Sheena Orr, Prison Chaplain
22. Rev Jayne E Scott, Edinburgh: Drylaw
23. Rev Dr V Easter Smart, Edinburgh: Currie
24. Rev Alexander T Stewart, Edinburgh: Corstorphine St Ninian's
25. Rev William R Taylor, Prison Chaplaincy Adviser
26. Rev Ian J Wells, Edinburgh: Ratho

27. Rev Jenny M Williams, Health, Healing and Spirituality
28. Rev Dr John N Young, Edinburgh: Kaimes Lockhart Memorial l/w Edinburgh: Liberton

Elder

29. Ms Katherine L Anderson, Edinburgh: Greenside
30. Mr John M Ballantine, Edinburgh: St Stephen's Comely Bank
31. Mr Douglas Beddie, Edinburgh: Murrayfield
32. Mr William Combe, Edinburgh: Bristo Memorial Craigmillar
33. Miss Judith Crawford, Edinburgh: Drylaw
34. Mrs Eleanor E Davidson, Edinburgh: Albany Deaf Church
35. Mrs Audrey Downie, Edinburgh: Polwarth
36. Dr Alison Elliot OBE LLD DD FRSE, Edinburgh: Greyfriars
37. Mr Allan Gordon, Edinburgh: St Michael's
38. Mr Ian Graham, Edinburgh: Palmerston Place
39. Dr Hazel Hastie, Edinburgh: Drylaw
40. Mr John M Hodge, Edinburgh: Newhaven
41. Mrs Elaine Hogan, Edinburgh: Barclay Viewforth
42. Ms Carol Kelly, Edinburgh: Queensferry
43. Mr Bill Kerr, Edinburgh: Carrick Knowe
44. Mrs Christina G H Laing, Edinburgh: Old Kirk Muirhouse
45. Rev Dr Rory MacKenzie, Edinburgh: St Catherine's Argyle
46. Mrs Mary MacPherson, Edinburgh: Greyfriars Kirk
47. Mr Hugh McMichael, Edinburgh: Inverleith St Serf's
48. Mr Ian Murray, Edinburgh: Priestfield
49. Mr Martin J Pearce, Edinburgh: Davidson's Mains
50. Mr Neil Proven, Edinburgh: Corstorphine St Anne's
51. Mr George Ross, Edinburgh: Mayfield Salisbury
52. Dr R Scott Spurlock, Edinburgh: Morningside United

53. Mrs Valerie Thomson MBE, Edinburgh:
Corstorphine St Ninian's
54. Miss Janice L Todd, Edinburgh: St
Cuthbert's
55. Mrs Joy Walkling, Edinburgh: St Martin's
56. Mrs Rosemary Woodroffe, Edinburgh:
Inverleith St Serf's

Deacon

57. Mrs Margaret Gordon DCS, (Edinburgh: Currie)
58. Miss Agnes M Rennie DCS, Edinburgh: St
Martin's
59. Mrs Pauline Robertson DCS, Edinburgh: St
Margaret's (Lochend I/w Restalrig)

2. Presbytery of West Lothian

Minister

60. Rev Dr Jacobus Boonzaaier, Broxburn
61. Rev Christopher Galbraith, Bathgate:
Boghall
62. Rev Ronald G Greig, Livingston United
Parish
63. Rev Cheryl McKellar-Young, Associate,
Linlithgow: St Michael's
64. Rev Dr Sandy M Roger, Whitburn:
Brucefield
65. Rev Duncan Shaw, Bathgate: St John's
66. Rev Graham W Smith, Livingston: Old

Elder

67. Mr John Burgoyne, Livingston United
Parish
68. Mr Duncan F Grant, Livingston: Old
69. Mr Derek R Henderson, Linlithgow: St
Michael's
70. Mrs Anne E Noble, Bathgate: St John's
71. Mrs Margaret E Samuel, Bathgate: Boghall
72. Mrs Jean B A Turnbull, Broxburn
73. Mr A Jeffrey Wight, Whitburn: Brucefield

Deacon

74. Miss Ann Merrilees DCS, (Glasgow: St
James' (Pollock))
75. Mr Gordon Pennykid DCS, Livingston: Old

3. Presbytery of Lothian

Minister

76. Rev Geoff T Berry, Army Chaplain
77. Very Rev John B Cairns KCVO DD LLD,
(Aberlady with Gullane)
78. Rev Ian A Cathcart, Howgate I/w Penicuik:
South
79. Rev Alan R Cobain, Tyne Valley Parish
80. Rev Graham L Duffin, Loanhead
81. Rev Fred Harrison, Ordained Local Minister,
Howgate I/w Penicuik: South
82. Rev Alison P McDonald, Musselburgh:
Northesk
83. Rev Mark S Nicholas, Gorebridge
84. Rev Aniko Schuetz Bradwell, Humbie I/w
Yester, Bolton and Saltoun
85. Rev David J Torrance, Ormiston I/w
Pencaitland
86. Rev John R Wells, Bilston I/w Glencorse I/w
Roslin

Elder

87. Mr Alastair J Burnett, Newbattle
88. Mrs Heather E Duffy, Musselburgh:
Northesk
89. Mrs Gillian E Hamilton, Pencaitland
90. Mrs Jean Johnston, Ormiston
91. Mrs Catherine Leitch, Tyne Valley Parish
92. Mrs Joyce E MacLean, Penicuik: South
93. Mr John D McCulloch DL, Presbytery Clerk
94. Miss Audrey McLaren, Loanhead
95. Mrs Elizabeth Morton, Dalkeith: St John's
and King's Park
96. Mrs Helen A M Symon, Glencorse
97. Mr Ross A Watters, Gorebridge

4. Presbytery of Melrose and Peebles

Minister

98. Very Rev A David K Arnott, (St Andrews:
Hope Park I/w Strathkinness)
99. Rev Malcolm S Jefferson, Lyne and Manor
I/w Peebles: St Andrew's Leckie
100. Rev Victoria J Linford, Stow: St Mary of
Wedale and Heriot
101. Rev Robert B Milne, Broughton Glenholm
and Kilbucho I/w Skirling I/w Stobo and
Drumelzier with Tweedsmuir

102. Rev Samuel Siroky, Ettrick and Yarrow
 103. Rev Pamela Strachan, Eddleston I/w
 Peebles: Old

Elder

104. Mrs Catherine A Davidson, Peebles: Old
 105. Dr Margaret J Habeshaw, Kirkurd and Newlands
 106. Mrs Isobel Hunter, Skirling
 107. Mr E Ronald McQuat, Stow: St Mary of
 Wedale and Heriot
 108. Mrs Rosalind Pyatt, Lyne and Manor
 109. Mrs Susan M White, Ettrick and Yarrow

5. Presbytery of Duns

Minister

110. Rev Stephen A Blakey, Duns and District
 Parishes
 111. Rev Dr Adam J Hood, Berwick-upon-Tweed:
 St Andrew's Wallace Green and Lowick
 112. Rev Dr H Dane Sherrard, Presbytery Clerk

Elder

113. Mrs Marianne Karsgaard, Coldingham and
 St Abbs
 114. Mrs Bea Nicholson, Berwick-upon-Tweed:
 St Andrew's Wallace Green and Lowick
 115. Mrs Moira Taylor-Smith, Duns and District
 Parishes

6. Presbytery of Jedburgh

Minister

116. Rev Prof Graeme A Auld, (University of
 Edinburgh)
 117. Rev Douglas A O Nicol, Hobkirk &
 Southdean I/w Ruberslaw
 118.

Elder

119. Mr R Scott Elliot, Hawick: Burnfoot
 120. Mr Robert Scott, Hawick: Trinity
 121.

7. Presbytery of Annandale and Eskdale

Minister

122. Rev C Bryan Haston, Presbytery Clerk
 123. Rev Dr Frances M Henderson, Hoddom,
 Kirtle-Eaglesfield and Middlebie
 124. Rev I Scott McCarthy, Langholm,
 Eskdalemuir, Ewes and Westerkirk

125. Rev John G Pickles, Annan: St Andrew's I/w
 Brydekirk

Elder

126. Mr David R Hopper, Annan: St Andrew's
 127. Mr James Houston, Lochmaben
 128. Dr A Sonia Sharkey, Moffat: St Andrew's
 129. Mrs Martine Taylor, Hoddom, Kirtle-
 Eaglesfield and Middlebie

Deacon

130. Mrs Angela Brydson DCS, Presbytery
 Deacon

8. Presbytery of Dumfries and Kirkcudbright

Minister

131. Rev Stephen Ashley-Emery, The Bengairn
 Parishes I/w Castle Douglas
 132. Rev Dr David Bartholomew, Balmaclellan
 and Kells I/w Carsphairn I/w Dalry
 133. Rev Donald Campbell, Dumfries: St George's
 134. Rev Neil Campbell, Dumfries: Northwest
 135. Rev Douglas R Irving, Kirkcudbright
 136. Rev Gary J Peacock, Irongray, Lochrutton
 and Terregles
 137. Rev David A Sutherland, Dumfries:
 Maxwelltown West

Elder

138. Lt Col John A Charteris MBE MC,
 Kirkmichael, Tinwald and Torthorwald
 139. Mr David Dick, Closeburn
 140. Mr David Gibson, Dumfries: St George's
 141. Mr David Johnson, Dumfries: Maxwelltown
 West
 142. Miss Elisabeth J Manson, Dumfries: St
 Mary's-Greyfriars
 143. Mrs Irene Robertson, Kirkcudbright
 144. Ms Carol-Ann Searle, Kirkconnel

9. Presbytery of Wigtown and Stranraer

Minister

145. Rev Eric Boyle, Kirkcowan I/w Wigtown
 146. Rev John H Burns, Inch I/w Portpatrick I/w
 Stranraer: Trinity
 147. Rev Stuart Farnes, Kirkmabreck I/w Monigaff

Elder

148. Mrs Lesley Allen, Ervie Kirkcolm

149. Mrs Donna Brewster, Wigtown
 150. Mr Sam Scobie, Presbytery Clerk

10. Presbytery of Ayr

Minister

151. Rev David Clarkon, Monkton and
 Prestwick: North
 152. Rev Kenneth C Elliott, Presbytery Clerk
 153. Rev George R Fiddes, Prestwick: St Nicholas'
 154. Rev Robert Mayes, Dundonald
 155. Rev Jamie Milliken, Troon: Portland
 156. Rev Richard G Moffat, Girvan: North
 157. Rev Alistair H Morrison, (Paisley: St Mark's
 Oldhall)
 158. Rev John W Paterson, Lugar l/w Old
 Cumnock: Old
 159. Rev David B Prentice-Hyers, Troon: Old
 160. Rev Alistair H Symington, (Troon: Old)

Elder

161. Mrs Anna Cameron, Coylton l/w Drongan
 162. Mr James A S Kirk, Kirkmichael l/w Straiton
 163. Mr Gordon MacDonald, Prestwick:
 Kingcase
 164. Mrs Moira Pirie, Coylton l/w Drongan
 165. Mr Frank Potter, Kirkmichael
 166.
 167.
 168.
 169.
 170.

11. Presbytery of Irvine and Kilmarnock

Minister

171. Rev Dr Grant Barclay, Depute Clerk
 172. Rev Andrew R Black, Irvine: Relief
 Bourtreeshill
 173. Rev C Blair Gillon, Galston
 174. Rev Judith A Huggett, Chaplain, NHS
 175. Very Rev David W Lacy DLitt, Kilmarnock:
 Kay Park
 176. Rev Alison McBrier, Associate, Kilmarnock:
 St Andrew's and St Marnock's
 177. Rev Colin A Strong, Kilmarnock: Riccarton

178. Rev John A Urquhart, Kilmaurs: St Maur's
 Glencairn
 179. Rev Kim Watt, Ordained Local Minister

Elder

180. Mr James Barnes, Kilmarnock: Riccarton
 181. Mr I Steuart Dey, Presbytery Clerk
 182. Mr David Fulton, Dreghorn and Springside
 183. Mr Ronald Hamilton, Kilmarnock: Kay Park
 184. Mrs Catherine Hay, Stewarton: St Columba's
 185. Mrs Jane Johnston, Kilmarnock: St John's
 Onthank
 186. Miss Janie McLaren, Irvine: Relief Bourtreeshill
 187. Mrs Davina Scrimgeour, Dreghorn and
 Springside
 188. Mr Matthew G Speirs, Kilmarnock: St
 Andrew's and St Marnock's

Deacon

189. Mrs Barbara Urquhart DCS, Kilmarnock:
 New Laigh Kirk

12. Presbytery of Ardrossan

Minister

190. Rev Angus Adamson, Brodick l/w Corrie l/w
 Lochranza and Pirnmill l/w Shiskine
 191. Rev Alan A Ford, Presbytery Clerk
 192. Rev Dorothy Granger, Ardrossan and
 Saltcoats: Kirkgate
 193. Rev Chris Vermeulen, Largs: St Columba's
 194. Rev Elizabeth R L Watson, Whiting Bay and
 Kildonan
 195. Rev David Whiteman, Kilbirnie: The Auld Kirk

Elder

196. Mr Andrew Campbell, Kilwinning: Old
 197. Mrs Shirley Denovan, Beith
 198. Mr Archie Kerr, Saltcoats: St Cuthbert's
 199. Mrs Annie Martin, Kilbirnie: St Columba's
 200. Mrs Deirdre Murray, West Kilbride
 201. Mrs Anne Pringle, Corrie

Deacon

202. Miss Fiona Blair DCS, Beith

13. Presbytery of Lanark

Minister

203. Rev Iain D Cunningham, Carluke: Kirkton
 204. Rev Helen E Jamieson, Presbytery Clerk

205. Rev Maudeen I MacDougall, Carnwath l/w Carstairs
 206. Rev Dr Elijah O Obinna, Carluke: St John's
 207. Rev George C Shand, The Tinto Parishes

Elder

208. Mrs Elizabeth Barthram, Carluke: St John's
 209. Mr George Forbes, Kirkmuirhill
 210. Mrs Elizabeth M McLachlan, Carluke: Kirkton
 211. Mr Robert Mitchell, The Douglas Valley
 212. Ms Grace Parton, Libberton and Quoithquan (The Tinto Parishes)

14. Presbytery of Greenock & Paisley

Minister

213. Rev Gordon B Armstrong, Paisley: Oakshaw Trinity
 214. Rev Alan D Birss, Paisley: Abbey
 215. Rev David Burt, Greenock: Old Gourrock & Ashton
 216. Rev Dr Glenn Chestnutt, Gourrock: St John's
 217. Rev Morris C Coull, Greenock: St Margaret's
 218. Rev Peter G Gill, Paisley: Wallneuk North
 219. Rev Kenneth N Gray, Bridge of Weir: Freeland
 220. Very Rev E Lorna Hood DD, Renfrew: North
 221. Rev Fiona E Maxwell, Neilston
 222. Rev Ann C McCool, Johnstone: High
 223. Rev Dr Peter McEnhill, Presbytery Clerk
 224. Rev John Murning, Paisley: Sherwood Greenlaw
 225. Rev Eileen M Ross, Linwood
 226. Rev Margaret A Whyte, (Glasgow: Pollokshaws)

Elder

227. Mrs Margaret K Brook, Linwood
 228. Mr Kenneth Carmichael, Paisley: St Lukes
 229. Mrs Anne Considine, Neilston
 230. Mr William B Dougan, Howwood
 231. Mr Alexander Farr, Barrhead: St Andrew's
 232. Mrs Elma Farr, Barrhead: St Andrew's
 233. Mr Steven Henderson, Bishopton
 234. Mr Colin Kirkwood, Bridge of Weir: Freeland
 235. Miss Anne Love, Gourrock: St John's
 236. Mr Kenneth W Paton, Greenock: Lyle Kirk
 237. Miss Margaret Pearson, Paisley: St James'

238. Miss Helen Robertson, Kilbarchan
 239. Mr Dennis Wadsworth, Elderslie
 240. Mr George W Wilkinson, Langbank

16. Presbytery of Glasgow

Minister

241. Rev David R Black, Glasgow: Pollokshields
 242. Rev James A S Boag, Broom
 243. Rev Sandra Boyd, Glasgow: King's Park
 244. Rev Richard G Buckley, Glasgow: Trinity Possil and Henry Drummond
 245. Rev Daniel J M Carmichael, Lenzie: Union
 246. Rev Bill H Finnie, Ordained Local Minister, Kirkintilloch: Hillhead
 247. Rev Alexander M Fraser, Glasgow: Knightswood St Margaret's
 248. Rev Dr Douglas Gay, University of Glasgow
 249. Rev Neil M Glover, Glasgow: Cambuslang Flemington Hallside
 250. Rev Roy J M Henderson, Glasgow: Pollokshaws
 251. Rev Karen E Hendry, Glasgow: Yoker
 252. Very Rev William C Hewitt, Presbytery Clerk
 253. Rev David P Hood, Glasgow: Merrylea
 254. Rev Thomas C Houston, (Associate, Glasgow: Priesthill and Nitshill)
 255. Rev Joseph A Kavanagh, Mearns
 256. Rev Fiona L Lillie, Glasgow: St John's Renfield
 257. Very Rev David W Lunan DD, (Presbytery Clerk)
 258. Rev John B MacGregor, Glasgow: Hillington Park
 259. Rev George C Mackay, Glasgow: Broomhill l/w Hyndland
 260. Rev Ada V MacLeod, Glasgow: Toryglen
 261. Rev Calum Macleod, Glasgow: Cardonald
 262. Rev Alasdair R MacMillan, Glasgow: Cathcart Trinity
 263. Rev Gordon MacRae, Steps
 264. Rev Mark Malcolm, Chryston
 265. Rev Daniel Manastireanu, Glasgow: St Paul's
 266. Rev Janet S Mathieson, Williamwood
 267. Rev Hilary N McDougall, Congregational Facilitator
 268. Rev Mark McKeown, Associate, Chryston
 269. Very Rev John D Miller DD, (Castlemilk East)

270. Rev Dr A Leslie Milton, Glasgow:
Cambuslang
271. Rev Thomas Nelson, Netherlee
272. Rev Lyn M Peden, Glasgow: St Andrew and
St Nicholas
273. Rev Thomas L Pollock, Glasgow:
Sherbrooke St Gilbert's
274. Rev Barbara D Quigley, Glasgow: St
Andrew's East
275. Rev Jeanne N Roddick, Greenbank
276. Rev David G Slater, Gartcosh I/w Glenboig
277. Rev Elisabeth G B Spence, Glasgow: Ibrox
278. Rev Alex Stuart, Ordained Local Minister,
Glasgow: Baillieston Mure Memorial I/w
Glasgow: Baillieston St Andrew's
279. Rev Prof Roger D Sturrock, Ordained Local
Minister, Glasgow: Kelvinside Hillhead &
Wellington
280. Rev Graham M Thain, Glasgow: St David's
Knightswood
- Elder**
281. Mrs Irene Allison, Glasgow: Kelvinside
Hillhead
282. Mr Stuart Balfour, Glasgow: Hillington
283. Mr Robert Barclay, Glasgow: St Andrew and
St Nicholas
284. Mr Graeme D I Barrie, Glasgow: Easterhouse
285. Mr John Boyle, Glasgow: Broomhill
286. Miss Laura Buist, Glasgow: Jordanhill
287. Ms Julie Campbell, Glasgow: Drumchapel
St Andrew's
288. Mr Paul Cathcart, Glasgow: Govan and
Linthouse
289. Dr Alastair K Denholm, Williamwood
290. Mr Roderick N Dickson, Glasgow: Hyndland
291. Mr Alistair Dobbie, Glasgow: Eastwood
292. Mr Lindsay Dow, Glasgow: Langside
293. Mr Raymond Hall, Lenzie: Old
294. Mr Kenneth Harper, Glasgow: Carntyne
295. Mr Raymond Jenkins, Glasgow: King's Park
296. Mrs Carol Johnston, Kirkintilloch: Hillhead
297. Mr Grant Keyes, Williamwood
298. Mrs Annette Lever, Gartcosh
299. Mr Gordon J MacFarlane, Glasgow:
Clincarthill
300. Mr K G Donald Mackenzie, Broom
301. Mr Graham Mackie, Glasgow: Maryhill
302. Mrs Kathleen MacPherson, Lenzie: Union
303. Mr Alex McCall, Glasgow: Gallowgate
304. Mrs Isabel McDerment, Glasgow:
Scotstoun
305. Mrs Elizabeth McGinn, Glasgow: Govan
and Linthouse
306. Mr Bill McMurtrie, Giffnock: Orchardhill
307. Miss Maureen McNabb, Glasgow:
Cardonald
308. Miss Catherine Morrison, Glasgow:
Knightswood St Margaret's
309. Mr Mathew Morton, Glasgow: Hyndland
310. Mrs Lesley Nisbet, Rutherglen: Stonelaw
311. Mr Alistair Park, Giffnock: South
312. Mrs Janet E Park, Glasgow: Baillieston Mure
Memorial
313. Mrs Helen T Provan, Kilsyth: Anderson
314. Mr Graham C Roddick, Greenbank
315. Mrs Betty Rosenshine, Glasgow:
Drumchapel St Mark's
316. Ms Lillas Sinclair, Glasgow: Kinning Park
317. Mr John H Stuart, Glasgow: Kelvinbridge
318. Mrs Helen Sturrock, Glasgow: Wellington
319. Dr Roderick Watt, Glasgow: St John's
Renfield
320. Mr Andrew Wilkin, Kirkintilloch: St David's
Memorial Park
- Deacon**
321. Mrs Marion Buchanan DCS, Glasgow:
Garthamlock & Craigend East
322. Mr Paul Cathcart DCS, Govan & Linthouse
- 17. Presbytery of Hamilton**
- Minister**
323. Rev Ross Blackman, Hamilton: Old
324. Rev Andrea M Boyes, Larkhall: Chalmers
325. Rev Neil Buchanan, East Kilbride: Moncrieff
326. Rev Sharon E F Colvin, (Blantyre:
Livingstone Memorial)
327. Rev Roddy Dick, Auxiliary Minister
328. Rev Kay Gilchrist, Airdrie: Jackson
329. Rev F Derek Gunn, Airdrie: Clarkston
330. Rev Kevin MacKenzie, East Kilbride:
Westwood
331. Rev Dr Gordon A McCracken, Presbytery Clerk

332. Rev Dr John L McPake, East Kilbride: Mossneuk
 333. Rev Terence C Moran, Wishaw: South
 334. Rev Fiona Nicolson, Coatbridge: New St Andrew's
 335. Rev Shaw J Paterson, Chapelton I/w Strathaven: Rankin
 336. Rev Anne S Paton, East Kilbride: Old
 337. Rev Derek H N Pope, Motherwell: North
 338. Rev Sarah L Ross, Blantyre: Old
 339. Rev Alan B Telfer, Strathaven: Avendale Old and Drumclog
 340. Very Rev Hugh R Wyllie, (Hamilton: Old)

Elder

341. Mr Scott Bennie, Strathaven: Rankin
 342. Mr William C Calder, Blantyre: Livingstone Memorial
 343. Mrs Jennifer Dick, Hamilton: Old
 344. Mrs Lynne Eland, East Kilbride: Mossneuk
 345. Mrs Kathryn Freer, Blantyre: Old
 346. Mr Robert Freer, Blantyre: Old
 347. Miss Jean Giggie, Overtown
 348. Mr John F Irvine, Wishaw: South
 349. Mr Andrew K Main, Airdrie: Jackson
 350. Mr Walter Malcolm, Motherwell: North
 351. Mrs Jane McDonald, Coatbridge: New St Andrew's
 352. Mrs Janet McKay, East Kilbride: Westwood
 353. Mr Hugh S Neilson, Airdrie: Jackson
 354. Mr Douglas Pearson, Uddingston Burnhead
 355. Mr George Robertson, Hamilton: Old
 356. Miss Janette W Smith, Strathaven: Avendale Old and Drumclog
 357. Mr Robert Wallace, Chapelton
 358. Mr Andrew Williamson, Blantyre: St Andrew's

18. Presbytery of Dumbarton

Minister

359. Very Rev John C Christie, Interim Minister
 360. Rev David W Clark, Presbytery Clerk
 361. Rev Dr Christine M Goldie, Bearsden: Westerton
 362. Rev Roderick G Hamilton, Bearsden: New Kilpatrick
 363. Rev Andrew P Lees, Baldernock
 364. Rev John McCutcheon, Ordained Local Minister

365. Rev Dr Ian McEwan, Bearsden: Baljaffray
 366. Rev Gregor McIntyre, Clydebank: Faifley
 367. Rev Christine Murdoch, Craigrownie I/w Garelochhead I/w Rosneath: St Modan's

Elder

368. Miss Susan Caldwell, Clydebank: Abbotsford
 369. Mrs Janice Dinning, Dalmuir: Barclay
 370. Mrs Morag Hannah, Luss
 371. Mr Angus Kennedy, Kilmarnock Gartocharn
 372. Mr James Morris, Old Kilpatrick Bowling
 373. Mrs Ann Smith, Clydebank: Kilbowie St Andrew's
 374. Mr Derek Smith, Clydebank: Kilbowie St Andrew's
 375. Mrs Liz Stewart, Dalmuir: Barclay
 376. Mrs Diane Walker, Bearsden: Cross

19. Presbytery of Argyll

Minister

377. Rev Clifford R Acklam, Glassary, Kilmartin and Ford I/w North Knapdale
 378. Rev Dr Roderick D Campbell, West Lochfyneside
 379. Rev George G Cringles, Coll I/w Connel
 380. Rev Chris Fulcher, Associate Minister, Kilmore and Oban and Presbytery Ordained Local Minister
 381. Rev Steve Fulcher, Saddell and Carradale I/w Southend
 382. Rev Elizabeth A Gibson, (Glenorchy and Innishael I/w Strathfillan)
 383. Rev Owain Jones, United Church of Bute
 384. Rev Aileen Robson, South-East Cowal
 385. Rev Hilda C Smith, Lochgilphead

Elder

386. Mrs Sheena Allan, Torosay and Kinlochspelve
 387. Miss Margaret H Jacobsen, Lochgilphead
 388. Miss Alison MacCorquodale, Appin
 389. Mrs Jessie R MacKenzie, Appin
 390. Mr Douglas McHugh, Strachur and Strathlachlan
 391. Miss Margaret Munro, Kyles
 392. Ms Marilyn Shedden, Killean and Kilchenzie

393. Mrs Margaret B M Smith, Dunoon: The High Kirk

394. Mr Douglas Weatherhead, Iona

22. Presbytery of Falkirk

Minister

395. Rev Robert S T Allan, Falkirk: Trinity

396. Very Rev Albert O Bogle, Pioneer Ministry with Sanctuary First

397. Rev John Brown, Larbert: Old

398. Rev Walter C Campbell-Jack, (Larbert West)

399. Rev Dr Jean W Gallacher, Dunipace

400. Very Rev Sheilagh M Kesting DD, Ecumenical Relations Officer

401. Rev George MacDonald, Bonnybridge: St Helen's

402. Rev Monica MacDonald, Slamannan

403. Rev Colin Mailer, (Falkirk: St James)

404. Rev Alison A Meikle, Grangemouth: Zetland

405. Rev Andrew Sarle, Falkirk: Bainsford

406. Rev Debbie L van Welie, Polmont: Old

407. Rev Ian Wilkie, Falkirk: Grahamston United

Elder

408. Mr Kelvin Cairns, Larbert East

409. Mrs Catherine Cheape, Larbert: Old

410. Mr D Christopher Dunn, Cumbernauld: Kildrum

411. Mrs Hilda Dunn, Cumbernauld: Kildrum

412. Mr John Haston, Grangemouth: Abbotsgrange

413. Mrs Agnes B McCabe, Cumbernauld: Abronhill

414. Mr Ian W McLean, Polmont: Old

415. Mr Hugh Meikle, Grangemouth: Zetland

416. Mr Alistair Mochar, Falkirk: Grahamston United

417. Miss Sarah Patrick, Falkirk: Trinity

418. Mr John Robertson, Muiravonside

419. Mrs Marjory J B Williamson, Cumbernauld: Abronhill

420. Mr James M Winning, Dunipace

Deacon

421. Mr David Nicholson, Cumbernauld: Kildrum

23. Presbytery of Stirling

Minister

422. Rev Dr Valerie L Allen, Presbytery Chaplain

423. Rev Andrew B Campbell, Gargunnoch I/w

Kilmadock I/w Kincardine in Menteith

424. Rev Sang Y Cha, Alloa: St Mungo's

425. Rev Ellen Larson Davidson, Kippen I/w Norrieston

426. Rev Stuart Davidson, Stirling: St Mark's

427. Rev R Stuart M Fulton, Logie

428. Rev Dan Harper, Bridge of Allan

429. Rev Alan F Miller, Presbytery Clerk

430. Rev Graham Nash, Cambusbarron: The Bruce Memorial

431. Rev Scott Raby, Clackmannan

Elder

432. Mr Bob Anderson, Cambusbarron: The Bruce Memorial

433. Mr Gavin Burnett, Norrieston

434. Mrs Patricia Craib, Tullibody: St Serf's

435. Mr Morris Field, Alloa: St Mungo's

436. Ms Carol Kirkpatrick, Bridge of Allan

437. Miss Joanna McPhail, Kippen

438. Mr Andrew Muirhead, Alva

439. Dr Kenneth S Stewart, Gargunnoch

440. Mrs Lynne F Swanston, Stirling St Mark's

441. Mrs Hazel Turnbull, Logie

24. Presbytery of Dunfermline

Minister

442. Rev Dr Iain Greenshields, Dunfermline: St Margaret's

443. Rev Victor W N Laidlaw, (Edinburgh: St Catherine's Argyle)

444. Very Rev Andrew C McLellan CBE DD, (HM Inspector of Prisons)

445. Rev David W Redmayne, Beath and Cowdenbeath: North

446. Rev MaryAnn Rennie, Dunfermline: Abbey

447. Rev Alec Shuttleworth, Tulliallan and Kincardine

448. Rev Muriel Willoughby, Dunfermline: St Andrew's Erskine

Elder

449. Mrs Susan Bor, Dunfermline: St Andrew's Erskine

450. Mr John Cornbill, Beath and Cowdenbeath: North

451. Mrs Lorraine Fraser, Dunfermline: Abbey

452. Mr Angus Hogg, Dunfermline: Abbey

453. Mr Alan Menzies, Tulliallan and Kincardine
 454. Mr Kenneth Richards, Dunfermline: Abbey
 455.

25. Presbytery of Kirkcaldy

Minister

456. Rev Scott McCrum, Glenrothes: Christ's Kirk
 457. Rev Eileen Miller, Glenrothes: St Margaret's
 458. Rev Gilbert C Nisbet, Leven
 459. Rev Gillian Paterson, Methil: Wellesley
 460. Rev Marc Prowe, Auchtertool I/w Kirkcaldy:
 Linktown
 461. Rev James Reid, Kinghorn

Elder

462. Miss Ruth Anderson, Glenrothes: Christ's Kirk
 463. Mr Kenneth Cameron, Burntisland
 464. Mr Tom Conway, Kennoway, Windygates
 and Balgonie: St Kenneth's
 465. Mrs Linda Gartshore, Methil: Wellesley
 466. Mr Gordon Mitchell, Auchterderran Kinglassie
 467. Mr George Punler, Leven

26. Presbytery of St Andrews

Minister

468. Rev Dr John U Cameron, (Dundee:
 Broughty Ferry St Stephen's and West)
 469. Rev Dr James Connolly, Balmerino I/w Wormit
 470. Rev John C Duncan, Leuchars: St Athernase
 471. Rev Allan McCafferty, St Andrews: Hope
 Park and Martyrs I/w Strathkinness
 472. Very Rev Alan D McDonald DLitt DD,
 Cameron I/w St Andrews: St Leonard's
 473. Rev Russell R McLarty, Interim Minister,
 Boarhills and Dunino I/w St Andrews: Holy
 Trinity
 474. Rev Nigel J Robb, Presbytery Clerk
 475. Rev Ruth Unsworth, Associate Minister,
 Anstruther I/w Cellardyke I/w Kilrenny

Elder

476. Mrs Eleanor Black, Elie, Kilconquhar and
 Colinsburgh
 477. Mr Michael J Ciesla, Cameron I/w St
 Andrews: St Leonard's
 478. Mr J Russell Cockburn, St Andrews: Hope
 Park and Martyrs
 479. Miss Sheana M T Duncan, Leuchars: St
 Athernase

480. Mr Rod McCall, Auchtermuchty
 481. Mrs Helen Melvin, Largo: St David's
 482. Mrs Sheila Simmers, Creich, Flisk and
 Kilmany
 483. Mrs Valerie Stevenson, Largo: St David's

27. Presbytery of Dunkeld and Meigle

Minister

484. Rev Anne J Brennan, Fortingall and
 Glenlyon I/w Kenmore and Lawers
 485. Rev Mary M Haddow, Pitlochry
 486. Rev R Fraser Penny, Dunkeld
 487. Rev Annegret Roberts, Kinclaven I/w
 Caputh and Clunie

Elder

488. Mr Kenneth M Dow, Blairgowrie
 489. Mr Alisdair Drummond, Blairgowrie
 490. Dr David Frame, Pitlochry
 491. Mrs Judith Park, Pitlochry

28. Presbytery of Perth

Minister

492. Rev Marc F Bircham, St Madoes and
 Kinfauns
 493. Rev Dr Klaus O F Buwert, Muthill I/w Trinity
 Gask and Kinkell
 494. Rev Sydney S Graham, (Iona with Kilfinichen
 and Kilvickieon and the Ross of Mull)
 495. Rev Philip W Patterson, Almondbank
 Tibbermore I/w Methven and Logiealmond
 496. Rev Mairi Perkins, Ardoch I/w Blackford
 497. Rev Andrew J Philip, Crieff
 498. Rev Alan D Reid, Kinross
 499. Rev David C Searle, (Warden: Rutherford
 House)
 500. Very Rev James A Simpson DD, (Dornoch
 Cathedral)
 501. Rev James C Stewart, Perth: Letham St Mark's

Elder

502. Mrs Helen M Bayne, Muthill I/w Trinity Gask
 and Kinkell
 503. Mrs Janet Harper, Fossoway: St Serf's and
 Devonside I/w Cleish
 504. Mr Angus M Harrison, Gask I/w Fowlis
 Wester, Madderty and Monzie
 505. Mr Alex Johnston, Abernethy and Dron
 and Arrgask

506. Mrs Rosemary Johnston, Abernethy and Dron and Arngask
 507. Mr Allan W Kelman, Aberuthven and Dunning I/w Aberdalgie and Forteviot
 508. Mr Bill Macpherson, Abernethy and Dron and Arngask
 509. Mrs Irene McFarlane, Kinross
 510. Mr Robert Mitchell, Kinross
 511. Mr Douglas Wiseman, Perth: Kinnoull

Deacon

512. Mrs Elizabeth Philip DCS, Crieff (Family Engagement Leader)

29. Presbytery of Dundee

Minister

513. Rev Leslie M Barrett, (Chaplain, Abertay University)
 514. Rev Catherine E E Collins, Dundee: Broughty Ferry New Kirk
 515. Rev David A Collins, Auchterhouse I/w Monikie and Newbigging and Murroes and Tealing
 516. Rev David T Gray, Dundee: Logie and St John's Cross
 517. Rev Dr Marjory A MacLean, Abernyte I/w Inchtute and Kinnaird I/w Longforgan
 518. Rev Kenneth D Stott, Dundee: Chalmers-Ardler
 519. Rev Willie Strachan, Ordained Local Minister, Dundee: Lochee
 520. Rev Tony P Thornthwaite, Dundee: Coldside

Elder

521. Miss Margaret Adamson, Dundee: Meadowside St Paul's
 522. Miss Janet H Brown, Dundee: Stobswell
 523. Mr Neil Cuthbert, Longforgan
 524. Miss Fiona Ewen, Dundee: Chalmers-Ardler
 525. Dr Andrew Jack, Dundee: Strathmartine
 526. Mr Ian R Jackson, Fowlis and Liff
 527. Mr Gordon McBean, Dundee: Lochee
 528. Mr Colin D Wilson, Dundee: St David's High Kirk

30. Presbytery of Angus

Minister

529. Rev Jane M Blackley, Brechin: Gardner Memorial I/w Farnell
 530. Rev Dr W Martin Fair, Arbroath: St Andrew's

531. Rev Dr Karen M Fenwick, Forfar: Lowson Memorial
 532. Rev Michael S Goss, Barry I/w Carnoustie
 533. Rev Dr Ian A McLean, Montrose: Old and St Andrew's
 534. Rev John K Orr, Kirriemuir: St Andrew's I/w Oathlaw Tannadice
 535. Rev Carleen Robertson, Eassie, Nevay and Newtyle

Elder

536. Mr Gavin Berry, Arbroath: Old and Abbey
 537. Mrs Heather Goodbody, Arbroath: St Vigean's
 538. Mrs Alison Hair, Farnell
 539. Mrs Lindsey Rome, Oathlaw Tannadice
 540. Mrs Christina Speed, Friockheim
 541. Mr Ian Wilson, Aberlemno
 542. Mrs Sheila Wilson, Forfar: Lowson Memorial

31. Presbytery of Aberdeen

Minister

543. Rev Markus Auffermann, Aberdeen: Woodside
 544. Rev George S Cowie, South Holburn
 545. Rev Dr Graham S Deans, Aberdeen: Queen Street
 546. Rev Ewen J Gilchrist, Cults
 547. Rev Diane L Hobson, Aberdeen: St Mark's
 548. Rev Michael Phillippo, (Auxiliary Minister)
 549. Rev Scott Rennie, Aberdeen: Queens Cross
 550. Rev B Stephen C Taylor, Aberdeen: Kirk of St Nicholas Uniting
 551. Very Rev Prof Iain R Torrance TD DD, (President, Princeton Theological Seminary)
 552. Rev Hugh Wallace, Newhills
 553. Rev Maggie Whyte, Aberdeen: St Stephen's
 554.

Elder

555. Mr Morrice Bridgeford, Aberdeen: Mannofield
 556. Mrs Jane E Dargie, Aberdeen: Craigiebuckler
 557. Mrs Hazel Hewitt, Aberdeen: St Nicholas South of Kincorth
 558. Miss Alice Merrilees, Aberdeen: Kirk of St Nicholas Uniting

559. Mrs Mary S Notman, Aberdeen: Ferryhill
 560. Mr A Graeme W Robertson, Cults
 561. Mrs Fran Scott, Aberdeen: St Stephen's
 562. Mrs Maureen A Simpson, Aberdeen:
 Rubislaw
 563. Mrs Betty A Steel, Aberdeen: St Mark's
 564. Mr Malcolm A Steel, Aberdeen: St Mark's
 565. Mr David J Wyness, Aberdeen: St Nicholas
 South of Kincorth
 566.

32. Presbytery of Kincardine and Deeside

Minister

567. Rev Hugh Conkey, Newtonhill
 568. Rev Rosslyn P Duncan, Stonehaven:
 Dunnottar I/w Stonehaven: South
 569. Rev Kenneth I Mackenzie, Braemar and
 Crathie
 570. Rev Frank Ribbons, Aboyne-Dinnet I/w
 Cromar
 571. Rev Anita Stutter, Birse and Feughside

Elder

572. Mrs Elaine Adams, Glenmuick
 573. Mr David Galbraith, West Mearns
 574. Mr Dick Jenkins, Stonehaven: Fetteresso
 575. Mrs Norma Menzies, Drumoak Durris
 576. Mrs Margaret Thom, Banchory-Ternan: East

33. Presbytery of Gordon

Minister

577. Rev Stella Campbell, Skene
 578. Rev George E Glen, Cluny I/w Monymusk
 579. Rev Neil I M MacGregor, Huntly Strathbogie
 Drumblade
 580. Rev Neil W Meyer, Kintore
 581. Rev Martyn Sanders, Blairdaff and Chapel
 of Garioch

582.
 583.

Elder

584. Miss Ann Brown, Kemnay
 585. Mr Marc Falconer, Inverurie: West
 586. Mr Douglas Harper, Monymusk
 587. Mr Chris Pennell, Skene
 588. Mr Graham Ritchie, Kintore
 589. Mr Keith Stewart, Huntly Strathbogie
 Drumblane

590.

34. Presbytery of Buchan

Minister

591. Rev Robert A Fowlie, Longside
 592. Rev Sheila M Kirk, Presbytery Clerk
 593. Rev Iain Macrae (New Pitsligo I/w Strichen
 and Tyrie)
 594. Rev Stephen J Potts, Auchaber United I/w
 Auchterless
 595. Rev Dr David S Ross, (Prison Chaplain)
 596. Rev William Stewart, New Pitsligo I/w
 Strichen and Tyrie
 597. Rev Robert J Thorburn, Fyvie I/w
 Rothienorman

Elder

598. Mrs Maureen H Esson, Cruden
 599. Mr Robert M Esson, Cruden
 600. Mr James Givan, MacDuff
 601. Mrs Margaret Grant, Aberdour
 602. Mrs Sylvia Innes, Fraserburgh: West
 603. Mrs Margaret Mowat, Deer
 604.

35. Presbytery of Moray

Minister

605. Rev Jenny Adams, Duffus, Spynie and Hopeman
 606. Rev Shuna M Dicks, Aberlour
 607. Rev Alistair H Gray, Keith: North, Newmill,
 Boharm and Rothiemay
 608. Rev John Morrison, Ordained Local
 Minister, Dallas I/w Forres: St Leonard's I/w
 Rafford
 609. Rev Sheila Munro, Chaplain to HM Forces
 610. Rev Donald K Prentice, Dallas I/w Forres: St
 Leonard's I/w Rafford

Elder

611. Mrs Ann M C Bowie, Bellie and Speymouth
 612. Miss Christine McWhirter, Buckie: North
 613. Mrs Jane Rossetter, St Andrew's-Lhanbryd
 and Urquhart
 614. Mrs Sheila Sellar, Cullen and Deskford
 615. Mrs Janet S Whyte, Bellie and Speymouth
 616.

Deacon

617. Ms Margaret R King DCS, Presbytery Deacon

36. Presbytery of Abernethy**Minister**

618. Rev Catherine A Buchan, Laggan I/w
Newtonmore: St Bride's
619. Rev Gordon Strang, Cromdale I/w Dulnain
Bridge I/w Grantown-on-Spey

Elder

620. Mr Donald G Barr, Newtonmore: St Bride's
621. Mr John F Wilson, Grantown-on-Spey

Deacon

622. Mrs Sheila Wallace DCS, Abernethy I/w
Boat of Garten, Duthil and Kincardine

37. Presbytery of Inverness**Minister**

623. Rev Dr Peter H Donald, Inverness: Crown
624. Rev Dr Jonathan W Humphrey, Kiltarlity I/w
Kirkhill
625. Rev Trevor G Hunt, Presbytery Clerk
626. Rev Seoras L MacKenzie, Army Chaplain
627. Rev Ian A Manson, Kilmorack and Erchless
628. Rev Prof Andrew T B McGowan, Inverness:
East
629. Rev Mike Robertson, The Barn Church:
Culloden

Elder

630. Mr Jim B D Alexander, Inverness: Old High
St Stephen's
631. Mrs Heather Beck, Inverness: Crown
632. Mr Jim Dow, Croy and Dalcross
633. Mrs Issy Freudenthal, Culloden: The Barn
634. Mr Brian Macgill, Inverness: Crown
635. Mrs Sheila Proudfoot, Nessbank
636. Mr David Taylor, Inverness: Trinity

38. Presbytery of Lochaber**Minister**

637. Rev Dr Malcolm A Kinnear, Kinlochleven
I/w Nether Lochaber
638. Rev Donald G B McCorkindale, Ardgour &
Kingairloch I/w Morvern I/w Strontian
639. Rev Morag M Muirhead, Ordained Local
Minister

Elder

640. Mrs Elizabeth A Carmichael, Ardgour

641. Mr Arthur C Custance, Kinlochleven
642. Mrs Norma K Mackenzie, Kilmonivaig

39. Presbytery of Ross**Minister**

643. Rev Susan Cord, Killearnan I/w Knockbain
644. Rev Bruce Dempsey, Dingwall: St Clement's
645. Rev Donald A MacSween, Kiltearn
646. Rev Alan T McKean, Avoch I/w Fortrose and
Rosemarkie
647. Rev Dr Robert G D W Pickles, Fearn Abbey
and Nigg I/w Tarbat

Elder

648. Mr William A Anderson, Invergordon
649. Mrs Fay Caskie, Dingwall: St Clement's
650. Mrs Cath Chambers, Rosskeen
651. Mr Ronald W Gunstone, Killearnan
652. Mrs Bridget Houston, Fortrose and
Rosemarkie

40. Presbytery of Sutherland**Minister**

653. Rev Susan M Brown, Dornoch Cathedral
654. Rev Hilary M Gardner, Auxiliary Minister,
Kincardine, Creich and Rosehall
655. Rev John Macgregor, Clyne I/w Kildonan
and Loth Helmsdale

Elder

656. Mr Sydney L Barnett, Clyne
657. Mrs Jeani Hunter, Creich
658. Mrs Gladys McCulloch, Rosehall

41. Presbytery of Caithness**Minister**

659. Rev David S M Malcolm, Thurso: St Peter's
and St Andrew's I/w Olrig
660. Rev Robert Nicol, Ordained Local Minister
661. Rev John Nugent, Wick: St Fergus

Elder

662. Mrs Sheila Cormack, Canisbay I/w Dunnet
I/w Keiss I/w Olrig
663. Mrs Catherine Mappin, Wick: St Fergus
664. Mr Gordon McLaren, Thurso: St Peter's and
St Andrew's

42. Presbytery of Lochcarron – Skye**Minister**

665. Rev David J Kellas, (Applecross, Lochcarron and Torridon)
 666. Rev Rory A R MacLeod, Strath and Sleat
 667. Rev John W Murray, Kilmuir and Stenscholl

Elder

668. Mrs Jean Macrae, Glenelg Kintail and Lochalsh
 669.
 670.

Deacon

671.

43. Presbytery of Uist**Minister**

672. Rev Dr David Donaldson, Manish-Scarista
 673. Rev Ian Murdo M MacDonald, Tarbert

Elder

674. Mr J Alistair Banks, Carinish
 675. Mrs Alison M MacVie, Benbecula

44. Presbytery of Lewis**Minister**

676. Rev William J Heenan, Stornoway: St Columba
 677. Rev Thomas MacNeil, Stornoway: Martin's Memorial
 678. Rev Hugh M Stewart, Lochs-in-Bernera l/w Uig

Elder

679. Mr Colin S MacKenzie, Lochs-in-Bernera
 680. Mr Donald J Macleod, Carloway
 681. Mr Iain MacLeod, Stornoway: Martin's Memorial

45. Presbytery of Orkney**Minister**

682. Rev Roy Cordukes, Evie l/w Firth l/w Rendall l/w Rousay
 683. Rev Stephen Manners, South Ronaldsay and Burray
 684. Rev David G McNeish, Birsay, Harray and Sandwick
 685. Rev James Wishart, (Deer)

Elder

686. Mrs Pat Kirkpatrick, Birsay Harray and Sandwick

687. Mr John McIntosh, North Ronaldsay
 688.
 689.

46. Presbytery of Shetland**Minister**

690.
 691. Rev Dr Caroline R Lockerbie, Lerwick & Bressay

Elder

692. Mr Alistair M Brown, Dunrossness and St Ninian's inc. Fair Isle
 693. Mr Magnus Ratter, Northmavine

47. Presbytery of England**Minister**

694. Rev Dr David Coulter, Chaplain General, HM Land Forces
 695. Rev Alistair Cumming, Presbytery Clerk
 696. Rev Dr Cameron H Langlands, Hospital Chaplain
 697. Rev Kleber Machado, Corby: St Ninian's
 698. Rev Philip L Majcher, London: Crown Court
 699. Very Rev John H McIndoe DD, (London: St Columba's)
 700. Rev John K S McMahon, Hospital Chaplain
 701. Rev Dr Paul Middleton, University Lecturer

Elder

702. Mrs Sheena Clark, London: St Columba's
 703. Miss Elizabeth Fox, London: St Columba's
 704. Mrs Liliias G Gillies, London: St Columba's
 705. Ms Elspeth Gordon, London: Crown Court
 706. Dr John Henderson, Liverpool: St Andrews
 707. Mrs Susan Pym, London: St Columba's
 708. Mr Ian Russell, London: St Columba's
 709. Mr Angus J Snedden, Corby: St Andrew's

48. Presbytery of Europe**Minister**

710. Rev James M Brown, Bochum
 711. Rev Dr Rhona J B Dunphy, Regensburg (University)
 712. Rev Derek G Lawson, Depute Clerk
 713. Rev William B McCulloch, Rome
 714. Rev James Sharp, Presbytery Clerk
 715. Rev Lance B Stone, Amsterdam

Elder

716. Mr Morris D Bechelli, Costa Del Sol

717. Mr Alex Grant, St Andrew's, Brussels
 718. Mrs Rhoda Grant, Brussels
 719. Mrs Judith A Haynes-Smart, Amsterdam
 720. Mr John McGhie, Rome
 721. Mr William C Smith, Gibraltar

49. Presbytery of Jerusalem

Minister

722. Rev Paraic Reamonn, Jerusalem: St Andrew's

Elder

723. Ms Heather Dobson, Jerusalem: St Andrew's

DELEGATES FROM OTHER CHURCHES

UNITED KINGDOM

The Presbyterian Church of Wales

724. Rev Dr Elwyn Richards, Moderator

The United Reformed Church

725. Mr John Ellis, Moderator
 726. Rev Nigel Uden, Chaplain

The United Reformed Church National Synod of Scotland

727. Rev Mitchell Bunting, Ecumenical Officer

The Baptist Union of Scotland

728. Rev Alan Donaldson, General Director

The Church of England

729. Rt Rev Dr Peter Forster, Bishop of Chester

The Methodist Church in Scotland

730. Rev Andrew Letby, Superintendent Minister of Edinburgh and Forth Circuit

Religious Society of Friends – General Meeting for Scotland

731. Nigel Dower

The Roman Catholic Church Bishops' Conference of Scotland

732. The Most Rev Leo William Cushley, Archbishop and Metropolitan of St Andrews and Edinburgh
 733. Rt Rev Mgr Philip Kerr, Vicar General and Parish Priest

The Salvation Army

734. Lieut-Col Carol Bailey, Secretary for Scotland
 735. Lieut-Col Jonathan Roberts, Assistant to the Secretary for Scotland

The Scottish Episcopal Church

736. Rt Rev Mark Strange, Bishop of Moray, Ross and Caithness

The United Free Church of Scotland

737. Mr Andrew Scott, Moderator

The Congregational Federation in Scotland

738. Rev Ruairidh MacRae, Minister, Eyemouth Congregational Church

DELEGATES FROM ECUMENICAL BODIES

Action of Churches Together in Scotland

739. Rev John Butterfield, Convener

Churches Together in Britain and Ireland

740. Rev Dr Graham G McGeoch, Depute Moderator of Board of Trustees

World Communion of Reformed Churches

741. Rev Chris Ferguson, General Secretary

DELEGATES FROM OTHER COUNTRIES

AFRICA

Presbyterian Church of East Africa

742. Rev Peter Kaniah Kariuki

CCAP, Synod of Blantyre

743. Mr Moses Kasitomu

CCAP, Synod of Livingstonia

744. Rev Dr Levi Nyondo

Igreja Evangelica de Cristo em Mocambique

745. Rev Orlando Jose Fazenda

Presbyterian Church of Nigeria

746. Rev Ini Nelson Ekong

Uniting Presbyterian Church in Southern Africa

747. Rev Lungile Mpetsheni

Presbyterian Church of South Sudan

748. Rt Rev Peter Gai Lual

United Church of Zambia

749. Rev Andrew Chulu

AMERICAS

The Presbyterian Church in Canada

750. Mr Stephen Allen

The United Church of Canada

751. Rev Dr Francis Chisholm

ASIA

Church of North India

752. Rev Swarup Bar

Church of South India

753. Rt Rev Prasana Kumar Samuel

Gereja Kristen Sumba, Indonesia

754. Rev Marlin Lomi

The Presbyterian Church in the Republic of Korea

755. Rev Dr Cheon Min Heui

The Presbyterian Church of Korea

756. Rev Dr Young Nam Chai

Nepal Ebenezer Bible College

757. Rev Ram Kumar Budhathoki

United Mission to Nepal

758. Mr Durga Upadhyay

Presbyterian Church of Singapore

759. Rev Yew Tiong Teo

The Presbyterian Church in Taiwan

760. Rev Cheng Wen-Jen

The Church of Christ in Thailand

761. Elder Dr Surapong Mitrakul

CARIBBEAN

Presbyterian Church of Trinidad and Tobago

762. Rt Rev Annabell Lalla-Ramkelawan

EUROPE

Evangelical Church of Czech Brethren

763. Rev Ondrej Macek

Evangelische Kirche in Deutschland

764. Rev Thomas Jantzen

Hungarian Reformed Church

765. Rev Tamás Kodácsy

Den Norske Kirke

766. Mr Per Ivar Våje

Igreja Evangelica Presbiteriana de Portugal

767. Mrs Silvina Queiroz

Equmeniakyrkan, The Uniting Church in Sweden

768. Rev Klas Johansson

MIDDLE EAST

Evangelical Presbyterian Church of Egypt, Synod of the Nile

769. Rev Refat Fathy Gergis

Diocese of the Episcopal Church in Jerusalem and the Middle East

770. Rev Imad Moussa Zoorob

Middle East Council of Churches-Department of Services to Palestinian Refugees

771. Mrs Joumana Stewart

YMCA

772. Mr Nader Abu Amsha

The National Evangelical Synod of Syria and Lebanon

773. Rev Georges Ghanem

Wi'am – Palestinian Conflict Resolution Centre

774. Mr Zoughbi Zoughbi

PACIFIC**Presbyterian Church of Aotearoa New Zealand**

775. Rev Peter MacKenzie

The Presbyterian Church of Australia

776. Very Rev Dr Bob Thomas

VISITORS**AFRICA****Presbyterian Church of East Africa**

777. Rev Edwin Kibathi

CCAP, Synod of Blantyre

778. Mr Henry Ndeule

ASIA**The Presbyterian Church in the Republic of Korea**

779. Rev Bae Tae Jin

The Presbyterian Church of Korea

780. Rev Bohyun Kim

Gereja Kristen Sumba, Indonesia

781. Mrs Raing McCullagh

The Church of Christ in Thailand

782. Elder Dr Prawate Khid-arn

EUROPE**Evangelical Lutheran Church of Bavaria**

783. Rev Tabea Baader

Equmeniakyrkan, The Uniting Church in Sweden

784. Rev Oskar Johansson

MIDDLE EAST**Wi'am – Palestinian Conflict Resolution Centre**

785. Mr Tarek Al-Zoughbi

GREETINGS FROM PARTNER CHURCHES NOT ATTENDING THE GENERAL ASSEMBLY 2016**AFRICA****Church of Central Africa, Nkhoma Synod**

We pray that God will guide you.

ASIA**Nanjing Union Theological Seminary, China**

We are praying for the Assembly in May.

Hong Kong Christian Council

May our Creator continue to bless the work of our hearts and hands and voices in loving God, our neighbor and all creation.

Trinity Theological College

Good wishes for a meaningful General Assembly.

EUROPE**Evangelical Lutheran Church in Denmark**

We wish you a blessed Assembly and pray for strength and wisdom for you and all congregations of the Church of Scotland in these troubling times for our churches in Europe and for our world at large.

Federation of Protestant Churches in Switzerland

I wish you a successful Assembly and will keep you and the other participants to this Assembly in my prayers.

MIDDLE EAST**Middle East Council of Churches**

All the best and blessings for the Church of Scotland represented by its leaders, members, brothers and sisters. May the success be your companion for this important event.

PACIFIC**Uniting Church in Australia**

We wish you and all members of the General Assembly a blessed and rewarding time together in May.

APOLOGIES RECEIVED FROM THE FOLLOWING CHURCHES

AFRICA

Church of Central Africa, Nkhoma Synod

ASIA

China Christian Council
Nanjing Union Theological Seminary, China
Hong Kong Christian Council
Trinity Theological College

CARRIBEAN

The United Church in Jamaica and the Cayman Islands

EUROPE

Eglise Protestante Unie de Belgique
Reformed Christian Church in Croatia
Evangelical Lutheran Church in Denmark
Evangelical Lutheran Church of Finland
Tavola Valdese
Protestant Church in the Netherlands
Reformed Church in Romania, Transylvanian District
Federation of Protestant Churches in Switzerland

MIDDLE EAST

Evangelical Lutheran Church in Jordan and the Holy Land
Near East Council of Churches (MECC in Gaza)
Middle East Council of Churches
Near East School of Theology

PACIFIC

Uniting Church in Australia

CORRESPONDING MEMBERS

Council of Assembly

786. Rev Alexander M Millar
787. Miss Catherine Coull – Governance Group Convener
788. Mr Murdo Macmillan – Finance Group Convener

789. Rev Fiona M Mathieson – Communication Group Convener
790. Mrs Pauline Weibye – Secretary

Church and Society Council

791. Rev Sally Foster-Fulton
792. Rev Martin Johnstone

Ministries Council

793. Rev Dr Martin C Scott
794. Ms Catherine Skinner

Mission and Discipleship Council

795. Rev Alister W Bull
796. Rev Colin A M Sinclair

Social Care Council

797. Mr Peter Bailey
798. Dr Sally E Bonnar

World Mission Council

799. Miss Carol Finlay

Committee on Church Art and Architecture

800. Rev William T Hogg

Central Services Committee

801. Mr Bill Steele

General Trustees

802. Mr Iain C Douglas

Church of Scotland Guild

803. Mr Iain Whyte

Housing and Loan Fund

804. Mr J G Grahame Lees
805. Miss Lin J Macmillan

Panel on Review & Reform

806.

Pension Trustees

807. Mr W John McCafferty – 21, 26 May
808. Rev Gordon D Jamieson – 22, 23, 24, 25 and 27 May

Safeguarding Committee

809. Rev Karen K Campbell – 21, 23, 24 and 27 May
810.
811. Mrs Sheila Ritchie – 25, 26 May

Ecumenical Relations Committee

812.

Life & Work

813. Mrs Lynne McNeil

General Treasurer

814. Mrs Anne F Macintosh

Head of Head of Support Services

815. Mrs Lyn Haemmerle

Head of Stewardship

816.

Parliamentary Officer

817. Ms Chloe Clemmons

OVERSEAS STAFF ON LEAVE

818. Rev Malcolm Ramsay, Mission Partner, Nepal

YOUTH REPRESENTATIVES**Youth Representatives appointed at the National Youth Assembly 2015**

819. Miss Naomi Dornan

820. Miss Stefanie M Fowler

821. Miss Hannah Mary Goodlad

822. Miss Gigha Lennox

823. Mr Duncan Logie

824. Miss Fiona Marshall

825. Miss Victoria McClements

826. Miss Catriona Munro

827. Mrs Adele Marr

828. Mr Callum J Scott

PRESBYTERY REPRESENTATION**Edinburgh**

829. Miss Rohi Shah

West Lothian

830. Mr Andrew R MacPherson

Lothian

831. Mr Connor McFadyen

Melrose & Peebles

832. Mr James MacFarlane

Dumfries & Kirkcudbright

833. Mr Rory McLatchie

Ayr

834 Miss Kerrie Lee

Irvine & Kilmarnock

835. Mr John Urquhart

Lanark

836. Miss Laura-Jane Sinclair

Greenock & Paisley

837. Miss Aillie MacDougall

Glasgow

838. Miss Iona Kimmitt

Hamilton

839. Mr James Taylor

Falkirk

840. Miss Sophie McClements

Stirling

841. Mr Ross J MacArthur

Dunfermline

842. Miss Eve Thorburn

Kirkcaldy

843. Miss Anne Wylie

St Andrews

844. Miss Jenny Bisset

Dundee

845. Mr David MacDonald

Angus

846. Miss Joanna Cook

Kincardine & Deeside

847. Miss Heather Stewart

Gordon

848. Miss Olivia Paterson

Moray

849. Mr Chris Fett-Worsfold

Ross

850. Mr Andrew R Morrison

Sutherland

851. Miss Catriona Muckart

Lochcarron-Skye

852. Mr Robin Downie

Lewis

853. Miss Rachel MacLeod

Europe

854. Miss Kearstin Bailey

GENERAL ASSEMBLY 2016

ORDER OF BUSINESS

Order of Proceedings

FOR THE FIRST DAY

SESSION I – Saturday 21 May – 9.30 am

Opening of the General Assembly

1. Constitution of Assembly.
2. Roll of Commissioners laid on the table.
3. Election of Moderator and Prayer of Consecration (*Members of Assembly stand when Moderator enters*).
4. Commission to His Grace the Lord High Commissioner to be read, and order given for recording it (*Members of Assembly stand*).
5. Her Majesty's Gracious Letter to be read, and order given for recording it (*Members of Assembly stand*).
6. Address by His Grace The Lord High Commissioner, and Reply by the Moderator (*Members of Assembly stand*).
7. Appointment of Committee to prepare Answer to Her Majesty's Gracious Letter.
8. Report of Standing Committee on Commissions.
9. Submission of Standing Orders.
10. Appointment of Committee for arranging Order of Business. (This Committee will meet at the close of the morning session).
11. Appointment of Panel of Tellers.
12. Appointment of Committee to prepare Minute on Deceased Ministers, Missionaries and Deacons.
13. Intimation of arrangements for celebration of Holy Communion on Monday 23 May, at 9.15 am.

Suspension of business for 20 minutes

Order of the Day

3.00 pm – Council of Assembly

14. Nomination of the Solicitor of the Church.
15. Report of the Assembly Arrangements Committee (Reports 1/1).
16. Report of the Scottish Bible Society and Presentation of Bible to Moderator (Reports 1/1).
17. Report of the Delegation of the General Assembly (Reports 2/1).
18. Minutes of the Appeal Hearing before the Appeals Committee of the Commission of Assembly – August 2015 (Reports 27/1)
19. Report of the Committee on Overtures and Cases.
20. Report of the Committee on Classifying Returns to Overtures (Reports 3/1).
21. Report and Supplementary Report of the Council of Assembly (Reports 4/1 and Order of Proceedings p27).
22. Report of the Legal Questions Committee (Reports 5/1).

SESSION II – Saturday 21 May – 7.00 pm

1. Constitution of Assembly.
2. Address by Retiring Moderator.
3. Presentation of Delegates and Visitors.

Order of Proceedings

FOR THE SECOND DAY

SUNDAY 22 May

- 10.00 am – Assembly Service (St Giles').
12.30 pm – Gaelic Service (Greyfriars Kirk).
1.00 pm – 6.00 pm – *'Heart and Soul 2016'*,
Princes Street Gardens.

Order of Proceedings
FOR THE THIRD DAY

SESSION III – Monday 23 May – 9.15 am

HOLY COMMUNION

1. Constitution of Assembly.
2. Report of the Business Committee.
3. Report of the World Mission Council (Reports 6/1).
4. Report and Supplementary Report of the Social Care Council (Reports 7/1 and p58 of the Order of Proceedings).
5. Report of the Panel on Review and Reform (Reports 8/1).

Order of Proceedings
FOR THE FOURTH DAY

SESSION IV – Tuesday 24 May – 9.15 am

Order of the Day

2.00 pm – Stevenson Prize

1. Constitution of Assembly.
2. Minutes.
3. Report and Supplementary Report of the Church and Society Council (Reports 9/1 and Order of Proceedings p65).
4. Report of the Church of Scotland Guild (Reports 10/1).
5. Report of the Iona Community Board (Reports 11/1).

Order of Proceedings
FOR THE FIFTH DAY

SESSION V – Wednesday 25 May – 9.15am

1. Constitution of Assembly.
2. Minutes.
3. Report of the Ecumenical Relations Committee (Reports 12/1).
4. Report of the Safeguarding Committee (Reports 13/1).
5. Report and Supplementary Report of the Ministries Council (Reports 14/1 and Order of Proceedings p71).

Order of Proceedings
FOR THE SIXTH DAY

SESSION VI – Thursday 26 May – 9.15 am

1. Constitution of Assembly.
2. Minutes.
3. Report of the Committee on Chaplains to Her Majesty's Forces (Reports 15/1).
4. Report of the Mission and Discipleship Council (Reports 16/1).
5. Report of the National Youth Assembly 2015 (Reports 17/1).
6. Report of the Theological Forum (Reports 18/1).

*Order of Proceedings***FOR THE SEVENTH DAY****SESSION VII – Friday 27 May – 9.15 am**

1. Constitution of Assembly.
2. Minutes.
3. Report of the Housing and Loan Fund (Reports 19/1).
4. Report of the General Trustees (Reports 20/1).
5. Report of the Church Hymnary Trustees (Reports 21/1).
6. Report of the Church of Scotland Trust (Reports 22/1).
7. Report of the Church of Scotland Investors Trust (Reports 23/1).
8. Report of the Church of Scotland Pension Trustees (Reports 24/1).
9. Report of the Central Services Committee (Reports 25/1).
10. Report of the Nomination Committee (Reports 26/1).
11. Report of the Selection Committee.
12. Protestations called for.
13. Report on the Printing of Acts.

SESSION VIII – Friday 27 May – 3.00 pm

1. Constitution of Assembly.
2. Report anent Deceased Ministers, Missionaries and Deacons.
3. Draft Minutes of Sederunts not yet submitted to be read if required.
4. Appointment of Committee to revise Minutes.
5. Act Appointing Commission of Assembly.
6. Act Appointing diet of next General Assembly.
7. Presentations to the Moderator.
8. Moderator addresses the General Assembly.
9. His Grace, the Lord High Commissioner, addresses the General Assembly.

NATIONAL ANTHEM

10. Dissolution of the General Assembly.

THE BENEDICTION

PROPOSED COMMITTEES

Committee to Prepare an Answer to Her Majesty's Gracious Letter

(Meets on Saturday 21 May in the Moderator's Room at 11.30 am)

Mrs Fay Caskie	649	Rev Calum I Macleod	15
Miss Anne Merrilees DCS	74		
		Very Rev Dr Angus Morrison, <i>Convener</i>	

BUSINESS COMMITTEE/PANEL OF TELLERS

Rev Angus Adamson	190	Rev James J Griggs	9
Rev David R Black	241	Dr Hazel Hastie	39
Miss Fiona Blair DCS	202	Rev Dr Frances M Henderson	123
Mr John Boyle	285	Mr Angus Hogg	452
Mrs Margaret Brook	227	Rev Trevor G Hunt	625
Rev James M Brown	710	Rev Helen E Jamieson	204
Rev Susan M Brown	653	Mr Dick Jenkins	574
Rev Catherine A Buchan	618	Rev Dr Caroline R Lockerbie	691
Rev Neil Campbell	134	Mr Iain MacLeod	681
Rev Alistair Cumming	695	Mr Walter Malcolm	350
Rev Ellen Larson Davidson	425	Rev Donald G B McCorkindale	638
Mr I Steuart Dey	181	Mr John D McCulloch	93
Rev Shuna M Dicks	606	Mr David Nicholson	421
Mr Jim Dow	632	Mrs Susan Pym	707
Rev Dr Rhona J B Dunphy	711	Mr A Graeme W Robertson	560
Mrs Elma Farr	232	Mr Sam Scobie	150
Miss Elizabeth Fox	703	Rev Duncan Shaw	65
Dr David Frame	490	Rev James C Stewart	501
Rev Dorothy Granger	192	Mr Andrew Williamson	358

Rev Dr Derek Browning, *Convener*

Ms Judith Pearson, *Vice-Convener*

Committee to Prepare Minute on Deceased Ministers, Missionaries and Deacons

Very Rev Dr Angus Morrison

Principal Clerk

Depute Clerk

GENERAL ASSEMBLY 2016 SUPPLEMENTARY REPORTS

Supplementary Report of the Council of Assembly	27
Supplementary Report of the Social Care Council	58
Supplementary Report of the Church and Society Council	65
Supplementary Report of the Ministries Council	71

SUPPLEMENTARY REPORT
OF THE
COUNCIL OF ASSEMBLY
MAY 2016
PROPOSED DELIVERANCE

The General Assembly:

1. Receive the Supplementary Report.
2. Approve the total to be contributed by congregations in 2017 of £46,055,000 based on the projection of congregational income for 2017 and its disposition among local congregational expenditure, the Parish Ministries Fund and the Mission and Renewal Fund. (Section 2 and Appendix I)
3. Note the indicative budget for 2017, the five year rolling budget for 2017–2021, the summary of operating results for 2015 and the analysis of 2014 congregational accounts. (Sections 3-7 and Appendices II-VII)
4. Receive the 2015 Report and Accounts of the Unincorporated Councils and Committees of the General Assembly. (Section 10.2)
5. Affirm the current membership and remit of the Central Services Committee as one of the Church's employing agencies and its role as statutory employer for the purposes of the now closed Church of Scotland Pensions Scheme for Staff but declare that the Committee shall from 20 June 2016 cease to be a Standing Committee reporting directly to the General Assembly and shall instead be a constituent Committee of the Council of Assembly; authorise the Council thereafter to make adjustments to the Committee membership as and when deemed appropriate. (Section 11)
6. Note the appointment of an Interfaith Programme Officer and the plan to report further on interfaith issues in 2017. (Section 13)
7. Note the Council's plans to review the Strategic Framework and its intention to present a final report to the General Assembly of 2017. (Section 14)
8. Note the Council's plan to bring a full report on the future of the Church Offices and Charis House to the General Assembly of 2017. (Section 15)
9. Approve the appointment to the Board of the Esdaile Trust of Mrs Pauline Weibye, Elder, Edinburgh: Craigmillar Park. (Section 18)
10. Approve the appointment to the Board of the Society for the Benefit of Sons and Daughters of the Clergy of Rev Fiona Mathieson, Minister of Edinburgh: Carrick Knowe and Mrs Janette Wilson, Elder, Edinburgh: Duddingston. (Section 18)
11. Note the appointment from 18 April 2016 of Robert James Cowan as Depute Treasurer and confer upon the said Robert James Cowan, Depute Treasurer, full power to discharge all legacies, bequests or donations which may have been or may be left, bequeathed or made to the Church of Scotland, or any of the Schemes, Councils, Committees or agencies thereof, or which may have been or may be left, bequeathed or made to the United Free Church of Scotland or to any of the Schemes, Boards or Committees or agencies thereof and which in terms of the Agreement with the continuing United Free Church of Scotland fall to the Church of Scotland or its Schemes, Councils, Committees or agencies, and to sign

all Discharges, Agreements, Indemnities, Undertakings, and other Deeds which may be necessary in connection therewith.

REPORT

1. 2015 Congregational Income

1.1 The starting point in the preparation of the indicative budget for the following year is the estimation of total congregational income for the previous year, drawn from the returns submitted by treasurers immediately after the year end. Provisional details for 2015 Congregational Income are contained in Appendix I. These show that there was a marginal decrease of 0.4% in total Ordinary Income, with offerings down by 0.5%, while Gift Aid tax recovered increased by 0.8% with the effects of the Gift Aid Small Donations Scheme introduced in April 2013 now levelling off. Thanks are due once again to the commitment and generosity of so many members and adherents in continuing to support the work of the Church through their offerings in the ongoing challenging financial climate and with declining membership numbers.

1.2 Early indications are that there was a small decrease in Other Congregational Income in 2015, although, as this heading includes a number of different categories of income, the total can only be confirmed when the detailed analysis of congregational accounts is completed in July 2016. Income from outside organisations shows only a slight decrease and, as the first £20,000 of such income each year is not assessed for Ministries and Mission Contributions, with only half of the balance being assessable, this remains a valuable resource for congregations. Greater use of church premises benefits both the finances and the mission and outreach of congregations, and it encourages the development of links with local communities.

2. 2017 Income Disposition

2.1 The remit of the Council of Assembly requires it "to bring recommendations to the

General Assembly concerning the total amount of the Church's Co-ordinated Budget for the following financial year and the disposition thereof amongst Local Congregational Expenditure, the Parish Ministries Fund, and the Mission and Renewal Fund". The Council's recommendations for total congregational contributions for 2017, and the allocation of these, are to be found in Appendix I. It should be noted that this deals only with the ordinary income of congregations and does not include extraordinary income, such as legacies, restricted income not available to meet regular expenditure, receipts for major fabric projects etc, which are assumed to be used exclusively to meet local congregational expenditure.

2.2 **In view of the indicative congregational income figures described in 1.1 above, the Council of Assembly proposes that the amount of the Budget to be met by congregations in 2017 should remain at £46,055,000.** As a result, it will be seen in Appendix I that local congregational expenditure is projected to increase from 52.9% of total Ordinary Income in 2016 to 53.1% in 2017, with a fall in the Parish Ministries Fund from 39.2% to 38.5% (after deducting vacancy allowances), and an increase in the Mission and Renewal Fund from 7.9% to 8.4%.

2.3 Parish Ministries Fund

The impact on budgets of the decline in the number of ministers was fully discussed at meetings of the Joint Working Group on Strategic Funding and Resource Allocation. It was from these discussions that the idea arose of separating – and protecting – the Parish Ministries Fund element of the Ministries Council budget and of assessing other aspects of the Council's budget and activities on the same basis as those of other Councils and

Committees. Considerable work has been carried out to test the practicality of this idea and to define the cost of 'ministries' and we are grateful for the cooperation of Ministries Council in this. From Appendix II it will be noted that the total budget for the Parish Ministries Fund for 2017 to be met by congregations is £38,325,000 (2016 – £38,796,000). In order to protect the overall value of the Parish Ministries Fund, agreement was reached that the overall cost of ministry will be protected through appropriate adjustments to the budget in the subsequent year. As before, other Ministries Council costs will be met from income from investments and other external income and some will be funded from the Mission and Renewal element of the budget as with other Councils and Committees. The Ministries Council is continuing to make annual direct contributions from its reserves towards the past service deficits of the Ministers and Ministries Development Staff Defined Benefit Pension Schemes, which closed to future accrual at the end of 2013. Following the triennial actuarial valuation carried out at 31 December 2012, this contribution was agreed at £700,000 for 2016 compared with £2,975,000 for 2015. It is anticipated that, following the most recent triennial valuation, at 31 December 2015, the funding position of the Schemes may have improved and a new payment schedule may be agreed. Some £228,000 of the Council's work for the education and support of Ministries will be met from restricted funds in 2017 as well as £82,000 of other work from its reserves. The overall amount funded from reserves in 2017 will be £1,002,000 (2016 £1,448,000).

2.4 Mission and Renewal Fund

The Mission and Renewal Fund's share of the Income Disposition will rise from 7.9% in 2016 to 8.4% in 2017, after releasing £1,300,000 from the Fund's annual income and reserves, which are held to support the budget and assist with containing the total amount required from congregations. This reserve fund provides

substantial support for the budget and the Council of Assembly will continue to use the resource to benefit the work of the Church but at a reduced level to take account of the decrease in the fund from £5,500,000 in 2012 to £2,800,000 as at 31 December 2015. The Trustees have set a reserves policy, outlined in the Annual Report and Accounts, which aims to maintain a balance of £2,000,000, representing three months' Mission and Renewal expenditure. Since the 2009 General Assembly, Councils have been rigorously prioritising their work and developing financial plans to ensure that their annual expenditure is set at a level which is sustainable in the long term, bearing in mind the funds likely to be available from congregations and other sources of income. While commendable improvements have been made in planning, budgeting and monitoring, the pressures on the budget continue to mount. There are increasing demands, rightly identified by Councils, of mission work needing to be done in pursuance of the Church's gospel imperative; wage pressures including the National and Scottish Living Wage, both supported by the Church; and the pressing and unavoidable costs of compliance and governance arrangements required to ensure that risks relating to protecting individuals, our data and business continuity are adequately controlled.

3. The 2017 Co-ordinated Budget

3.1 In Appendix II, the Council presents an indicative budget for 2017 which maintains the total amount required from congregations at the 2016 total of £46,055,000. This budget provides fully for the total projected number of Presbytery Plan posts which are likely to be filled during 2017 as part of the Parish Ministries Fund. The Council of Assembly proposes once again to use the funds previously released by the reduction in the amount required of local congregations to maintain the total available for Presbyteries for 2017 at 5% of the total Ministries and Mission

contributions due from the congregations in each Presbytery; this means that around £2,500,000 is available to Presbyteries for local use. Presbyteries are encouraged to target the benefit towards those congregations which have a particular need for extra short-term financial support or for additional local missional projects, or to use it for posts to be funded directly by Presbyteries. The original 3% 'rebate' was introduced in 2005 to allow Presbyteries to use their local knowledge to assist congregations with imaginative mission initiatives as well as those facing acute financial or fabric issues. With the emergence of new pressures on some congregations in recent years, the Council believes that maintaining Presbyteries' capacity to provide direct assistance to some of the Church's congregations and, through local initiatives, to support additional Presbytery-wide work, is a better use of the funds available than making marginal alterations to the Ministries and Mission scales for some or all congregations by the equivalent of 1%. It is anticipated that this will not require a change in the scales used to calculate individual congregational contributions. The anticipated use of the same scales for 2017, however, does not mean that any individual congregation's Ministries and Mission contributions will remain the same, as the three year average income figures will still be used. Thus congregations which are not yet contributing their scale figure, or whose average income over the relevant three year period has increased, will see higher Ministries and Mission contributions, while those with falling income will see reductions.

3.2 Maintaining the total amount required from congregations at the same level while at the same time restricting the amount drawn from the Mission and Renewal Reserve Fund and absorbing further compliance and governance costs means that Councils and Committees will face challenging budget decisions in 2017. The Council of Assembly's

Strategy Group is working to review the Strategic Framework so that priorities can be more easily identified and used to assist with financial decision-making. Until that exercise is concluded Councils and support departments have been asked to continue working within existing budgets, which, with upward wage pressure, will require careful management and in some cases difficult decisions. The Council of Assembly has had to turn down some bids for additional funding for new projects such as the Church and Society Council's Speak Out 10,000 Voices initiative and has engaged in careful consideration of other proposed projects, in all cases balancing the cost of the work with the risk of not carrying it out.

3.3 Presbytery planning ensures the most effective and appropriate use of resources at local level. Of course, changes in congregational configuration can lead to a drop in income as well as a drop in expenditure. The aggregate income base can also be affected by the loss of assessable income from the small number of congregations whose ministers, and some of whose members, have, sadly, left the Church in recent years. Continued and welcome developments in the careful financial management of the national Councils and Committees, and the increase in the proportion of congregational income which is retained for local work, have presented a more sustainable picture. What remains evident, however, is that the Church is only able to maintain the level of ministry and mission, both local and national, which its members are prepared to support through their offerings; diligent stewardship of the Church's resources of people, property and money remains paramount.

3.4 Appendix II shows indicative figures for Projected Gross Expenditure for each Council and how this is to be funded, using contributions from congregations, income from external sources and annual income from investments, with any projected deficit being met from the reserves of the

individual Councils. This shows Projected Gross Expenditure of £101,714,000 (2016 £102,234,000), income from congregations £46,055,000 as in 2016; income from external sources including investment income, £54,357,000 (2016 projected £53,838,000) and deficits from reserves £1,302,000 (2016 projected £2,341,000). Most of the Councils, while showing minor deficits to be met from their reserves, are planning to break even in broad terms. However, in view of the static situation in congregational income and the necessary curtailment in the use of the Mission and Renewal Reserve, no increase has been made to overall budgets for inflation and Councils and Departments will be required to fund any increased payroll costs from within their budgets, which could in turn affect planned work programmes. The Council of Assembly encourages Councils to use restricted funds, where possible, before general reserves and this will continue to be a feature of the Co-ordinated Budget, with Ministries, Mission and Discipleship and World Mission all using these funds in 2017. The Ministries Council budget is moving closer to a break-even position. While the Social Care Council budget shows a break-even position, its budgeted figure for income from external sources of £43,850,000 will present significant challenges due to the more fluid funding landscape in the social care sector and the pressures on local authority funding; its budgetary position will be clearer by the autumn of 2016. Some Support and Services departments have budgeted deficits, but to a lesser extent than previously, partly due to the additional funding allocated for governance and risk projects which will benefit the whole Church. The General Assembly budget has carried a deficit for several years and it is hoped that the level of required expenditure will be clarified in the light of the current review of the Assembly itself. The costs of the Safeguarding and Communications departments have also been driven up by the continuing need to ensure good practice in the protection

of vulnerable groups and the demands of ensuring a fit for purpose Communication Strategy for the Church. The Finance Group will continue to monitor the finances of all Councils and departments through the regular review of monthly management accounts and reserves. The final determination of detailed individual budgets for 2017 will be approved by the Council of Assembly in the final quarter of 2016, based on more up to date information.

3.5 The Ministries Council will receive 84.4% of congregational contributions (including £3,360,000 of endowment income and glebe rents) for use in the following work of the Church:

3.5.1 The Parish Ministries Fund, which includes:

- The National Stipend Fund, which pays the stipends and other costs of parish ministers.
- Support and development of ordained parish ministry.
- The salaries and other costs of ordained deacons, associate ministers, community ministers, interim ministers, the readership and Ministries Development Staff employed or appointed by the Ministries Council in the context of Presbytery Plans. Parish staff employed locally by congregations and not included in Presbytery Plans is not paid from the Parish Ministries Fund.
- Recruitment and education for ministries, including Ordained Local Ministers and the training and employment of probationers.
- Parish appraisal costs.
- Properties costs.
- A share of Ministries Council support and administration costs.

3.6 The Mission and Renewal Fund will receive 15.6% of congregational contributions and is used to support the work of the General Assembly's other Councils and Committees as well as, from 2017, some of the more general work of the Ministries Council including the Go For It Fund, Priority Areas and Workplace Chaplaincy:

- **Church and Society Council** – engaging in the national, political and social issues affecting Scotland and the world today
- **Ministries Council** – supporting a variety of Ministries for the Church from the first stirring of a “call” through to retirement
- **Mission and Discipleship Council** – promoting an overall focus for worship, mission and discipleship
- **Social Care Council** – offering services in Christ’s name and specialist resources to further the caring work of the Church to people in need
- **World Mission Council** – working internationally to share the gospel, support theological education and encourage holistic ministry
- **Committees of the Church** – Assembly Arrangements, Central Services, Chaplains to Her Majesty’s Forces, Ecumenical Relations, Legal Questions, Safeguarding and the Panel on Review and Reform
- **Support and Services Departments** – includes the Departments of the General Assembly, Stewardship and Finance, Law, Human Resources, Information Technology, Communications, Facilities and Central Properties.

4. Five Year Rolling Budgets from 2017 to 2021

Five Year Rolling Budgets are indicative in nature and are intended to allow the development of longer term strategies and resource allocation. The Rolling Budget from 2017 to 2021 is shown in Appendix III. As the process for strategic planning continues to evolve, it will allow decisions on the future allocation of resources for the Church’s ministry and witness in the longer term to be made within an agreed framework of core priorities and after proper evaluation of outcomes.

5. 2016 Detailed Budgets

5.1 The projected operating deficits for 2016 for the five main Councils reported to last year’s

General Assembly totalled £2,341,000, but this figure was revised to £4,051,000 when detailed budgets for 2016 were prepared and approved by the Council of Assembly in December 2015. The main reason for the increase was the effect of changes in the timing of the implementation of the Social Care Council’s reorganisation of its Residential Care and Education Service which started in 2014 and is due to finish in 2016, resulting in a projected deficit of £1,438,000 for 2016 compared with the original break-even budget. This in turn was the reason for the positive operating result against budget in 2015 as outlined below. Projections by the Social Care Council continue to demonstrate that the total overall cost of the restructure will be met within budget.

5.2 In addition, the Council of Assembly approved a one-off payment of £270,000 for the Social Care Council in 2016 towards a consolidated cost of living rise for its staff. A further amount of up to £350,000 was also approved for projects in respect of three key governance areas – risk management, business continuity and information security, and additional income from sale of a Council of Assembly property was identified to support this.

5.3 There will be recurring costs as a result of measures identified by the initial projects, but at a lower level, incorporated into the 2017 budget. The report of the Audit Committee at Section 10 refers to some of the current risks faced by the charity sector and the Church’s infrastructure needs to be funded to ensure that these issues are addressed.

5.4 The Council of Assembly continues to be encouraged by the actions taken by Councils and departments in managing budgets efficiently.

6. Summary of 2015 Operating Results

6.1 Appendix IV details the actual operating results for 2015 compared to budgets. This shows

a total operating deficit of £3,258,000 compared with the final budgeted total of £5,627,000, a favourable variance of £2,369,000. Within these totals the main reasons for the variances were:

- **Church and Society Council** – the deficit was higher than budgeted due to the Council incurring costs to initiate the Council of Assembly’s response to the Refugee Crisis. Some Councils and Committees contributed to a designated fund for this purpose.
- **Ministries Council** – with a more realistic budget reflecting the fall in the numbers of ministers the Council’s results were as budgeted with a minor overspend of £24,000 on a total expenditure of £44,782,000.
- **Mission and Discipleship Council** – the main reason for the underspend of £121,000 against budget was a legacy received for youth work.
- **Social Care Council** – operational difficulties at a few units continued to adversely affect the figures for Services to Older People, but all other areas were within budget and legacy and fundraising income was better than budgeted. The main reason for the substantial underspend was the timing of the Residential Schools and Education service restructuring costs referred to under 2016 budgets above.
- **World Mission Council** – the underspend of £252,000 was mainly on the Council’s restricted funds, with increased investment income due to invested accumulated revenue on these funds and underspends on some budgeted grants. The Council also received more legacies than budgeted.
- **Support and Services Departments** – the total deficit was below budget, with favourable variances in some departments offset by others with overspends. Some building work budgeted for the 121 George Street office was capitalised and other work was deferred until 2016. Additional legal costs of over £50,000 were met by the General Purposes Fund.

7. Analysis of 2014 Congregational Accounts

7.1 During 2015, as part of the annual analysis of all congregations’ 2014 accounts to determine their assessable income for Ministries and Mission contributions, additional information was extracted on other aspects of congregational finance. This was compared with the figures for 2013 and the main findings were:

- 53% of congregations had increased assessable income in 2014 (2013 – 43%), while 47% had decreased income (2013 – 57%) (Appendix V).
- 45% of congregations showed an increase in unrestricted funds in 2014 (2013 – 52%), while 55% showed a decrease (2013 – 48%) (Appendix VI).
- 86% of congregations held more than 3 months’ income in unrestricted reserves (2013 – 83%), with 38% having more than 12 months (2013 – 36%) (Appendix VII).

7.2 Although the majority of congregations had an increased level of assessable income in 2014 compared to 2013, those with income of less than £80,000 were more likely to fit this pattern. In those cases where assessable income was more than £80,000 there were more congregations with decreasing income than with increasing income. For the first time in the last three years over half of the congregations showed a decrease in unrestricted funds held in reserve. Despite this, however, there is still a significant majority of congregations with more than three months’ assessable income held in unrestricted reserves with over a third of congregations holding more than a year’s income in unrestricted funds at 31 December 2014. The statistics for individual congregations continue to provide valuable information to the Stewardship Consultants as they work with congregations.

8. Gift Aid Small Donations Scheme

Congregations continue to benefit from the

Gift Aid Small Donations Scheme (GASDS) which was introduced by the Government in April 2013. From April 2016 the threshold of donations which qualify for the scheme will increase from £5,000 to £8,000 and it is anticipated that most congregations will be able to take advantage of this increase.

9. Conclusion

9.1 The steadiness of the level of offerings from members shows once again their high level of commitment to the ministry and mission of the Church. However, the Council of Assembly is aware that more needs to be done to sustain levels of congregational income and urges congregations who have not yet engaged with the National Stewardship Programme to do so, confident that this will bring rewards in terms of realising their full potential as well as increasing offerings.

9.2 The Joint Working Group on Strategic Funding and Resource Allocation recognised the need to use the not inconsiderable resources available to the Church to achieve its ministry and mission objectives in the most appropriate way and by those best placed to take this forward. Plans to develop this work are reported elsewhere. The Council of Assembly hopes to continue its fruitful co-operation with congregations, Presbyteries, the General Trustees and other Agencies of the Church with a view to ensuring a balanced allocation of resources with better evaluation of achieved outcomes.

9.3 The Council remains committed to ensuring good governance, transparency and stewardship of the Church's financial resources and recognises the additional cost of delivering this objective. While ongoing strategic reviews of several areas of the Church's work may deliver savings in the longer term there is a resource implication in the shorter term and Councils, Committees and departments will need to manage their budgets effectively to ensure that the progress made in recent years is not eroded.

10. Audit Committee

10.1 Internal Audit

10.1.1 The Committee's remit includes responsibility for reviewing the systems of internal control and for oversight of the Internal Auditors, Deloitte. Deloitte produce an annual programme of work based on an assessment of audit risk which seeks to ensure that all the main areas of activity are periodically reviewed. In addition to submitting reports at the end of each assignment, Internal Audit submits an annual report for the Audit Committee expressing an opinion on the systems of internal control in place in the Unincorporated Councils and Committees.

10.1.2 Six reviews were conducted by Deloitte in 2015 covering the following areas:

- Stewardship and Finance Department – Key Financial Controls Review
- Ministries Council – Review of Governance and Management
- Overseas Payments
- Review of PVG compliance in Presbyteries
- CrossReach – Review of Financial Control Framework
- HR and Payroll System Project Review.

10.1.3 Deloitte have reported to the Audit Committee that, on the basis of the work undertaken for the year ended 31 December 2015, the Unincorporated Councils and Committees generally had an adequate framework of control over the systems examined. This conclusion is conditional on satisfactory implementation of recommendations from previous audit reports. The auditors have reported that there has been progress in the speed of implementing some of the agreed recommendations but that a continued focus on implementation was required.

10.1.4 The Church's External Auditor, PwC, highlighted in its annual report to the Trustees two particular areas which are vitally important to the governance of all charities,

the management of sensitive data and cyber security, to prevent the theft of sensitive data. The information security project which has been initiated will address both points.

10.2 Annual Accounts for 2015

10.2.1 As in previous years, separate sets of Accounts for 2015 have been produced for each of the following bodies by the Stewardship and Finance Department:

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

10.2.2 The Council of Assembly is responsible, on behalf of the General Assembly, for preparing and approving the Report and Accounts of the Unincorporated Councils and Committees, which comprise Ministries Funds, Mission and Renewal Funds, and Other Funds; approval was given at the Council meeting in April 2016. PwC gave an unqualified, or 'clean', audit opinion on the Accounts. The Assembly is invited to receive the 2015 Report and Accounts of the Unincorporated Councils and Committee. The Pension Trustees is an unincorporated body constituted by the General Assembly and the other three bodies are statutory corporations. These four bodies are responsible for producing and approving their own Accounts.

11. Central Services Committee

11.1 Conscious of the General Assembly's wish that its Councils and Committees should seek to operate effectively and efficiently, the Council, following upon a recommendation to this effect from the Central Services Committee ("CSC"), brought a proposal on its Report to the Assembly of 2014 that the CSC should be discharged from 1 June 2014 and its functions transferred to the Council. This proposal was duly approved with the required amendment of the Council's remit. However,

advice was received from the Pension Trustees that, because of the CSC's role as "statutory employer" in terms of the CSC section of the closed Defined Benefit Pension Scheme for Staff, they were required to and had served notice on the Pension Protection Fund ("PPF") that the CSC was "unlikely to continue as a going concern", this being the wording in the relevant pensions legislation. The serving of this notice resulted in the CSC section of the Scheme entering into a PPF "assessment period" and the potential liabilities in the Scheme contingently crystallised on a "buy-out" basis (known as a contingent "section 75 debt"). This contingent section 75 debt was triggered under the relevant pensions legislation. Given the clear necessity to reverse this outcome in order to exit from the PPF assessment period, the 2014 Assembly, on the Report of the CSC, amended its previous deliverance by delegating powers to the Council of Assembly to determine the date on which the proposed changes and the discharging of the CSC should be brought into effect.

11.2 This amendment, which left the CSC in place, enabled the Scheme to be brought out of the PPF assessment period and for a "Scheme Rescue" to take place, cancelling the contingent section 75 debt. Since then, extensive discussions have taken place with the Pension Trustees' advisers, seeking a means to change the statutory employer from the CSC to the Council to enable the CSC to be discharged. However, the Council has been advised by its specialist pensions lawyers that, due to the Scheme entering a PPF assessment period as set out in 11.1, this cannot be achieved without re-triggering a section 75 debt. To avoid this, the Council has concluded that a number of the planned efficiencies may be achieved instead by retaining the CSC but changing its status to being a committee of the Council which would operate in a similar manner to the Council's Finance and Governance Groups. It is proposed that meantime the members of the CSC will continue to serve with the addition of

two members of the Council. If this proposal is approved by the Assembly, it is suggested that the new arrangements would come into effect on 20 June 2016, the date of the Council's first meeting date after the Assembly, when the Council would bring into effect sections 9-10 (but not 11) of the 2014 Assembly Deliverance. This would add to the Council's remit new sections 31–33 and 38-41 as set out in bold text in Appendix VIII to the Report. The Pension Trustees, following advice from their advisers, have confirmed that this proposed change of status of the CSC to being a committee of the Council will not cause them to submit a further notice to the PPF or to trigger a section 75 debt and will not affect the ability of the Scheme to enter the PPF.

12. Ecumenical Relations

12.1 The Ecumenical Relations Committee will report that the Church's Ecumenical Officer, the Very Rev Dr Sheilagh Kesting, is to retire in September 2016. Dr Kesting has discharged her responsibilities in this challenging role with grace and total commitment and she will be much missed. The Council of Assembly and the Ecumenical Relations Committee have agreed that it is sensible to review this area of work in the light of the departure of such a long-serving member of staff and to bring a report to the General Assembly of 2017 with any recommendations which may emerge. The review will be carried out by the Council in partnership with the Committee and in consultation with other stakeholders. Specifically, the group will:

- carry out a horizon scanning exercise to identify the context in which the Church's ecumenical relations work is being carried out;
- identify and scope strengths, weaknesses and any existing overlaps in the work of the Committee, Ecumenical Relations staff and other Councils and Committees of the Church;
- identify and scope the staffing support needed for the Committee to discharge its responsibilities effectively, and propose a staffing structure together with job description(s);
- determine the best place within the Church management structures for Ecumenical Relations staffing;
- consider funding issues.

12.2 The Assembly's Ecumenical Policy is a 'churches together' one which has as its aim the pursuit of oneness, growth of understanding and common life, and unified action through worshipping together, studying together, serving the community together and proclaiming together. The review group is, of course, committed to working closely with other churches and ecumenical bodies in accordance with this aim; to review our ecumenical relations in isolation would be a nonsense. We will also be consulting Councils and Committees of the Church as well as Churches Together groups and Local Ecumenical Partnerships.

12.3 In the meantime, the Council has approved the recruitment of an Ecumenical Officer post for a period of twelve months from the date of Dr Kesting's retiral, to ensure that our commitment to ecumenism is not compromised. We look forward to continuing to work closely with our sister churches on so many of the matters that are of vital importance to the nation – refugees, political and parliamentary developments and social justice issues.

13. Interfaith Matters

13.1 The General Assembly of 1993 received a major report "Mission and Evangelism in a multi-faith society and in a multi-faith world". It came from a working party set up by the then Board of World Mission and Unity. The Assembly accepted the report and instructed Kirk Sessions and Presbyteries to study it, consider the implications for their witness and service and to report back. It also called for the various Boards to work together on ways of following up the report. An Interfaith Support Worker post was later established to offer advice and expertise to local churches, in order to:

- encourage a greater understanding of neighbours of other faiths;
- promote positive and healthy relationships;
- respond with confidence and integrity;
- commit where appropriate to common action.

13.2 The Interfaith postholder resigned in 2012 and was not replaced. The Mission and Discipleship Council brought a report entitled "Interfaith and Mission" to the 2014 General Assembly. It paid tribute to the 1993 report and endorsed many of its statements but helpfully added a more up-to-date assessment of the context for such work:

- a) a changing world
- impact of communications technology, including grass-roots activism;
 - reaction against global consumerism;
 - increasing secularisation in the global North and West and vigorous church growth in many parts of the global South and East;
 - large-scale migration;
 - both growing wealth and growing poverty;
 - attacks by fundamentalist religious groups;
 - climate change issues;
 - political and constitutional change in Scotland;
 - breakdown of trust in institutions (including banks, media, government and churches).

b) changing face of religion worldwide. In global terms the world community is becoming more religious, not less. Hinduism, Buddhism and especially Islam are all growing significantly. Christianity is holding steady. Islam and Christianity are expected to claim 57% of the world's population by 2020, suggesting that Christian-Muslim relations are likely to be increasingly significant.

c) changing face of religion in Scotland. The number of people in the 2011 Census describing themselves as Church of Scotland fell to 32.4% from 42.4% in 2001. The number of people who identify themselves as having a faith other than Christian, though still small over all, is nonetheless growing. Scottish society is increasingly diverse in terms of religious identity.

13.3 The report concluded: "We are on a journey into an ever more connected world and our awareness of its multi-faith character is growing all the time. Building on the insights of the 1993 report, taking account of our changing context, globally and nationally, and learning from the theological work at world church level, we bring to the church a fresh imperative to reach out in love and faithfulness to those around us who profess other faiths."

13.4 The Assembly agreed to:

- note the important theological work on Christian mission, including Christian witness in a multi-faith world, recently completed by Edinburgh 2010, the Lausanne Movement, the World Council of Churches, the World Evangelical Alliance and the Pontifical Council for Interreligious Dialogue, and commend their work to the Church for study and reflection;
- encourage Presbyteries and congregations to take opportunities to engage with people of other faiths in authentic dialogue, humble solidarity, loving service and faithful

witness including active involvement in local inter-faith groups;

- urge congregations to make use of the Interfaith and Mission report for discussion and action.

13.5 The Council of Assembly, in considering the implementation of deliverances, noted the significant scale of the work undertaken on interfaith issues by the Scottish Episcopal Church, by the Church of England, by the Bishops' Conference of the Roman Catholic Church in Scotland and by the Methodist Church. In contrast, a search for 'interfaith' on the Church of Scotland's own website results only in a statement about faith in society from a conference in 2014 and some out-of-date material from 2010 and earlier. There is no clear statement of any interest in interfaith matters and no resources for ministers or congregations to enable them to fulfil the 2012 GA deliverance. While recognising the valuable work done by the former Interfaith Support Worker and acknowledging the intention of the Mission and Discipleship Council to resource local congregations in some interfaith activities, the Council feels that the scale of the interfaith challenges requires a more strategic approach from the Church of Scotland. There is a clear need for more information as a starting point, for example statistical data on other faiths in Scotland, a list of parishes in Scotland which have significant number of people of faiths other than Christianity, a list of contact points for faith groups and a clearer idea of the interfaith policies and activities of our ecumenical partners and existing interfaith groups, both nationally and locally. In addition, the following areas of work have been identified as important for Councils and Committees:

- Church and Society:
 - restoration of relationships with Jewish faith groups in the context of the Inheritance of Abraham report and the Church's views on and interests in Israel/Occupied Palestinian Territories

- major incident avoidance and/or management
- focus on places where interfaith relations are a daily priority
- joint advocacy on social issues
- relationships with other faith umbrella bodies (e.g. Muslim Council of Scotland and Interfaith Scotland)
- faith connections with government
- Mission and Discipleship:
 - provision of useful resources for congregations engaging in interfaith activities
- Ministries:
 - provision of useful resources for ministers
 - training of/formation for candidates
- World Mission:
 - religious extremism
 - evidence of real joint working
 - as a national church, the Church of Scotland should be taking a visible lead
 - work with Christians in minority situations in other countries
- Ecumenical Relations:
 - awareness of work of other churches in this area
 - views and actions of ecumenical bodies
- Social Care:
 - employment policies
 - care for people of other faiths
- Theological Forum:
 - doctrinal matters
- Principal Clerk's Office:
 - clarity around role of Moderator/Principal Clerk
 - involvement with other faith leaders.

13.6 Tackling all of the above issues would be a substantial programme of work. An increase of the Church's profile of this order would require General Assembly endorsement and, almost certainly, significant resources. The Council therefore decided as a first step towards the proper implementation of the 2014 General Assembly decision to create a temporary post of Interfaith Programme Officer, located within

the Department of the General Assembly and with a remit to review the current situation and to prepare a full report for the 2017 Assembly. The post was advertised and filled in March 2016 and work has now commenced. It will be overseen by a joint steering group with members from the relevant Councils and Committees and under the convenership of the Council of Assembly.

13.7 The Assembly is invited to note progress on this matter and the plan to report further in 2017.

14. Strategic Framework

14.1 The Council initially established a Strategy Group in 2010. After some months of work, the group decided to recommend the adoption of a Strategic Framework, with 13 strategic objectives (listed in Appendix IX, for convenience). This document was approved by the General Assembly in 2011 and remains current. However, it has become clear that the document, though still inspirational and inclusive, does not assist the Council to determine resourcing requirements or to monitor the effectiveness of the work of Councils and Committees. It therefore re-established a Strategy Group in 2013. Its task was:

- to articulate in a clear and coherent way the existing priorities of the Church;
- to develop a common framework for monitoring and evaluating the effectiveness of the work to implement these priorities;
- to recommend a process for a fair and consistent allocation of resources.

14.2 That iteration of the Strategy Group took into account the work of the Panel on Review and Reform which had – and has – the responsibility of listening to the wider Church and formulating future vision and strategy. The Group reported to the Council in April 2014, making recommendations under three headings:

- co-ordination of priorities and themes across Councils and Committees, the evaluation of progress, the setting of

- priorities and the allocation of resources;
- resourcing of both existing and new work;
- the shape of Council meetings.

14.3 The specific recommendations arising from the third of these have largely now been implemented. They included, for example, holding Council meetings out of Edinburgh, asking the Immediate Past Moderator to comment on the work of the Council, providing time at meetings for strategic discussion and reflection and making better use of audio-visual facilities. The recommendations coming from the second theme have also been taken forward in the work of the Joint Working Group on Strategic Finance and Resource Allocation; the Council has included a final report on the work of that group in its main report to the Assembly. It was originally envisaged that the Joint Working Group would tackle the evaluation and resourcing issues but it did not prove possible for that to happen and the recommendations arising from the first theme are largely still outstanding. At the same time, Ministries Council and the Council of Assembly decided to co-host a conference for Presbyteries, held in September 2015. The event encouraged participants to engage on the main issues facing the Church regionally and nationally and it became clear during and after that event that a focus on structures was unhelpful when what was needed was cultural change and rejuvenation. The Council therefore plans to review the Strategic Framework and prepare a report for discussion at the General Assembly of 2017. It intends to carry out this review in co-operation and consultation with the Panel on Review and Reform and with other appropriate bodies.

14.4 The Council is aware of the difficulty of this work and particularly of recommending priorities which would lead, almost inevitably, to the cessation of some cherished activities in order to encourage new work. That indeed is where the main tension would lie. Nonetheless the Council believes that God is calling the

Church, in difficult times, to remain faithful and to work to build a healthy invigorated outward-looking church which can support God's mission in our world. The pathway may be difficult but the Council is comforted by the reminder that we are all people of the way and the journey itself may offer insights and wisdom.

14.5 The Assembly is asked to note the Council's plans for this work and its intention to present a final report to the General Assembly of 2017.

15. Church Offices

The General Assembly of 2015 instructed the Council to report on the future of the Church Offices at 121 George Street, Edinburgh. After some discussion and consultation with appropriate groups and individuals, the Council decided to commission external assistance to identify and assess the options for the future; it also decided to expand the brief of that review by including Charis House, Edinburgh, the main administrative offices of the Social Care Council and by asking also for a review of the property management and procurement arrangements across the Unincorporated Councils and Committees. The work was tendered and the review commenced in late 2015. Most unfortunately, the outcome of the review had not been delivered to the Council at the time of preparing this report. The Council expects to receive it in time to report verbally to the Assembly on the main findings but it takes the view that the Assembly would require a detailed analysis and a good deal of supporting information before a final decision on the future of the Church Offices, and associated buildings, could be made. The Council therefore proposes to spend time over the next few months in analysing the review findings, scoping the practical implications of either remaining in 121 George Street, with or without changes, or moving, and consulting with staff and their representatives and other

interested parties. That will permit it to bring a very detailed, costed set of options to the 2017 General Assembly and to be able to answer any questions the Assembly may have on not just the financial effects of moving but on the practical implications for staff, Council and Committee members, visitors and tenants of our buildings. It also allows ample time for the necessary consultation with the General Trustees, who hold title to the building, and with the local planning authority, Historic Environment Scotland and any other relevant bodies.

16. Pensions

The Council has responsibility for oversight of the relationship between the Pension Trustees and the various Employing Agencies and also for assuring the general good governance of the new Defined Contribution pension arrangements (which are not the responsibility of the Pension Trustees). The first meeting of the Defined Contribution Scheme Governance Group is due to be held in April 2016. The Employing Agencies are in discussion with the Pension Trustees on aspects of the administration of the Defined Benefit Schemes and it is our hope that, working collaboratively, we can improve the level of service offered to members; the Council has recently, for example, approved an increase in staffing in the Pensions Department. The Council is also starting to work with the Trustees on the outcome of their current benefit rectification exercise. The Pension Trustees, in their report to the Assembly, mention the interim results of the 2015 triennial valuation. These became available only very recently (although, helpfully, much sooner than valuation results were known in past years) and there has not been time to analyse the underlying assumptions, for example on longevity, in any kind of detail. That work is now starting and the final results, and the impact on surpluses, deficits, payment schedules and budgets, will be reported in 2017. The Council looks forward to working closely with the Pension Trustees on all of these issues.

17. Statistics

17.1 The Council now has responsibility for reporting congregational statistics to the General Assembly and the 2015 statistics are included in the Report. The Church's Mission Statistics Co-ordinator advises that detailed analysis and comment on trends in congregational statistics would be inappropriate at this time in light of the lack of clarity around definitions. The Council plans, as reported previously, to introduce a new set of metrics for the 2016 exercise and the results of this will provide a sound basis for future analysis, allowing congregations, Presbyteries and the Assembly to plan and resource more informed decision-making.

17.2 The statistical return from the Presbytery of Buchan was inadvertently omitted from the Council's main Report. The numbers are reported now in Appendix X together with the amended totals.

17.3 By the time of this General Assembly the 2016 Scottish Church Census will have taken place on 8 May. Similar censuses of all the congregations in Scotland took place in 1984, 1994 and 2002 and are the only source of information about church attendance across the nation. The Church of Scotland, alongside a wide spectrum of denominations, is part of the Steering Group which commissioned Brierley Research to carry out the work. Rev Colin Sinclair, Convener of the Mission and Discipleship Council, chairs the Group. Further details are available at www.scottishchurchcensus.com. We look forward to receiving the results of the census and encourage congregations and Presbyteries to take accounts of the findings in their planning of mission and ministry.

18. Nominations for membership of Esdaile Trust and the Society for the Benefit of Sons and Daughters of the Clergy of the Church of Scotland

18.1 The Council of Assembly is responsible for identifying names to recommend to the General Assembly for trustee membership of

a number of external bodies. It has received requests this year from the administrators of two separate trust funds, the Esdaile Trust and the Society for the Benefit of Sons and Daughters of the Clergy of the Church of Scotland, for appointments to vacant trustee positions. Both trusts require members who will bring a broad knowledge of the Church; the positions are voluntary and no remuneration is paid.

18.2 The Esdaile Trust was set up in 1969 following the closure of Esdaile School in Edinburgh and was endowed by the amalgamation of the various funds which supported the school. It provides grants to assist in the education of daughters of ministers, missionaries and widowed Deaconesses (sic) of the Church of Scotland. It co-operates with the Society for the Benefit of Sons and Daughters of Ministers of the Church of Scotland and the Glasgow Society of the Sons and Daughters of Ministers of the Church of Scotland in the distribution of grants for the benefit of students. The Trust seeks one General Assembly trustee and the Council is pleased to recommend the appointment of Mrs Pauline Weibye, MA DPA Chartered FCIPD for the position. Mrs Weibye is an elder and Session Clerk at Edinburgh: Craigmillar Park.

18.3 The Society distributes grants to children of the manse for educational purposes, and to daughters and sisters of the manse in financial need. It already has trustees with specific investment background and now seeks to fill the General Assembly vacancies with trustees who have a good working knowledge of the Church of Scotland. The Council is pleased to recommend the appointment of Rev Fiona Mathieson, BEd BD PGCommEd MTh, Minister at Edinburgh: Carrick Knowe; and of Mrs Janette Wilson LLB NP, Elder at Edinburgh: Duddingston.

In the name of the Council

GRANT BARCLAY, *Convener*
CATHERINE COULL, *Vice-Convener*
PAULINE WEIBYE, *Secretary*

APPENDIX I

CO-ORDINATED BUDGET STATISTICS 2014 TO 2017

	2014 Actual £'000	2014 Increase %	2015 Provisional £'000	2015 Increase %	2016 Projected £'000	2016 Increase %	2017 Projected £'000	2017 Increase %
CONGREGATIONAL INCOME								
Offerings	60,145	(1.0)	59,866	(0.5)	59,866	0.0	59,866	0.0
Tax Recovery on Offerings	11,632	9.5	11,720	0.8	11,600	(1.0)	12,000	3.4
Total Offerings	71,777	0.6	71,586	(0.2)	71,466	(0.2)	71,866	0.6
Other Ordinary Income	20,813	1.0	20,600	(1.0)	20,600	0.0	20,600	0.0
Total Ordinary Income	92,590	0.7	92,186	(0.4)	92,066	(0.1)	92,466	0.4
EXPENDITURE								
Available to Congregations	47,921	2.0	48,177	0.5	48,698	1.1	49,143	0.9
Parish Ministries Fund	40,077	0.3	39,617	(1.1)	38,796	(2.1)	38,325	(1.2)
Less: Vacancy Allowances	(2,311)		(2,471)		(2,687)		(2,732)	
	37,766	1.3	37,146	(1.6)	36,109	(2.8)	35,593	(1.4)
Mission and Renewal Fund	6,903	(1.7)	6,863	(0.6)	7,259	5.8	7,730	6.5
Total Expenditure	92,590	0.6	92,186	(0.4)	92,066	(0.1)	92,466	0.4
INCOME DISPOSITION								
	%		%		%		%	
Available to Congregations	51.8		52.3		52.9		53.1	
Parish Ministries Fund	40.8		40.3		39.2		38.5	
Mission and Renewal Fund	7.4		7.4		7.9		8.4	
	100.0		100.0		100.0		100.0	

APPENDIX II
2017 CO-ORDINATED BUDGET
Requirements for Parish Ministries Fund and Mission & Renewal Fund

	Projected Total Expenditure	=	To be met by Congregations	+	Income from External Sources	+	Annual Income from Councils' Investments	+	2017 Deficit to be met from Councils' Reserves	Final Budgeted 2016 Deficit
	£'000		£'000		£'000		£'000		£'000	£'000
Parish Ministries Fund (see Report para 2.3)	42,208		38,325		3,360		295		228	748
Past Service Pension Scheme Deficit 2012	692		-		-		-		692	700
	42,900		38,325		3,360		295		920	1,448
Mission & Renewal Fund (see Report para 2.4)										
Ministries Council	2,065		330		537		1,116		82	N/A
Mission & Discipleship Council	1,232		701		193		300		38	32
World Mission Council	2,782		950		594		1,238		-	-
Social Care Council	45,025		834		43,850		341		-	1,438
Church & Society Council	483		405		23		28		27	-
Support & Services Committees and Departments	6,516		5,181		1,237		-		98	193
Special Contributions:										
General Trustees – Central Fabric Fund	290		290		-		-		-	-
Christian Aid	85		85		-		-		-	-
Ecumenical Contributions	254		254		-		-		-	-

To be met from Mission & Renewal Fund Income/Reserves	82	1,200	45	137	940
Mission & Renewal Fund Totals	58,814	47,634	3,068	382	2,603
Grand Totals	101,714	50,994	3,363	1,302	4,051
Total to be met by Congregations (before deducting Vacancy Allowances)		46,055			

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

APPENDIX III
FIVE YEAR ROLLING BUDGET 2017 to 2021
(based on congregational income increasing by
0.2% per annum from 2018 to 2021)

	2017 £'000	2018 £'000	2019 £'000	2020 £'000	2021 £'000
AVAILABLE TO CONGREGATIONS	<u>49,143</u>	<u>49,896</u>	<u>49,981</u>	<u>50,267</u>	<u>50,553</u>
PARISH MINISTRIES FUND	38,325	38,325	38,325	38,325	38,325
Less: Vacancy Allowances	<u>(2,732)</u>	<u>(3,400)</u>	<u>(3,500)</u>	<u>(3,600)</u>	<u>(3,700)</u>
	<u>35,593</u>	<u>34,925</u>	<u>34,825</u>	<u>34,725</u>	<u>34,625</u>
MISSION AND RENEWAL FUND	9,030	9,030	9,030	9,030	9,030
Less: To be met from M & R Fund Income/Reserves	<u>(1,300)</u>	<u>(1,200)</u>	<u>(1,000)</u>	<u>(1,000)</u>	<u>(1,000)</u>
	<u>7,730</u>	<u>7,830</u>	<u>8,030</u>	<u>8,030</u>	<u>8,030</u>
CONGREGATIONAL ORDINARY INCOME	<u><u>92,466</u></u>	<u><u>92,651</u></u>	<u><u>92,836</u></u>	<u><u>93,022</u></u>	<u><u>93,208</u></u>
INCOME DISPOSITION	%	%	%	%	%
Available to Congregations	53.1	53.8	53.9	54.1	54.3
Parish Ministries Fund	38.5	37.7	37.5	37.3	37.1
Mission & Renewal Fund	8.4	8.5	8.6	8.6	8.6
	<u><u>100.0</u></u>	<u><u>100.0</u></u>	<u><u>100.0</u></u>	<u><u>100.0</u></u>	<u><u>100.0</u></u>

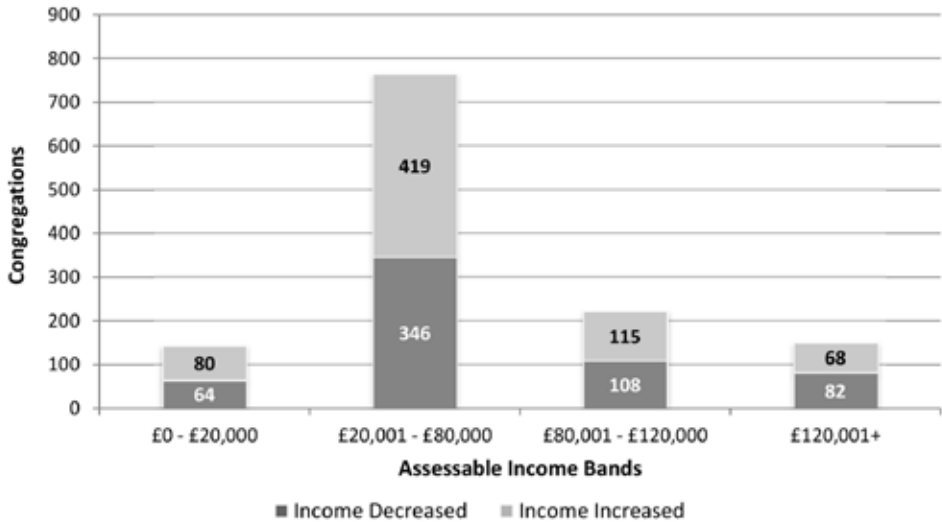
Note: The budget figures for Congregational Income are for Ordinary Income only (e.g. offerings, tax recovered and other regular income). They exclude other sources of income (e.g. legacies, income for major fabric projects and most income from the use of premises) which are available to be used solely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

APPENDIX IV
SUMMARY of 2015 OPERATING RESULTS

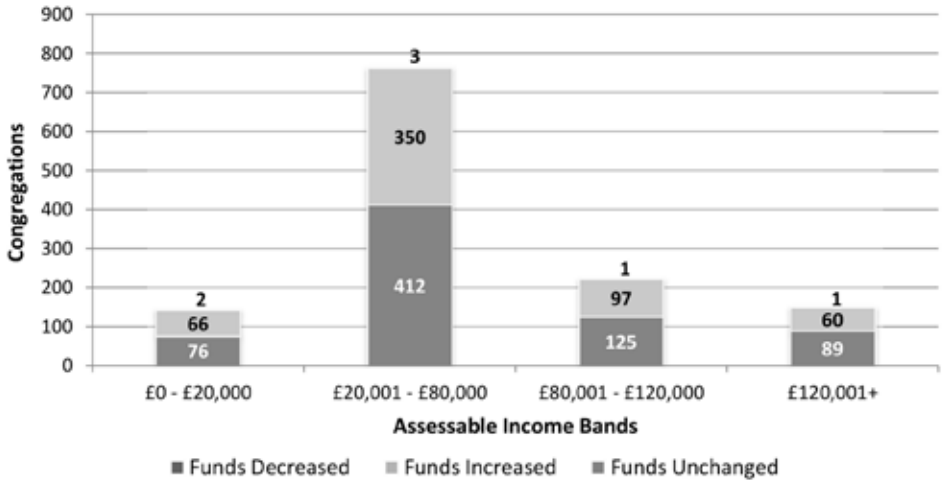
	Total Budgeted Expenditure	–	Total Budgeted Income	=	Budgeted Operating (Deficit)/ Surplus	v	Actual Operating (Deficit)/ Surplus	=	Favourable/ (Unfavourable) Variance from Budget
	£'000		£'000		£'000		£'000		£'000
Ministries Council	47,757		44,782		(2,975)		(2,999)		(24)
Mission and Discipleship Council	1,198		1,198		-		121		121
World Mission Council	2,949		2,913		(36)		216		252
Social Care Council	45,271		42,849		(2,422)		(445)		1,977
Church and Society Council	489		489		-		(14)		(14)
Support and Services Committees and Departments (including the General Assembly, Ecumenical Relations, Safeguarding Office and Support Departments)	6,270		6,076		(194)		(137)		57
	<u>103,934</u>		<u>98,307</u>		<u>(5,627)</u>		<u>(3,258)</u>		<u>2,369</u>

Note: These figures are taken from the 2015 management accounts and do not include any gains or losses on investments or property, property impairments and provisions, the effects of changes to the funding position of the pension schemes or the results of subsidiary companies.

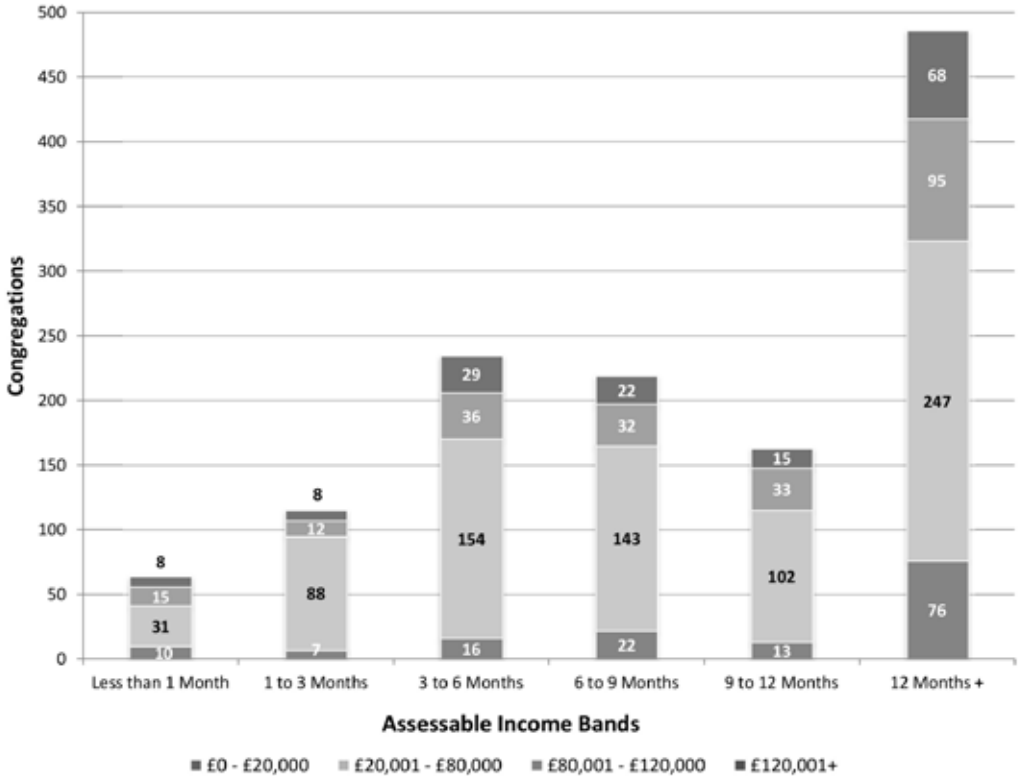
APPENDIX V
ASSESSABLE INCOME INCREASE/DECREASE
2013:2014
By Income Band



APPENDIX VI
UNRESTRICTED FUNDS INCREASE/DECREASE
2013:2014
By Income Band



APPENDIX VII
NUMBER OF MONTHS
UNRESTRICTED FUNDS: ASSESSABLE INCOME
2014
By Income Band



APPENDIX VIII

COUNCIL OF ASSEMBLY REMIT (PROPOSED)

THE WORK OF THE COUNCIL OF ASSEMBLY

Introduction

1. The Council of Assembly's main function is to support the Councils and Committees of the Church in seeking to inspire the people of Scotland and beyond with the Good News of Jesus Christ through enthusiastic, worshipping, witnessing, nurturing and serving communities.
2. The Council helps the General Assembly determine strategy for the Church of Scotland, ensures that the strategic priorities, policies and decisions of the Assembly are implemented effectively and efficiently and supports, resources and nurtures the people of the Church in their work of mission, witness, worship and service.
3. The Council of Assembly is a standing committee of the General Assembly to which it is directly accountable and to which it reports annually. The General Assembly appointed members of the Council and the Conveners of the six major Councils are designated as the Charity Trustees of the Unincorporated Councils and Committees of the Church of Scotland (Scottish Charity Number SCO11353). The Trustees have 'general control and management of the administration' of the Unincorporated Councils and Committees.
4. The Council has been given authority by the General Assembly to take necessary administrative decisions between General Assemblies and to co-ordinate, monitor and evaluate the work done by the Councils, Committees and central administrative offices of the Church. The General Assembly has also authorised it to attend to the general interests of the Church in matters

which are not covered by the remit of any other Agency.

5. The Senior Management Team exists to support the co-ordinating and decision-making work of the Council of Assembly and to ensure the efficient implementation of the decisions of it and the General Assembly. The Senior Management Team is accountable to the Council of Assembly and its minutes are submitted to the Council for information.
6. The Council has committed to displaying in its work and in the behaviour of its members and staff:
 - confidence in God
 - trust in each other
 - servant leadership
 - collaborative working
 - enthusiasm.
7. The Council, while exercising a supervisory role, nonetheless commits to working cooperatively and inclusively with Councils, Committees, Presbyteries, Kirk Sessions and all others in the Church, consulting widely where possible. Having regard to the international, evangelical and catholic nature of the Church, the Council of Assembly is committed to working with other churches, at home and overseas, and to encouraging all Agencies to work ecumenically where possible.

REMIT

Strategy

1. To encourage vision among the members and the Councils and Committees of the Church.
2. To monitor, evaluate and co-ordinate the work of the Agencies of the General Assembly, within the context of policy determined by the Assembly, encouraging the achievement of objectives and the wise use of resources.
3. To oversee the implementation of the Strategic Framework as from time to time agreed by the General Assembly.

4. To advise the General Assembly on the relative priority of work being undertaken by its various Agencies.
5. To keep under review the central administration of the Church, with particular regard to resolving issues of duplication of resources.
6. To advise the General Assembly on matters of reorganisation and structural change, including adjustments to the membership and remits of relevant Agencies of the General Assembly.
7. To advise and work with the Panel on Review and Reform on its priorities and also on the resourcing and implementation of policy decisions arising from its work.
8. To deal with urgent issues arising between meetings of the General Assembly, provided that (a) these do not fall within the jurisdiction of the Commission of Assembly or of any Presbytery or Kirk Session, (b) they are not of a legislative or judicial nature and (c) any action taken in terms of this clause shall be reported to the next General Assembly.
9. To attend to the general interests of the Church in matters which are not covered by the remit of any other Agency.

Governance

10. To exercise the supervisory function required by the Church's Designated Religious Charity status.
11. To ensure adherence to an approved Code of Conduct by the Charity Trustees of the Unincorporated Councils and Committees and to encourage and supervise compliance with such a Code of all other members of Councils and Committees.
12. To advise, support and oversee compliance by Councils, Committees and Presbyteries in the proper discharge of their duties and responsibilities under charity and accounting legislation.

Finance and Stewardship

13. To oversee the management of the finances of the Unincorporated Councils and Committees, ensuring that Church resources are used wisely and effectively and in accordance with the policies, priorities and strategic objectives of the General Assembly.
14. To set appropriate standards of financial management for the Unincorporated Councils and Committees and to oversee compliance.
15. To supervise and assist Presbyteries and congregations in adhering to financial standards required by charity law and by Regulations of the General Assembly and to oversee compliance.
16. To oversee the provision of financial services for the Councils and Committees, Statutory Corporations and other Agencies of the General Assembly.
17. To determine policy in relation to the teaching and promotion of Christian stewardship throughout the Church.
18. To provide support to Presbyteries and congregations in the promotion of stewardship with a view to generating sufficient income to resource the worship, mission, nurture and service of the Church.
19. To determine policy in relation to Ministries and Mission Contributions from congregations, subject to the approval of Regulations by the General Assembly and to determine with Presbyteries the Ministries and Mission Contributions required annually from congregations.
20. To determine annually the stipend rate, having regard to the recommendation of the Ministries Council, the determination to be made by the voting members of the Council of Assembly with the exception of those members in receipt of either a salary or stipend from the Parish Ministries Fund.
21. To determine the types and rates of expenses which may be claimed

- by members serving on Councils, Committees and Statutory Corporations.
22. To bring recommendations to the General Assembly concerning the total amount of the Church's Co-ordinated Budget for the Parish Ministries Fund and the Mission and Renewal Fund for the following financial year, and to determine the allocation of the budget for the Mission and Renewal Fund among the relevant Agencies of the General Assembly and Ecumenical Bodies.
 23. To prepare and present to the General Assembly an indicative Rolling Budget and outline Financial Plan for the following five years.
 24. To receive and distribute unrestricted legacies and donations among the Agencies of the General Assembly with power to specify the use to which these funds are to be applied.
 25. To reallocate following upon consultation with the Agency or Agencies affected unrestricted funds held by or on behalf of any of the Agencies of the General Assembly to another Agency or Agencies with power to specify the use to which the same are to be applied.
 26. To prepare, approve and submit annually to the General Assembly the audited Annual Report and Financial Statements of the Unincorporated Councils and Committees of the General Assembly.

Property and Contracts

27. To facilitate strategic property planning across the Unincorporated Councils and Committees to ensure that the best use is made of the property portfolio.
28. To consider and decide on proposals from Agencies of the General Assembly to purchase heritable property or any other asset (except investments) valued in excess of £50,000 or lease any heritable property where the annual rental is greater than £25,000 per annum. No Agency except those referred to in section 31 of this document shall purchase or lease such property without prior approval from the Council of Assembly.
29. To consider and decide on proposals from Agencies of the General Assembly, except for those referred to in section 31 of this document, to sell or lease for a period in excess of five years or otherwise dispose of any heritable property, or sell or otherwise dispose of any asset (except investments) valued above £50,000, held by or on behalf of that Agency. The Council of Assembly shall have power to allocate all or part of the sale or lease proceeds to another Agency or Agencies in terms of sections 22 and 25 of this document.
30. To consider and decide on proposals from Agencies of the General Assembly to enter into an agreement or contract for receipt of goods or services (with the exception of contracts of employment or those relating to property transactions) with a total actual or potential financial commitment in excess of £50,000. No Agency shall proceed to enter into such an agreement or contract without prior approval from the Council.
31. **To assume ownership of the Church Offices at 117–123 George Street, Edinburgh title to which shall be held by the Church of Scotland General Trustees for behoof of the Council.**
32. **To be responsible for the proper maintenance and insurance of the Church Offices at 117-123 George Street.**
33. **To be responsible for policy matters relating to Health and Safety within the Church Offices.**
34. For the avoidance of doubt, sections 28, 29 and 30 shall not apply to the Church of Scotland General Trustees and the Church of Scotland Housing and Loan Fund for Retired Ministers and Widows and Widowers of Ministers both of which may deal with heritable property and other assets without the approval of the Council.

Staffing and Management

35. To receive reports from, offer guidance and issue instructions to Agencies of the General Assembly as required from time to time on matters of management, resourcing, organisation, governance and administration.
36. To determine staffing and resourcing requirements of Agencies of the General Assembly, including inter-Departmental sharing or transfer of staff, in accordance with policies drawn up by the Council of Assembly in line with priorities approved by the General Assembly, it being declared that the term "staffing" shall not include those directly employed by the Ministries Council, the Social Care Council and the World Mission Council.
37. To consult with the relative Councils and Agencies in their appointment of Council Secretaries to the Church and Society, Ministries, Mission and Discipleship, Social Care and World Mission Councils, to appoint the Ecumenical Officer, the Head of Stewardship, the Head of Communications and the Head of Human Resources and Information Technology and to nominate individuals to the General Assembly for appointment to the offices of Principal Clerk of the General Assembly, Depute Clerk of the General Assembly, Secretary to the Council of Assembly, General Treasurer of the Church and Solicitor of the Church.
38. **To act as one of the employing agencies of the Church and to assume and exercise the whole rights, functions and responsibilities of the Central Services Committee in that regard.**
39. **To have responsibility for determining the terms and conditions of the staff for which it is the employing agency.**
40. **To have responsibility for policy matters relating to Data Protection within the Church Offices and with respect to the General Assembly Councils based elsewhere.**

41. **To oversee the delivery of central services to departments within the Church Offices, to Councils of the General Assembly and, where appropriate, to the Statutory Corporations, Presbyteries and Congregations namely:-**
 - (i) **Those facilities directly managed by the Facilities Manager;**
 - (ii) **Information Technology (including the provision of support services to Presbytery Clerks);**
 - (iii) **Human Resources;**
 - (iv) **Legal Services (as delivered by the Law Department and subject to such oversight not infringing principles of "client/solicitor" confidentiality);**
 - (v) **Property Services.**

Communication

42. To oversee the development and implementation of the General Assembly's Communication Strategy across the Church.
43. To oversee and manage any major reputational opportunities and risks for the Church, working with other Agencies as appropriate.
44. To oversee effective communication with members and courts of the Church, encouraging good practice.

For the purposes only of this remit, the term "Agencies" shall mean the following bodies being Standing Committees of the General Assembly, namely:

The following Councils: Church and Society, Ministries, Mission and Discipleship, Social Care, World Mission.

The following Committees: Assembly Arrangements, Chaplains to Her Majesty's Forces, Ecumenical Relations, Legal Questions, Panel on Review and Reform, Safeguarding, Theological Forum.

MEMBERSHIP

The Council shall comprise the following:

1. Convener, Vice-Convener and ten members appointed by the General Assembly on the Report of the Nomination Committee.
2. The Conveners of the Councils namely Church and Society, Ministries, Mission and Discipleship, Social Care and World Mission together with the Convener of the Panel on Review and Reform.
 - making disciples
 - exercising priority for the poor
 - serving the vulnerable
 - promoting reconciliation
 - caring for creation
3. The Secretaries of the following Councils namely Church and Society, Ministries, Mission and Discipleship, Social Care and World Mission, all with a right to speak on matters affecting the interest of their Council, but not to vote or make a motion.
 - engaging with society
 - building life in all its fullness
 - celebrating our place in the world church
 - providing ministry to every part of Scotland
4. The Principal Clerk, the General Treasurer and the Solicitor of the Church without a right to vote or make a motion.
 - re-forming structures and practices
 - empowering young people
5. The Secretary to the Council of Assembly without a right to vote or make a motion.
6. Other officials, as required by the Council, to be in attendance from time to time without a right to vote or make a motion.
 - releasing the gifts of all the people of God

**APPENDIX IX
STRATEGIC FRAMEWORK
OBJECTIVES**

APPENDIX X

(These updated statistics and the revised totals should be read in conjunction with Appendix VII of the Council of Assembly's main Report on pages 4/49-4/53.)

PERSONS AND AGENCIES IN SCOTLAND FOR 2015

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

	Removals by Death	10,433	
Less	Admissions by profession	<u>1,188</u>	9,245
	Removals by Certificate	2,628	
Less	Admissions by Certificate	<u>1,752</u>	876
	Other Removals	6,113	
Less	Restoration	<u>1,312</u>	<u>4,801</u>
	Total decrease		14,922

CONGREGATIONAL STATISTICAL RETURNS – YOUNG PEOPLE

Returns from Presbyteries showed:

- (1) that the number of children and young people aged 17 years and under who are involved in the life of congregations is 54,579.
- (2) that the number of people aged 18 years and over, whose names are not on the Communion Roll, but who are involved in the life of congregations is 15,231.
- (3) that the number of children who receive Holy Communion in terms of Act V, 2000, Section 15 is 3,090.

**ALL PRESBYTERIES – CONGREGATIONAL STATISTICAL RETURN
On Roll as at 31st December 2015**

PRESBYTERIES	COMMUNICANTS										OFFICE BEARERS				BAPTISMS							
	REMOVALS					ADMISSIONS					Elders M	Elders F	Not Elders M	Not Elders F	No. During Year	Of Which Adults	Thanks-giving and Blessing Services	Weddings	Funerals			
	By Death	By Cert	Other-wise	To Union	By Pro-fession	By Cert	By Pro-fession	New Union	On Roll as at 31st December 2015	Union +inc/-Dec										Union +inc/-Dec	Number of Nones of removal sent	Number on Supplementary Roll
Buchan	281	67	72	-	13	38	15	-	10,685	-354	-	10	1,340	296	315	43	168	43	8	2	41	387
Totals	10,433	2,628	6,113	1,944	1,188	1,752	1,312	2,078	363,597	-14,788	134	1,067	42,627	14,097	16,204	2,408	4,740	3,591	256	244	3,040	21,235

**ALL PRESBYTERIES – CONGREGATIONAL STATISTICAL RETURN
On Roll as at 31st December 2015**

PRESBYTERIES	Number of Congregations	Children 17 and under	Children 18+ on Roll	Not Children receiving Communion
Buchan	35	1,018	63	16
Totals	1,364	54,579	15,231	3,090

COMPARATIVE STATISTICS FROM 2004 TO 2015**UPDATED 2015 STATISTICS**

	2015
Congregations	1,364
Communicants	
Removals by Death	10,433
Removals by Certificate	2,628
Removals Otherwise	6,113
Total Removals	19,174
Admissions by Profession	1,188
Admissions by Certificate	1,752
Admissions by Resolution	1,312
Total Admissions	4,252
Total on Rolls	363,597
Elders	30,301
Baptisms	3,591
Total Population	
Adult	Figures Not Yet Available
Children of School Age	
Children born	

SUPPLEMENTARY REPORT
OF THE
THE SOCIAL CARE COUNCIL
MAY 2016
PROPOSED DELIVERANCE

The General Assembly:

1. Accept the Report.
2. Welcome the initiatives of the Social Care Council to pilot ways in which it can resource the Church in the development and maintenance of social care initiatives.
3. Support the work of the Social Care Mission Officer.

REPORT

1. Introduction

The Church of Scotland's professional involvement in Social Care began in 1869 with the establishment of the Church's Committee on Christian Life and Work. Since then, the church's contribution to social care has evolved and adapted to mirror the ever evolving landscape of government policy and the changing needs of society. In 2016, the church continues to be at the heart of social care provision within communities, through the variety of services offered by CrossReach and also by the innovative and inspiring work undertaken by local congregations.

The overarching theme of this year's report from the Social Care Council on the work of CrossReach is "Walking Together". These two words are at the heart of social care and epitomise the ethos of the Social Care Council. Jesus walked alongside so many throughout his lifetime, often those within society whose experience was of others walking away. In his death he walked where we could not walk and in his resurrection he walks ahead of us to prepare the way.

It is evident that many congregations across the country feel the stirring of the Holy Spirit,

pushing them to do more, to give more and to be more to their communities. While many congregations feel a clear missionary directive they can at times experience frustration when faced with the questions of why, where and how.

It is not only our desire as a church to share God's love with others, it is our responsibility and vision as a church to walk alongside and nurture those within our communities, viewing all we meet through the eyes of Jesus – as assets, as strengths and as treasures.

2. Why care?

Through God's transformative and healing power, we are guided to reach out to those in need. Our communities are a vibrant fusion of gifted and skilled individuals with unique stories and circumstances. Too often, the core conditions affecting human life stifle and suffocate the hidden jewels within our society. Poverty, illness and environmental threats can be overwhelming and while we as a church cannot always change these core conditions, we are equipped by the Spirit to walk alongside people, building resilient and well-equipped communities.

Over the last ten years, the statistical analysis

of Scotland has shown a clear need for social care intervention. While Scotland is an affluent and well-resourced society, it continues to face significant pressures.

- 23,000 new cases of homelessness were identified by local authorities in 2015 (1)
- In some areas up to 40% of children are living in poverty (2)
- over 117,000 people accessed foodbanks between March 2014 and March 2015 (65% increase from the previous year) (3)
 - 36,000 children were fed by foodbanks between March 2014 and March 2015 (60% increase from the previous year) (3)
- in 2014 around 59,000 individuals experienced issues with substance misuse (4)
 - Over 600 drug related deaths (5) and over 1100 alcohol related deaths (6)
- 1 in 4 people experience mental health problems each year (7)
 - Suicide is the leading cause of death amongst those aged 15-34 (8)
 - 1 in 10 children have a diagnosable mental health disorder – this translates to around three in every classroom (9)
 - 80,000 children and young people are living with severe depression – 8,000 under the age of 10 (9)
 - 1 in 7 mothers experience post-natal depression (10)
 - 1 in 10 fathers experience post-natal depression (11)
- The number of people living with dementia is set to rise to 127,000 within 15 years (12)
- Around half of people aged 75 and over are living alone (13)
 - 6% leave their home once each week or less frequently (13)
 - 17% are in contact with friends and family once each week or less frequently (13)
 - 11% are in contact with friends and family on a monthly basis (13)
 - 2 in 5 older people regard the television as their main form of company (14)

It is clear that while our communities are full of vibrancy and individuality, there are major issues affecting the life chances and life quality of those we see on a daily basis. These issues are the answer to our “why” question. Why should we take action as a church and meet the social care needs of our communities? Luke 4:16-21 tells us of Jesus in the synagogue, reading from the scroll of the prophet Isaiah:

“The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord’s favour.”

Discerning precisely where God is calling us can be a challenge to the most established and well-resourced church. Many feel called to overseas mission and undertake inspiring and life changing work in some of the most war-torn and poverty stricken corners of the globe. For many, the desire and the passion to go, to do and to serve stirs in hearts but raises the question of “where”. While the theological directive to “go” runs as a significant theme throughout God’s word, there is little direction given to where we should go. It is that same stirring of the spirit that often tells us God is calling us to be precisely where we are. If we look around at our communities we see ample opportunity to tell of Christ’s love and passion for his people. We also see ample opportunity to support our communities through social care initiatives.

3. Responding to need

Many churches throughout the country are responding to the emerging need for local social care initiatives and are engaging with their communities in unique and meaningful ways. In our report to Assembly last year, we drew attention to our engagement with three churches who are actively working in their communities. Staff from the Social Care Council have also been involved with a fourth,

St Enoch's Hogganfield, assisting them to set up their project and in ongoing governance.

An overview of each of the projects is included as examples of what can be achieved at a congregational level.

St Andrew's Church, Bo'ness

St Andrew's Church in Bo'ness has developed several services designed to nurture and support the community. Children and families are supported by the Bounce Higher programme which provides a variety of services including play based parent and toddler groups, support for young parents, a Play@Home programme, an After-School Nurture Group and a parenting programme.

The Avenue youth programme also provides services to children and young people, mainly from the local secondary schools. A Friday evening youth café ensures a safe and supported environment where the team can work to build the confidence and self-esteem of the young people, developing resilience in preparation for adulthood.

A breakfast club encourages secondary school children to start their day well and arrive at school on time. The programme also provides a community Radio Broadcasting project which gives young people the opportunity to develop and broadcast radio programmes. St Andrew's Church youth programme also works within the local secondary schools, nurturing young people to develop valuable life skills through the provision of community gardening programmes, cooking groups and support with employability skills.

Under the umbrella of Shalom Counselling, the church offers 1:1 counselling support to students within the secondary schools and also to individuals within the community. A group counselling programme for those experiencing relationship difficulties is offered intermittently throughout the year.

Services for older people within the community and those living with dementia are available at the Tuesday Club, a weekly lunch club for up to 14 individuals. Transport is provided with a wide variety of interactive experiences on offer throughout the day.

The Grassmarket Community Project

Greyfriars Kirk in Edinburgh have partnered with The Grassmarket Mission to develop the Grassmarket Community Project. The partners have been working alongside each other since 1982, traditionally supporting homeless people in the area. This joint project operates from the building previously used as the Greyfriars' church halls. A major capital project in 2013 substantially increased the capacity of the service.

The Project aims to transform lives by providing sanctuary and support to participants, many of whom are particularly vulnerable due to mental or physical health issues or learning support needs. Mentoring, social enterprise, training and education in a nurturing environment allow participants to develop a range of skills, enabling them to reach their full potential.

Social Enterprise is key to the project. The woodwork shop recycles church pews into objects of usefulness and beauty, including the lecterns in the Assembly Hall. The community café serves the public and the training kitchen also caters for functions in the auditorium space. Both offer opportunities for members to learn new skills and relearn the rhythms of work in a supportive environment. The sales from these enterprises contribute to the financial viability of the project.

A range of social integration and educational activities aimed at enhancing life skills and developing confidence are also offered. These include cookery and baking classes, art, drama, IT, reading and writing, sewing and photography. Free community meals are also provided for those facing destitution,

homelessness or isolation, with over 8,500 meals provided in the last year. The project also provides space for a local foodbank to operate.

St Andrew's Church, Abroath

St Andrew's Church in Arbroath have a well utilised service for those living in the community experiencing a range of issues such as loneliness, isolation, substance misuse and mental health concerns.

The Havilah project provides a drop-in service Monday to Friday within stand-alone premises in the heart of the community. The service offers tea, coffee and a soup lunch for those who may find themselves excluded from society. The team at Havilah provide a supportive listening ear and link with a range of Christian rehabilitation facilities to support the recovery of those battling substance addiction. The team provide a responsive and adaptive service, assisting people with practical tasks such as form-filling, shopping and attending appointments. A visiting service is also provided to HMP Perth to provide support to prisoners.

Several of the men and women using the service have gone on to access rehabilitation services and have continued to engage with Havilah on return for support with reintegration into the community of Arbroath. Providing assistance with setting up home, finding employment and continuing with education has encouraged new routines and structures for those on the road to recovery.

St Andrew's Church also partner with Old and Abbey Church to provide a Food Parcel Project, ensuring that those within the community who find themselves in financial difficulty have access to food packages to sustain them for between 2-3 days.

As the church works with those often shunned by the community, they continue to sense a calling to do, to be and to give more. The church are now looking at how they can

provide additional support for the elderly and isolated within the community of Arbroath.

St Enoch's Hogganfield Church

St Enoch's Hogganfield Church is in close proximity to HMP Barlinnie, Scotland's biggest and busiest prison. The minister and congregation have provided support to both prisoners and staff, however with over 27,000 children throughout the country affected by parental imprisonment (15), the church sensed a call to do more for the families of prisoners. With support from the Social Care Council, the church began the journey of developing a Prison Advice and Support Service.

Three years later, "The Croft" is now an independent charity, partly funded by the Church of Scotland's "Go For It" fund, providing crucial services to hundreds of families each year. This vital service is one of a number of Prison Visitors Centres recognised for the quality and impact of its work by The Scottish Government.

As a result of the community needs identified by the four churches mentioned, an emerging partnership has formed with the Social Care Council where churches have requested support in the areas of recruitment, policy development and the specialist areas of Dementia and Personalisation. These links continue to grow into a mutually beneficial partnership and it is the desire of the Social Care Council to continue to walk alongside these churches on their journey.

4. Resourcing the Church

When we talk of Mission, we can at times become overwhelmed by the grandness of the concept of proclaiming God's word and demonstrating God's love. We can also question whether we are equipped for the call, however in Paul's letter to the church of Corinth, we are reminded that by our own strength we are indeed ill-equipped.

“Remember, dear brothers and sisters, that few of you were wise in the world’s eyes or powerful or wealthy when God called you. Instead, God chose things the world considers foolish . . . he chose things that are powerless . . . God chose things despised by the world . . . things counted as nothing at all, and used them”

Knowing that God may not always call the equipped, but that he will always equip the called, is not only comforting – it is empowering and inspiring.

Romans 12 vs 4-8 reminds us that we are indeed one body of Christ, each gifted in different ways and blessed with different roles.

“ For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”

Given the current level of church-led social care provision throughout the country and based on the emerging needs within communities, the Social Care Council has recognised throughout previous reports a role in resourcing the church in the area of social care. Since then, a Social Care Mission Officer has been appointed to research the current level of church-led social care provision and look at ways in which the Social Care Council may connect, inspire and resource the church.

Within the wider social care sector, the changing landscape of policy and regulation often dictates the direction and presentation of service delivery. We can become so bound by the wider government agenda and the priorities of regulatory bodies that our God-

inspired, spirit-driven mission to give and to serve is moulded and shaped by other influences. Local church social care initiatives have a unique opportunity to operate within the core principles of social care in an overtly missional way. Social care, in its most simple and true form, is about care and compassion, about love and support and about inspiring and empowering – seeing a need and meeting it.

The emerging role of the Social Care Council in resourcing the church is very much about adding capacity to church-led provision. Our vision is to see churches across Scotland ably supporting communities and living out their Social Care Mission, inspired and equipped to be both salt and light.

5. Moving forward

It is clear from the research carried out so far, that throughout Scotland there is a desire and passion to see community based social care initiatives provided as part of the mission of local churches. As mentioned, many congregations are well established in their journey of social care. Many more churches are on the journey of developing and establishing social care projects, however the research carried out for the preparation of this report has identified a clear support role for the Social Care Council to walk alongside churches as they begin or continue this journey. Whether it is support with the minefield of government policy, regulations and guidance such as Getting It Right For Every Child, Self-Directed Support and Scotland’s National Dementia Strategy or support with partnership working, community engagement, networking and recruiting or developing and supporting volunteers, the Social Care Council can support local churches to walk alongside their communities.

It is proposed as part of the development of this role, that we continue to engage with our existing partners to explore areas of mutual support and learning and that in addition, we select and support three churches to launch

new projects, serving their communities at a local level.

The Social Care Council's Fringe event at this year's General Assembly will incorporate an interactive consultation session. This will provide a unique opportunity for churches to understand more about the work of the Social Care Mission Officer and how they might submit an application to be part of the pilot project. The Social Care Council will analyse the information gathered from this event and will select three churches to participate in the pilot.

While the proposal for this pilot project is specific to the support requirements of three identified churches, it is important that resources and opportunities are developed for wider access. It is proposed that a Social Care Mission conference is hosted by the Social Care Council as a way to engage a cross section of churches to consider the theme and how it relates to their parish context. This will also serve as an opportunity for likeminded churches to connect and develop a network of support.

The Social Care Forum (www.socialcareforum.scot) is an online resource for local churches to connect and access information and tools to support them on their journey of community social care. As part of the two year pilot, the Social Care Forum will be developed to include toolkits, resources and learning opportunities to support the wider church. It is envisaged that the forum will become a "one-stop-shop" for churches involved in social care – informing, connecting and inspiring.

6. Development Plan

- 1) Engage with church representatives through the General Assembly Fringe Event to begin identifying potential community social care initiatives looking for support.
- 2) Scope the level of social care initiatives provided by local churches throughout Scotland.

- 3) Identify and support three churches aspiring to develop local social care initiatives.
- 4) Continue to engage with the churches currently partnering with the Social Care Council.
- 5) Establish and support three Social Care Mission Networks across the country to bring together churches delivering social care initiatives for peer support and shared learning. These networks will meet quarterly or more regularly if required.
- 6) Develop the Social Care Forum website to include downloadable resources, toolkits, website links, professional input and networking opportunities.
- 7) Host a Social Care Mission Conference in 2016.
- 8) Liaise with other councils to identify areas of common interest and develop effective streams of partnership work.

The Social Care Council will commit to bringing an interim report to the General Assembly of 2017, detailing the further development of the emerging role of resourcing the church in the area of Social Care, in light of the experience gained in working with identified partners.

7. Summary

Our communities have changed significantly over the last few decades. So too has the political landscape and our response to the social care needs of Scotland. In a time where social care has moved from long term institutional care to personalised community integrated care, we as a church have an opportunity to revolutionise the church's role in meeting community need. If mission as a concept is about enabling others to see God, surely there are few more appropriate ways to do this than to care for our communities, to see the hidden jewels and to walk alongside people, providing the right support at the right time. For many, the journey to faith has involved an "Emmaus Road moment" – a significant scripture or sermon

spoken in the right context at the right time. For others, their journey was inspired by those who walked alongside them during both their darkest and brightest moments. As the body of Christ, instructed to “love thy neighbour”, it is our response to God’s mission to go, to do and to serve. It is therefore our response as a Council to resource, to connect and to inspire the church to go forth and transform communities.

“It is they who dream bright dreams that in the end deliver . . . do not be afraid or ashamed to announce your splendid hopes. It is enthusiasts the world needs” The Very Reverend Dr Archibald Charteris

In the name of

SALLY E BONNAR, *Convener*
 RICHARD BEGG, *Vice-Convener*
 HUGH M STEWART, *Vice-Convener*
 PETER BAILEY, *Chief Executive Officer and Council Secretary*

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SUPPLEMENTARY REPORT
OF THE
CHURCH AND SOCIETY COUNCIL
MAY 2016
PROPOSED DELIVERANCE

The General Assembly:

1. Receive the report.
2. Note and reaffirm the deliverances agreed by the General Assembly of 1996 and 2014 which give thanks for the work of the European Union in promoting peace, security and reconciliation amongst European nations, note that the UK has been part of the European Union since 1973 and believe that the UK should remain in the EU.
3. Instruct the Church and Society Council, in the event of a decision to remain in the EU, to explore ways of increasing understanding of and engagement with the European Parliament and EU institutions.

REPORT
OUR PLACE IN EUROPE

1. Introduction

1.1 On 23 June 2016 there will be a Referendum on whether the UK should remain a member of the European Union or leave the European Union. Over the last 20 years the Church of Scotland, through its General Assembly, has supported ongoing membership of the EU with a substantial report presented to the General Assembly in 1996 and shorter updates presented in 2002, 2005 and 2014.

1.2 The 1996 report "The European Union – a Crisis or an Opportunity?" recognised the importance of having a vision for the EU. It explained "The Church's support for ever closer union amongst the peoples of Europe is based on a belief that only by recognising the increasing inter-dependence of nation states and by transcending national barriers can we maintain and promote peace and democracy and have the power to bridge the gap between rich and poor both within Europe and between the developed world and the Third World."

"The moral argument for creating a single market within the EU and promoting its economic development is that increased economic resource is one of the principal means whereby the EU can promote peace, social justice, human rights and social wellbeing amongst the peoples of Europe based on a common heritage, common culture and common geographical boundaries. It matters a great deal that the EU should be far more than a convenient economic unit. The Church wants to promote a community of generosity. The EU must be an inclusive community caring not just for its ain folk but shouldering its fair share of responsibility for the wider world. By promoting social cohesion and solidarity amongst its members it must maintain peace in Europe and then apply these principles worldwide, transcending the barriers of national sovereignty."

1.3 The need for peace within Europe and within the world at large is as great as it has ever been; however, the EU and context in which it operates has necessarily changed in the last 20 years. In that time we have seen the creation of the Single European Currency and European enlargement as Eastern European states join the EU, more recently we have also experienced the financial crash, the Eurozone crisis and the arrival of large numbers of refugees who require help.

1.4 Within this context public debate around EU membership has often focussed on a few central issues such as the free movement of people, the economic costs and benefits of membership, the environmental implications, and the refugee crisis. In some fields, such as environmental protection, there have been clear successes, as the EU has driven environmental legislation within the UK in the last 30 years to a much higher standard than previously existed within the UK and other member states, equally the EU is expected to play an important role in ensuring member states implement the Paris agreement on climate change (CoP21). In other areas, such as responding to the arrival of large numbers of refugees, the EU is struggling as member states opt out of proposals for a shared and adequate response. Across Europe, the repercussions to the financial crash of 2009 have been felt, while controversial bail outs and fiscal requirements on some Eurozone countries have raised the issue of sovereignty and called the European decision making processes into the spotlight. It is within this context of great success and great struggle that our discussion takes place.

1.5 While individual members are free to make up their own minds on the issue, it is important for the Church as a whole to reflect on its existing stance within the current context. This report has been prepared by a working group including representatives from the Church and Society Council, World Mission Council and others.

2. Existing position

2014

83. Note and reaffirm the deliverances agreed by the General Assembly of 1996 which give thanks for the work of the European Union in promoting peace, security and reconciliation amongst European nations, note that Scotland has been part of the European Union since 1973 and believe that Scotland should continue to be a member; affirm that, whether as an independent nation state or as a part of the United Kingdom it is better for Scotland, Britain and Europe for the United Kingdom to remain in the EU.

2005

9. In recognising that the European Union has since its inception had peace as its fundamental objective and greatest achievement, affirm the view that membership of the EU is a positive good.
10. Encourage all within the Church to involve themselves in the debate on the proposed Constitutional Treaty, and to play their part in making that debate informed and factual.

2002

28. Affirm the principles of peace, freedom, justice and security as the primary goals of the European Union.
29. Support the enlargement of the European Union and urge HMG to explain the benefits of enlargement, both to member states and to candidate countries, to the UK electorate and thereby encourage open and honest debate of issues of genuine public concern.

31. Urge HMG and the governments of other member states to adopt a spirit of generosity and co-operation in the allocation of funds for development in candidate countries.

1996

In 1996 The Church and Nation Committee report identified seven principles as a basis for restating the positive objectives of the EU, these were:

- A democratic and transparent Union
- A decentralised and diverse Union
- A Union conferring rights of citizenship
- A Union promoting economic and social wellbeing
- A Union sustaining the environment
- A Union for peace and international stability
- A Union with international responsibilities

Council of the European Union (made up of Cabinet Ministers from national Parliaments) required to pass any legislation. Equally, any proposed law can be blocked if at least four countries veto it. So there are safeguards in place.

3.2.2 In addition, the EU operates on the principle of subsidiarity as outlined in Article 5(3) of the Maastricht Treaty: "Under the principle of subsidiarity, in areas which do not fall within its exclusive competence, the Union shall act only if and in so far as the objectives of the proposed action cannot be sufficiently achieved by the Member States, either at central level or at regional and local level, but can rather, by reason of the scale or effects of the proposed action, be better achieved at Union level." Alongside subsidiarity, which protects the self-determination of European States, the EU also holds principles of being representative of the European population who should be able to engage with the EU and hold it to account.

3.2.3 Here the intention is clear: that the EU has democratic control at its heart within a context of broader cooperation. The Scottish Parliament's European and External Relations Committee found "that there are weaknesses in the way in which the EU communicates its policies and initiatives, and this is evident in the lack of awareness among people in Scotland of the impact that the EU has had on their lives."¹ This is a clear challenge to be responded to, but it is a challenge about the perception of the EU rather than the structure itself.

3.2.4 The Church of Scotland has long held the position that being in solidarity with our neighbours is essential and that we must work within the EU to ensure that high standards of democracy and transparency are met. There is a role here for the Church to encourage people

3. Principles underlying a vision for the EU today

3.1 As the UK approaches this significant decision it seems appropriate to revisit some of the principles outlined in 1996 and explore how the Churches' vision for Europe can be refreshed in response to the current public discourse.

3.2 A union which is democratic, transparent and diverse

3.2.1 The EU encompasses 28 member states and a range of policy areas including trade, the environmental legislation, and energy production. For a small number of these policy areas (those relating to the common market) the EU has exclusive competency, while for the majority the responsibility is shared between the EU and member states. The ability to co-ordinate common policy across 28 states is demanding and often requires a level of compromise from those involved. Nonetheless there are a number of checks and balances in existence with the Parliament (made up of directly elected representatives) and the

¹ Scottish Parliament European and External Relations Committee 2nd Report: 2016: EU Reform and the EU Referendum Implications for Scotland: http://www.scottish.parliament.uk/S4_EuropeanandExternalRelationsCommittee/Reports/EUS042016R02.pdf (accessed 30 March 2016)

in communities across Scotland to find out about the EU and to create space for dialogue with MEPs and institutions.

3.3 A Union conferring rights of citizenship

3.3.1 The concept of EU citizenship came into force with the Treaty of Maastricht in 1993. As members of the EU, EU citizens have political rights (including the right to vote in European elections, a right to vote and stand in local elections, a right to access the EU Parliament, Council, etc.), rights to free movement and the right to consular protection abroad if there are no diplomatic or consular authorities from the citizen's own state.

3.3.2 Of these rights the most discussed is perhaps the right to free movement. As part of their membership of the EU, all EU citizens are entitled to look for a job in another EU country, work there without needing a work permit, reside there for that purpose, stay there even after employment has finished and enjoy equal treatment with nationals in access to employment, working conditions and all other social and tax advantages. This is an important part of economic and social integration and overall the UK economy benefits from EU migration. Approximately 1.2 million British people live in other parts of the EU while around 3 million citizens of other EU nations live in the UK². For some people these statistics represent years of living in an adopted home. For others these statistics represent a family member who holds citizenship of a different EU member state. Whether these long standing residents and mixed nationality families reside in the UK or elsewhere in Europe their right to family life and a home is an important aspect of EU membership. As a Church we should acknowledge the deep anxiety this Referendum causes for many people.

3.3.3 Throughout history there has been migration for positive and negative reasons.

Migration should ultimately be an enriching experience for both the migrant and the community in which they arrive, this requires intentionality in welcoming the stranger which is central to the work of the Church.

3.4 A Union promoting economic and social wellbeing

3.4.1 The EU has committed significant resources to alleviate poverty and prior to the financial crisis the number of people defined as "at risk of poverty"³ had been declining steadily, reaching its lowest point in 2009. After the crash the number of people at risk of poverty started to increase again, peaking in 2012 before starting to gradually reduce again.⁴ The Europe 2020 Strategy has set the target of 'lifting at least 20 million people out of the risk of poverty and social exclusion' by 2020.

3.4.2 In the long term the EU has been an effective instrument for delivering social and economic improvement and it continues to fund programmes intended to mitigate the effects of the financial crisis. While it is clear that the way in which bail outs for some European countries experiencing financial crisis has been controversial, it should also be acknowledged that minimum standards for social and welfare provision across Europe are better achieved by working alongside our

3 In the Europe 2020 Strategy "the poverty target is monitored with the headline indicator 'people at risk of poverty or social exclusion'. This indicator is based on a multidimensional concept, incorporating three sub indicators on monetary poverty ('People at risk of poverty after social transfers'), material deprivation ('Severely materially deprived people') and low work intensity ('People living in household with very low work intensity')." Smarter, greener, more inclusive? Indicators to support the Europe 2020 Strategy; Eurostat Statistical Books: 2015 Edition: page 136: <http://ec.europa.eu/eurostat/documents/3217494/6655013/KS-EZ-14-001-EN-N.pdf/a5452f6e-8190-4f30-8996-41b1306f7367> (accessed 31 March 2016)

4 Eurostat Statistical Books: 2015 Edition: Smarter, greener, more inclusive? Indicators to support the Europe 2020 Strategy: page 138: <http://ec.europa.eu/eurostat/documents/3217494/6655013/KS-EZ-14-001-EN-N.pdf/a5452f6e-8190-4f30-8996-41b1306f7367> (accessed 31 March 2016)

2 <https://fullfact.org/europe/eu-migration-and-uk/> (accessed 31 March 2016)

neighbours. Our concern to look after those in need is not determined by their nationality or place of residence. Communities across Europe, including in Scotland and the UK, have benefited from the sharing of resources and freedom of movement which the EU has allowed.

3.5 A Union sustaining the environment

3.5.1 The EU has been one of the main drivers behind UK (and Scottish) environmental legislation in the past 30 years, setting new standards across a range of areas. The EU has undoubtedly had a great impact in raising basic environmental standards across Europe: bathing water is cleaner; air quality in urban areas is better and less waste goes to landfill. It has contributed significantly towards global action on climate change and can claim that it has succeeded in promoting economic growth in Europe while also reducing greenhouse gas emissions.

3.5.2 Much of EU environmental policy was originally established in response to environmental damage and pollution caused by industry. However, it has developed to embrace wider challenges of promoting sustainable development, action on climate change and safeguarding biodiversity thus making a vital contribution to UN treaties on all these themes. The EU will have an important role in ensuring member states implement the Paris agreement on climate change (CoP21) and has made a commitment to reduce the emission of greenhouse gases across the EU from 1990 levels by 40% by 2030. The Church of Scotland is part of an international call for climate justice and we are committed to working with partners in Scotland and around the world to take effective action to tackle climate change. Membership of the EU is an important vehicle through which our work in Scotland can contribute to meeting international emissions targets.

3.6 A Union for peace and international stability

3.6.1 The 2014 report to the General Assembly was written in the lead up to the Referendum on Scottish Independence and on the 100th anniversary of World War One. The report highlighted the role of the EU in promoting peace in Europe saying: “The post-World War II mechanisms for promoting peace and reconciliation in Europe are founded upon international institutions, the most prominent of which is the European Union. The absence of war between the nations of Western Europe since 1945 should be celebrated but never taken for granted, nor should the peacebuilding role of the EU and other institutions be underestimated.”

3.6.2 Furthermore, the EU plays a large role in peacebuilding internationally, supporting hundreds of peacebuilding projects and, with its member states, contributing half of all global development aid. Recent terrorist attacks in Europe risk creating an environment of fear in which tensions between communities may escalate. This makes it imperative that European nations, including the UK, continue to actively seek closer relationships.

3.7A Union with international responsibilities

3.7.1 The UN Refugee Agency (UNHCR) estimates that persecution, conflict and poverty have forced an unprecedented one million people to flee to Europe in 2015.⁵ As of 21 December 972,500 had crossed the Mediterranean Sea, according to these UNHCR figures. In addition, the International Organisation for Migration (IOM) estimates that over 34,000 have crossed from Turkey into Bulgaria and Greece by land. The number of people displaced by war and conflict in 2015 is the highest experienced in Europe since

⁵ Figures from the Office of the United Nations High Commissioner for Refugees: Press Releases, 22 December 2015: <http://www.unhcr.org/567918556.html> (accessed 7 April 2016)

the 1990s as a consequence of conflict in the former Yugoslavia. At that time the EU was seen as impotent and there is a need to ensure that the international response to this situation is more effective.

3.7.2 The number of refugees arriving in Europe is a small part of a far bigger problem; the UNHCR estimates that there were 19.5 million refugees worldwide at the end of 2014 with developing countries hosting 86% of those people. In addition there are around 38.2 million people internally displaced within their own country.⁶ Europe has a responsibility to protect people fleeing conflict who seek our assistance and we can do more in the UK and in Europe. On 16 March a group of Church organisations wrote to the European Council saying: “Based on our Christian faith and extensive experience of working with people in situations of extreme precariousness and vulnerability and with refugees inside and outside the European Union, we wish to call on you to develop more humane responses for refugee protection in full compliance with European obligations under international law and human rights so that the dignity of every person is respected and ensured.”⁷ It is through our membership of the EU that Scotland and the UK can add our voice to this call for justice.

4. Conclusion

4.1 As was acknowledged in the 2014 report, “The EU and its policies are not above criticism, but the EU has contributed greatly to economic development in Scotland and not just in grants for infrastructure improvement. Above all, the EU has helped to secure a peaceful political environment in which the people of Europe

can trade, travel, interact and work.” The EU is a mechanism through which Scotland and the UK can be part of the international community tackling poverty, protecting our environment and holding national governments to account around their obligations to provide a place of safety for those who need it. The Church of Scotland is part of an international community of Churches where our voice can be added to those of our neighbours and our effectiveness can be magnified. It is therefore the view of the Church of Scotland that the UK should remain a part of the EU.

5. Further Resources for Church members

5.1 The Joint Public Issues Team of the Baptist Union of Great Britain, the Methodist Church, the United Reformed Church and the Church of Scotland supported by the Scottish Churches Parliamentary Office have published “Think, Pray, Vote: EU Referendum resources for churches” to help and encourage to become informed on the issues surrounding the referendum. The resource can be downloaded from www.jointpublicissues.org.uk and www.actsparl.org.

*In the name and by the
authority of the Council*

SALLY FOSTER-FULTON, *Convener*
RICHARD FRAZER, *Vice-Convener*
MARTIN JOHNSTONE, *Secretary*

⁶ Figures from the Office of the United Nations High Commissioner for Refugees: <http://www.unhcr.org/about-us/key-facts-and-figures.html> (accessed 7 April 2016)

⁷ The letter was sent from ACT Alliance EU; Churches' Commission for Migrants in Europe; Conference of European Churches; Eurodicaonia; EU-CORD on 16 March 2016: http://www.ccme.be/fileadmin/filer/ccme/20_Areas_of_Work/01_Refugee_Protection/2016-03-16-EU_Refugee_and_Asylum_Policy_final_150316.pdf (accessed 31 March 2016)

SUPPLEMENTARY REPORT
OF THE
MINISTRIES COUNCIL
MAY 2016
PROPOSED DELIVERANCE

The General Assembly:

1. Receive the Report.
2. Pass an Act amending Act IX 2011 on the Ordained Local Ministry (as amended) as set out in Appendix 1. (*Section 1 and Appendix 1*)
3. Pass an Act amending Act XIII 2003 on the Auxiliary Ministry (as amended) as set out in Appendix 2. (*Section 1 and Appendix 2*)
4. Pass an Act amending Act VIII 2010, the Deacons – Consolidating Act (as amended) as set out in Appendix 3. (*Section 2 and Appendix 3*)
5. Pass an Act amending Act X 2004 on Selection and Training for the Full-time Ministry (as amended) as set out in Appendix 4. (*Section 3 and Appendix 4*)
6. Note the intention of the Council to review the financial provisions relating to Act XV 2002 on Long-Term Illness of Ministers and instruct the Council to report to the General Assembly of 2017. (*Section 4*)

REPORT

1. Amendments to the Act on Ordained Local Ministry (Act IX 2011) and the Act on Auxiliary Ministry (Act XIII 2003)

1.1 The Council proposes changes to the Act on Ordained Local Ministry (Act IX 2011) as indicated in section 4.3 of the main report. The changes are set out in Appendix I below and are designed to: [i] clarify nomenclature (*Appendix I, sections 1,2 and 8*); [ii] seek to shorten the waiting period for re-application following a decision not to proceed to discernment after an initial screening interview (*Appendix I, section 3*); [iii] provide more clarity around the training expected of OLM candidates, particularly in relation to placements, the candidate review process and matters of discipline (*Appendix I, sections 4 and 5*); and [iv] to provide a more straightforward process for OLM candidates and OLMs seeking to transfer to Ordained

National Ministry (*Appendix I, section 6*).

1.2 In addition, the Council proposes changes to the Act on Auxiliary Ministry (Act XIII 2003) insofar as it relates to an application for the transfer of an Auxiliary Minister to the Ordained National Ministry (Section 6 of that Act). The changes are set out in Appendix 2 below and are designed to bring the process for such transfer in line with those applying from the Ordained Local Ministry.

1.3 When an applicant is not permitted to proceed into the discernment phase following an Initial Screening Interview, Act IX 2011 currently provides for a three-year delay before that person is permitted to make a further application. It is proposed that discretion be given to the Recruitment Task Group in future to be able to decide for a delay of between one and three years in such cases (*Appendix I, section 3*).

1.4 Act IX 2011 currently provides details of training requirements for OLM candidates insofar as they relate to academic study. The proposed revisions provide details of [i] placement requirements; [ii] Initial Course Meetings; [iii] Candidate Review process; [iv] the process for sustaining the course; [v] the appeals process; and [vi] complaints procedure. These amendments will bring the Act into line with Act X 2004, the Act covering training for the full-time ministry. (*Appendix 1, section 5*).

1.5 The final main proposed amendment relates to the process for transfer from OLM to the Ordained National Ministry, covering both those in training and those already in service. While the Act currently requires some applicants to return to a full National Assessment Conference, the proposed amendment would allow all OLM candidates and OLMs to be assessed for transfer by a Psychologist Assessor and two National Assessors at interview. Nomination by Presbytery would then be sought for all those accepted for transfer (*Appendix 1, section 6*).

2. Amendments to the Deacons – Consolidating Act (Act VIII 2010)

2.1 The Council proposes changes to the Deacons – Consolidating Act (Act VIII 2010) as indicated in section 4.4 of the main report. The changes, set out in Appendix 3 below, are primarily designed to clarify the process by which a Deacon (or candidate for the Diaconate) may seek to transfer to the ministry of Word and Sacrament. Two other administrative matters are also addressed.

2.2 Act VIII 2010 does not currently spell out a distinctive process for Deacons, or candidates for the Diaconate, seeking to be assessed for call to the full-time ministry of Word and Sacrament, but refers instead to the processes outlined in other Acts (Act XIII 2003 on the Auxiliary Ministry; Act X 2004 on Selection and Training for the Full-time Ministry). In order to establish a clear process relating to applicants who are

servicing Deacons or candidates, a revision is proposed to Act VIII 2010 as set out below (*Appendix 3, section 1*). At the same time, the Council proposes a clarification of the age limits for transfer, by which the prescribed course must normally be completed, being 60 for those Deacons already in service and 55 for those in training.

2.3 The civil law no longer requires that the Principal Clerk provide authorisation for Deacons in relation to the conduct of marriage services, as provided in section 12(3) of the current Act. It is therefore proposed that this be deleted from Act VIII 2010 (*Appendix 3, section 2*).

2.4 There being now no compulsory retirement age for employees in terms of civil law, the section of the Act stipulating such an age for Deacons (section 13) should be deleted (*Appendix 3, section 3*).

3. Amendments to the Act on Selection and Training for the Full-time Ministry (Act X 2004)

3.1 The Council proposes changes to the Act on Selection and Training for the Full-time Ministry (Act X 2004) as indicated in section 4.5 of the main report. These changes, set out in Appendix 4 below, are designed to: [i] clarify nomenclature (*Appendix 4, sections 1, 4-7, 9 and 11-14*); [ii] seek to shorten the waiting period for re-application following a decision not to proceed to discernment after an initial screening interview (*Appendix 4, section 2*); [iii] ensure names of candidates are reported to Presbytery for nomination (*Appendix 4, section 3*); [iv] clarify the status and powers of Presbytery representatives in the decision-making process (*Appendix 4, sections 8 and 17*); [v] note the way in which dissent may be entered to reports (*Appendix 4, section 10*); [vi] clarify the process in Hearings relating to complaints against candidates (*Appendix 4, sections 15 and 16*); and [vii] clarify the appeals process (*Appendix 4, section 18*).

3.2 The proposed amendment to the waiting period (*Appendix 4, section 2*); directly parallels the changes put forward to Act IX 2011 (*above section 1.1*).

3.3 When Presbyteries appoint representatives to participate in the review of candidates, it is necessary for them to be able to make decisions jointly with Council appointed representatives regarding the progress of the candidate under review. To this end, it is proposed that Act X 2004 be amended to ensure that a Presbytery, in appointing its representatives, grants powers of decision to enable this to happen (*Appendix 4, sections 8 and 17*).

3.4 In outlining the process for dealing with complaints against candidates, Act X 2004 does not currently distinguish between situations where [i] there is, for example, a breakdown of relationship between a candidate and a Supervisor, and [ii] a complaint has been lodged with regard to the conduct of a candidate. In the case of [i], a process of mediation may be entirely appropriate, while in the case of [ii], it is much more likely that a Hearing needs to be convened to deal with the complaint timeously. The amendments proposed here will allow the Council to determine on a case by case basis which process is the more appropriate (*Appendix 4, sections 15 and 16*).

3.5 When the General Assembly set up the Ministries Appeal Panel it was with a view to ensuring that appeals against decisions relating to applicants and candidates were dealt with in a consistent and timely fashion. The current provisions of Act X 2004 are insufficiently clear as to the direction in which appeals should proceed and the grounds on which they may be heard by the Ministries Appeal Panel. The amendment set out here seeks to clarify this (*Appendix 4, section 18*).

4. Review of Financial Provisions in relation to Long Term Illness of Ministers

4.1 The Council is responsible for ensuring that provision is in place for those ministers who experience an extended period of illness while in service. The introduction of the new pension scheme in 2014 has altered the focus to some degree from previous arrangements. In the past, 'ill-health retirement' was a potential provision under the terms of the now-closed scheme. This is no longer possible under the new scheme, which puts the emphasis more helpfully on 'income protection' – that is, providing ongoing financial support to those unable to work in the longer term, but seeking to support them back towards work where that is at all possible.

4.2 Given the changes that have taken place and the new emphasis on income protection, the Council proposes to look again at the financial provisions to ensure that those who require to rely on these provisions are able to do so in line with best practice in other sectors of both Church life and beyond. This will allow the Council to consider the best way forward meeting the needs of those who are unable in the long term to continue working. A report will be brought to the General Assembly in 2017.

In the name of the Ministries Council

NEIL GLOVER, *Convener*
COLIN BROUGH, *Vice-Convener*
JOHN DENT, *Vice-Convener*
MARJORY MacLEAN, *Vice-Convener*
DEREK POPE, *Vice-Convener*
MARTIN SCOTT, *Secretary*

APPENDIX 1

ACT AMENDING THE ORDAINED LOCAL MINISTRY ACT (ACT IX 2011)

Edinburgh, [] May 2016, Session []

The General Assembly hereby enact and ordain that the Ordained Local Ministry Act (Act IX 2011), as amended, shall be further amended as follows:

1. *Throughout the Act, where the words "Assessment Panel" appear, substitute "Assessment Conference".*
2. *Amend section 1(c) to delete the words "Ministries Council delegates" and substitute the words "Committee delegates".*
3. *Amend section 4(3) so as to delete the words "three years" where they appear twice and to substitute the words "between one and three years, as notified to that person by the Committee in writing."*
4. *Delete the existing section 7(1) and substitute the following:*

"The Committee shall make suitable arrangements for the careful consideration of the applicant's character and beliefs, vocation, motivation and general suitability, shall be responsible for accepting or not accepting the applicant as a prospective candidate for the ministry and shall inform the Presbytery of this decision. The Committee may delegate to the Assessment Conference powers to reach decisions on its behalf. Notwithstanding its responsibilities in terms of sub-section 6(2) above, the Presbytery shall be entitled to submit to the Committee written comments on the applicant's character and beliefs, vocation, motivation and general suitability. The Conference shall report its decision to the Committee which shall pass the names of prospective candidates to the Presbytery for nomination as candidates in training for the Ordained Local Ministry."

5. *Insert the following sections as new sections 11 to 19 and renumber the existing sections which follow accordingly:*

"Placements

11. (1) As part of the Church requirements, three periods of placement work shall be undertaken by the candidate, and must be completed to the satisfaction of the Committee which shall determine the length and content of each placement. The placements shall normally include two during the academic course which shall be part-time and shall last not less than twenty-five weeks and one part-time probationary placement of twelve months normally commencing on the first day of October following satisfactory completion of academic requirements; the Committee shall have power in exceptional circumstances to vary this arrangement. During the probationary placement the candidate may be permitted to engage in some academic study.
- (2) The supervisor of each placement will be chosen by the Committee and shall undertake training as specified by the Committee. The supervisor shall be responsible for supervising the placement according to the guidelines and standards established by the Committee, and shall produce assessment materials as required.
- (3) The assessment materials shall be assessed by the Committee. It shall be competent for the Committee to refuse to sustain a placement.

- (4) The Committee shall obtain from the candidate evidence that he or she has satisfactorily completed the prescribed course of study, whereupon the candidate will be permitted to commence the final placement.

Supervision during Course

12. Throughout the course of training a candidate must remain under the oversight and pastoral supervision of a Presbytery, initially the Presbytery which nominated him or her, and shall inform the Presbytery of any change of address.
13. (1) Where a candidate's permanent place of residence changes following nomination so that the oversight and pastoral supervision of the nominating Presbytery is no longer possible, the candidate shall, within two months of changing residence, apply in writing to the nominating Presbytery, to be transferred to the supervision of the Presbytery within whose bounds he or she now resides. On granting such application the Presbytery shall forward an Extract Minute to that effect to the candidate, to the Presbytery within whose bounds the candidate now resides, and to the Committee.
- (2) Prior to each official meeting with the candidates under its supervision the Presbytery shall initiate consideration of the circumstances of any candidate who has thus changed his or her permanent place of residence but who has not made formal application to transfer. The Presbytery shall thereafter raise with the candidate concerned the question of which Presbytery

might most appropriately be responsible for the continuing supervision, and shall have power to effect a transfer to that Presbytery within whose bounds the candidate now has permanent residence. When such a transfer is effected an Extract Minute to that effect shall be sent forthwith to the candidate, to the Presbytery within whose bounds he or she now resides, and to the Committee.

Initial Course Meeting

14. (1) At the outset of the candidate's course an Initial Course meeting will be held, attended by the candidate, a representative of the Presbytery, a representative of the Ministries Council and whichever member of the staff of the Ministries Council has been allocated responsibility for the care of the candidate (which staff member may, for this purpose only, act also as the representative of the Council).
- (2) At the Initial Course meeting the candidate and those representing the Presbytery and the Council shall subscribe an *Expectations and Responsibilities* document and agree academic, practical and personal goals for the candidate in his or her first year in training. At the beginning of each placement a *Learning Covenant* will be agreed by the Supervisor and Candidate on placement.
- (3) Other tasks of the Initial Course meeting, and its structure and procedure, shall be as determined from time to time by the Council.

Annual Review

15. (1) An Annual Review meeting shall be held at the end of each academic year in which training has been undertaken, whether or not the candidate has undertaken academic study during that year, and shall be carried out in terms of this section except during the final, probationary placement when the provisions of section 16 shall apply. The functions of each meeting shall be to review progress, to affirm or revoke the candidate's status, and to set goals for the coming year.
- (2) In attendance will be the candidate, up to two representatives from each of the Presbytery and the Council, with the appropriate staff member present in an administrative capacity only. The meeting will be convened by one of the representatives of the Presbytery. The candidate may be accompanied by a companion, who may be the supervising minister of the candidate's most recent placement; the companion shall not be entitled to speak. No one may act as a representative of the Presbytery or of the Council who has not received appropriate training as shall be determined and provided by the Council. For the avoidance of doubt, the representative(s) appointed by Presbytery shall be appointed with powers to make decisions on behalf of Presbytery.
- (3) At the Annual Review meeting the candidate's progress shall be reviewed, with reference to (a) the *Expectations and Responsibilities* and *Learning Covenant* documents and (b) the draft report prepared in terms of sub-section (4).
- (4) The staff member shall receive written reports from the candidate, the supervising minister (if any) and the College (if academic study has been undertaken during the year); and shall use them, along with such *Indicators for Assessment* document as may be from time to time in use by the Council and the *Expectations and Responsibilities* document, to prepare a draft report for consideration at the Annual Review meeting. The separate reports and the draft report shall be circulated to all those attending the Annual Review meeting, and at the meeting the report shall be revised and agreed, and thereafter distributed by the Council to the Presbytery representatives and the candidate. If the candidate dissents from the report or any part thereof, his or her dissent and the reasons for it shall be recorded in the report, but shall not alter the status of the report for the purposes of this Act.
- (5) The final report may contain one of the following conclusions:
 - (a) that progress is entirely satisfactory; or
 - (b) that pieces of work require to be completed, or areas of work require to be improved, within a period of time specified in the report; or
 - (c) that an extension of training requires to be arranged by the Council and a further, final Annual Review

conducted (this option may be exercised only once in any academic year); or
 (d) that the candidature should be terminated.

- (6) The candidate may appeal within twenty-one days against a decision in terms of paragraphs (5)(c) or (5)(d) on one or more of the following grounds: (a) that in the course of the Annual Review there were irregularities in the process, (b) that the final decision was influenced by incorrect material fact, or (c) that the Annual Review acted contrary to the principles of natural justice.
- (7) Other tasks of the Annual Review meeting shall be as determined from time to time by the Council.

Final Placement and Sustaining the Course

16. The review process during the final probationary placement shall be as follows:

- (1) After six months, an informal review of the placement shall take place, conducted by a member of the Presbytery, the Committee and the appropriate staff member, and any concerns shall be addressed either informally or by recourse to the procedures set out in section 17.
- (2) A Review shall be held in the twelfth month. This notwithstanding, a Review with full powers may be held at any time at the discretion of the Training Task Group. The Review shall follow the procedure described in section 15; and in addition to the conclusion reached in terms of sub-section 15(5), it shall be decided whether

the final placement can be sustained and whether the candidate is fit to be ordained in due course: the Presbytery representative shall be appointed in such a way as to have powers to indicate the final approval of the Presbytery at this stage.

- (3) Where such approval has been given, the Committee shall satisfy itself that the requirements of sections 9, 10 and 11 have been fulfilled, including all academic requirements. Provided all such requirements are satisfied, the Council shall have the power to issue an Exit Certificate upon completion of the probationary placement, at which point the candidate shall become a Graduate Candidate and shall then remain under the supervision of the Presbytery within whose bounds the final placement was undertaken, pending ordination to an appointment.
- (4) The Presbytery shall in each calendar year assess in terms of the criteria set out in section 8(3) above, the general suitability of each Graduate Candidate and, if satisfied, shall issue a Graduate Candidate's Certificate confirming continuing approval, and shall advise the Ministries Council by 31 December. Candidates will have a right of appeal in the event of the Presbytery declining to issue a Certificate.
- (5) A Presbytery must obtain a current Graduate Candidate's Certificate for any Graduate Candidate whose appointment is to be sustained by that Presbytery

after 31 December of the year in which his or her Exit Certificate was awarded.

Complaints Procedure

17. The provisions of this section shall apply

- (a) where any party to an *Expectations and Responsibilities* document claims that another party is in breach thereof; or
- (b) where the Presbytery or the Council claim that a candidate has failed to fulfil his/her obligations under the agreed *Learning Covenant*; or
- (c) where a material complaint is made to the Council or Presbytery about the candidate's conduct during training.

Any such claim or complaint shall be intimated by lodging with the Leader of the Training Task Group a written statement providing specific details thereof. The Leader of the Training Task Group shall intimate the statement to all parties to the document or covenant, and the statement shall be retained by the Council for a period of one year.

- 18. (1) As soon as is reasonably practicable after receipt of the statement referred to in section 17, one of the Council's staff shall meet with all relevant parties and seek to resolve such claim or complaint to the satisfaction of all concerned.
- (2) In the event that such resolution is not possible, any party to the document or covenant may request a formal meeting of all parties in order to determine what is required to effect resolution.
- (3) Such a formal meeting shall be attended by up to two

representatives of each of the parties to the document or covenant, and shall be called by the Council and shall be convened by a staff member of the Council, who will notify all parties in writing of the conclusions of the meeting. Such notification shall provide details of the consequences that will ensue in the event of failure by any parties to adhere to the conclusions of the meeting.

- (4) The provisions of this section 18 shall not apply where the Committee makes a resolution in terms of section 19(2) below.
- 19. (1) In the event that no agreement is reached between parties at such a formal meeting as to the facts, or no agreed resolution is reached; or in the event that any party fails to adhere to the agreed conclusions, the Convener of the Committee shall convene a Hearing of all relevant parties.
- (2) Furthermore, the Committee shall have power to resolve that it will not be possible to reach a resolution under a section 18 process, in which case the Convener of the Committee shall convene a Hearing of all relevant parties without recourse to the procedure set out in section 18.
- (3) The Hearing shall be held as soon as is reasonably practicable. At such a Hearing the candidate shall be present and may be accompanied by a companion who shall not be entitled to speak. The panel for the Hearing, in addition to the Convener, shall comprise two representatives of Presbytery and two representatives

of the Council, none of whom shall have had prior personal involvement with the claim or complaint giving rise to the Hearing. The two representatives appointed by Presbytery shall be appointed with powers to make decisions on behalf of Presbytery. A Council staff member shall attend as an adviser.

- (4) In the event that the claim giving rise to the Hearing relates to a breach by the Committee, or that the failure is by the Committee, the Hearing shall be convened by the Convener of the Council and not as in sub-section (1) hereof.
- (5) At the Hearing all parties thereto shall be entitled to present evidence, to question witnesses and to make a concluding statement. At the conclusion of the Hearing, or as soon as may be practicable thereafter, the panel shall issue its decision and advise all parties. Such a decision shall be final and binding on all parties, subject only to appeal to the Ministries Appeal Panel in terms of Act VI 2007 on the following grounds: (a) an error in Church law; (b) breach of the principles of natural justice or material irregularity of process; (c) decision influenced by incorrect material fact; and (d) the severity of any sanction imposed. The intention to appeal shall be intimated to the Council within 21 days of the panel's decision."
6. *Delete the existing sections 16(1) and 16(2) and substitute the following as section 16(1), with the existing section 16(3) being re-numbered to be section 16(2):*

"In a situation where an Ordained Local Minister (which for the purposes of this section only shall include a candidate in training for Ordained Local Ministry) desires

to transfer to the Ordained National Ministry, the following procedure shall apply:

- (a) The Ordained Local Minister shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
- (b) Having established eligibility, the Council shall arrange for the Ordained Local Minister to undergo an Assessment Panel in the form of an interview with a psychologist and an interview with two national assessors;
- (c) At the interviews attention shall be paid to the Ordained Local Minister's reasons for his or her wish to transfer, his or her gifts of leadership shall be assessed and his or her understanding of ministry shall be examined;
- (d) If the person is accepted by the Assessment Panel as a prospective candidate for the Ordained National Ministry then that person will thereafter follow the appropriate procedure under Act X 2004, including, though not restricted to, the requirement for nomination by Presbytery as a candidate for the Ordained National Ministry in terms of sections 7 to 11 of that Act and such requirements for education and training as may be determined by the Council, having regard to all the circumstances in each particular case;
- (e) If the person is not accepted by the Assessment Panel as a prospective candidate for the Ordained National Ministry then that person may apply again to transfer to Ordained National Ministry, up to three times in total, but that number shall be reduced by any previous applications made at any time for Ordained National Ministry or for transfer to Ordained National Ministry. A fourth application shall be possible only with the prior approval of the Committee.
- (f) If the person is not at any time

accepted by the Assessment Panel as a prospective candidate for the Ordained National Ministry then such decision shall not affect the person's status as an Ordained Local Minister or as a

candidate in training for the Ordained Local Ministry, as the case may be.

7. *Delete the second sentence of the existing section 18.*
8. *In section 19 delete the word "Panel" and substitute "Assessment Conference".*

APPENDIX 2

ACT AMENDING THE AUXILIARY MINISTRY ACT (ACT XIII 2003)

Edinburgh, [] May 2016, Session []

The General Assembly hereby enact and ordain that the Auxiliary Ministry Act (Act XIII 2003), as amended, shall be further amended as follows:

1. *Delete the existing section 6 and substitute the following:*
 6. "In a situation where an Auxiliary Minister desires to transfer to the Ordained National Ministry, the following procedure shall apply:
 - (a) The Auxiliary Minister shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Having established eligibility, the Council shall arrange for the Auxiliary Minister to undergo an Assessment Panel in the form of an interview with a psychologist and an interview with two national assessors;
 - (c) At the interviews attention shall be paid to the Auxiliary Minister's reasons for his or her wish to transfer, his or her gifts of leadership shall be assessed and his or her understanding of ministry shall be examined;
 - (d) If the person is accepted by the Assessment Panel as a prospective candidate for the Ordained

National Ministry then that person will thereafter follow the appropriate procedure under Act X 2004, including, though not restricted to, the requirement for nomination by Presbytery as a candidate for the Ordained National Ministry in terms of sections 7 to 11 of that Act and such requirements for education and training as may be determined by the Council, having regard to all the circumstances in each particular case;

- (e) If the person is not accepted by the Assessment Conference as a prospective candidate for the Ordained National Ministry then that person may apply again to transfer to Ordained National Ministry, up to three times in total, but that number shall be reduced by any previous applications made at any time for Ordained National Ministry or for transfer to Ordained National Ministry. A fourth application shall be possible only with the prior approval of the Committee.
- (f) If the person is not at any time accepted by the Assessment Panel as a prospective candidate for the Ordained National Ministry then such decision shall not affect the person's status as an Auxiliary Minister."

APPENDIX 3

ACT AMENDING THE DEACONS ACT (ACT VIII 2010)

Edinburgh, [] May 2016, Session []

The General Assembly hereby enact and ordain that the Deacons Act (Act VIII 2010), as amended, shall be further amended as follows:

1. *Delete the existing section 10 and substitute the following:*

10. **“Transfer to the Ordained National Ministry**

(1) The following procedure shall apply in a situation where either (a) a Deacon or (b) a candidate in training for the Diaconate, desires to transfer to the Ordained National Ministry:

(a) Such person shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;

(b) Following a three month period of reflection, such person shall require to undergo National Assessment for the Ordained National Ministry in terms of section 6 of the Selection and Training for Full-Time Ministry Act (Act X 2004);

(c) If the person is accepted by the Assessment Conference as a prospective candidate for the Ordained National Ministry then that person will thereafter follow the appropriate procedure under Act X 2004, including, though not restricted to, the requirement for nomination by Presbytery as a candidate for the Ordained National Ministry in terms of sections 7 to 11 of that Act and such requirements for

education and training as may be determined by the Council, having regard to all the circumstances in each particular case;

(d) If the person is not accepted by the Assessment Conference as a prospective candidate for the Ordained National Ministry then that person may apply again to transfer to Ordained National Ministry, up to three times in total, but that number shall be reduced by any previous applications made at any time for Ordained National Ministry or for transfer to Ordained National Ministry. A fourth application shall be possible only with the prior approval of the Committee.

(e) If the person is not at any time accepted by the Assessment Conference as a prospective candidate for the Ordained National Ministry then such decision shall not affect the person’s status as a Deacon or as a candidate in training for the Diaconate, as the case may be.

(2) The following age limits shall apply to Deacons or candidates in training for the Diaconate who seek to transfer to the Ordained National Ministry:

(a) In respect of a Deacon, an application to transfer cannot be received from any such person who in all normal circumstances could not complete the prescribed course before 31 December in the year of his or her 60th birthday.

(b) In respect of a candidate in training for the Diaconate, an

- application to transfer cannot be received from any such person who in all normal circumstances could not complete the prescribed course before 31 December in the year of his or her 55th birthday.
- (c) The acceptance of any person following an application to transfer will not automatically be continued if the prescribed course has not been commenced within three years of acceptance.
- (d) Nothing in this Act entitles a person who has applied for the Diaconate to seek to transfer to the Ordained National Ministry at any time prior to being accepted as a candidate for the Diaconate in terms of this Act."
2. *In section 12:*
- (i) *In sub-section (1) delete the words "subject to the provisions of sub-section (3) hereof";*
- (ii) *Delete sub-section (3).*
3. *Section 13 shall be deleted.*

APPENDIX 4

ACT AMENDING THE SELECTION AND TRAINING FOR FULL-TIME MINISTRY ACT (ACT X 2004)

Edinburgh, [] May 2016, Session []

The General Assembly hereby enact and ordain that the Selection and Training for Full-time Ministry Act (Act X 2004), as amended, shall be further amended as follows:

1. *Amend section 1(c) to delete the words "Ministries Council delegates" and substitute the words "Committee delegates".*
2. *Amend section 2(3) so as to delete the words "three years" where they appear twice and to substitute the words "between one and three years, as notified to that person by the Committee in writing."*
3. *Amend section 6(1) by adding the words "The Conference shall report its decision to the Committee which shall pass the names of prospective candidates to the Presbytery for nomination as candidates in training for the ministry." at the end.*
4. *In section 17(4) in the first line, delete "a" and substitute "the".*
5. *In section 19(1) delete the words "Candidates' Supervision".*
6. *Delete the existing section 20(2) and substitute: "At the Initial Course Meeting the candidate and those representing the Presbytery and the Council shall subscribe an *Expectations and Responsibilities* document and agree academic, practical and personal goals for the candidate in his or her first year in training. At the beginning of each placement a *Learning Covenant* will be agreed by the Supervisor and candidate on placement."*
7. *In section 21(1), delete the words "subscribe a new *Learning and Serving Covenant* document" and substitute "set goals".*
8. *In section 21(2), delete the words "the representatives of the Presbytery shall be deemed to have the power to speak on behalf of the Presbytery at this meeting" and substitute the words "the representative(s) appointed by Presbytery shall be appointed with powers to make decisions on behalf of Presbytery".*
9. *In section 21(3) delete the words "and Serving".*
10. *In section 21(4), after "Presbytery" insert "representatives" and delete the last sentence and substitute "If the candidate dissents from the report or any part thereof, his or her dissent and the reasons for it shall be*

- recorded in the report, but shall not alter the status of the report for the purposes of this Act.”
11. *In section 22(1), insert “, the Committee” in the second line after “the Presbytery”.*
 12. *In sections 22(2) and 23, delete the words “Candidate Task Group” and substitute the words “Training Task Group”.*
 13. *In section 23(b) delete the words “and Serving”*
 14. *In section 24(1), delete the words “Ministry Officers” and substitute the word “staff”.*
 15. *Add a new section 24(4) as follows:
“The provisions of this section 24 shall not apply where the Committee makes a resolution in terms of section 25(2) below.”*
 16. *Add a new section 25(2) as follows and re-number the existing sections of section 25:
“Furthermore, the Committee shall have power to resolve that it will not be possible to reach a resolution under a section 24 process, in which case the Convener of*
- the Committee shall convene a Hearing of all relevant parties without recourse to the procedure set out in section 24.”*
 17. *In the existing section 25(2) after the second sentence add “The two representatives appointed by Presbytery shall be appointed with powers to make decisions on behalf of Presbytery.”.*
 18. *In the existing section 25(4) delete the words “being made in the circumstances of, and in terms of, section 6(6) hereof” and substitute “to the Ministries Appeal Panel in terms of Act VI 2007 on the following grounds: (a) an error in Church law; (b) breach of the principles of natural justice or material irregularity of process; (c) decision influenced by incorrect material fact; and (d) the severity of any sanction imposed. The intention to appeal shall be intimated to the Council within 21 days of the panel’s decision.”*

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THE CHURCH OF SCOTLAND

GENERAL ASSEMBLY 2016

STANDING ORDERS

I. COMMISSIONS

1. Roll of Presbytery. Each Presbytery Clerk shall, by 15 January of each year, transmit to the Clerks of Assembly the number of charges, appointments and deacons specified in sections 2 and 4 of Act III 2000 (as amended) – all as at 31 December immediately preceding.

2. Presbyterial Representation. The Assembly Arrangements Committee shall meet in January of each year for the purpose of considering the said Rolls and of ascertaining the effect, as regards representation, of any changes in Presbyteries which have occurred in the course of the previous year. The Clerks of Assembly shall immediately thereafter intimate to Presbyteries what will be their representation in the ensuing Assembly.

The decision of the Assembly Arrangements Committee, so intimated to Presbyteries, shall be subject to review by the Assembly on Petition by the Presbytery concerned.

3. Question Arising. Should there arise between the month of February and the opening of the Assembly any question regarding representation not provided for in these Orders, the Assembly Arrangements Committee shall have power to dispose thereof.

4. Furnishing of Commission. The Clerks of Assembly shall furnish Presbytery Clerks with a copy of the approved form of Certificate of Commission.

5. Transmission of Certificates. The names, in alphabetical order, and full postal addresses of Commissioners from Presbyteries, shall be transmitted by Presbytery Clerks to the Clerks of Assembly not later than 31 March in each year so far as they have been elected by that time.

Certificates, endorsed by the Clerk of each Presbytery to the effect that to the best of his knowledge the Elders named therein are *bona fide* acting Elders and are commissioned by the Presbytery, shall be transmitted by Presbytery Clerks so as to be in the hands of the Clerks of Assembly not less than one week before the opening of the Assembly.

6. Committee on Commissions. The Committee on Commissions shall consist of the Clerks; the Principal Clerk shall be Convener. The Committee shall prepare a report on all Commissions and Certificates transmitted to them for submission to the Assembly at the opening Session. The said Committee shall prepare and print a list of Commissioners.

Along with the said list a copy of the Standing Orders of the General Assembly shall be made available to each member.

The Clerks shall arrange to forward to each Commissioner, at least one week before the opening day of the Assembly, a copy of the volume of Reports and Proposed Deliverances and a copy of all Assembly Papers then available.

7. Objections. The Committee on Commissions shall, if called upon, or if it shall appear to it necessary or expedient so to do, hear any person whose Commission is objected to in support of his Commission, and also any person or persons who may object to such Commission.

8. Late Commissions. It shall be competent at any time during the sitting of the Assembly to lodge with the Clerks of Assembly Commissions which have not previously been transmitted to them; and such Commissions shall be submitted by the Clerks to the Assembly on the day next after that on which the Commissions have been lodged, and shall be disposed of by the Assembly as may seem proper.

II. CONDUCT OF BUSINESS

(a) OPENING SESSION

9. **Convening.** The Commissioners elected to serve in the Assembly shall convene on the day and at the hour fixed for the meeting of the Assembly, and, after prayer by the Moderator of the preceding Assembly, the List of Commissioners shall be laid on the table.

10. **Election of Moderator.** The election of a Moderator shall then be made.

11. **Her Majesty's Commission.** Her Majesty's Commission to the Lord High Commissioner shall then be read and ordered to be recorded.

12. **Her Majesty's Letter.** Her Majesty's Letter to the Assembly shall then be read and a Committee shall be appointed to prepare an answer thereto.

13. **Standing Orders.** The Standing Orders shall be laid on the table.

14. **Committee on Commissions.** The Report of the Committee on Commissions (SO 6) shall be called for and disposed of.

15. **Order of Business.** The Assembly shall appoint a Business Committee, the Convener and Vice-Convener thereof normally to be the Convener and Vice-Convener respectively of the Assembly Arrangements Committee. The Assembly Arrangements Committee shall prepare and submit at the opening session an Order of Business for the first two days.

(b) BUSINESS COMMITTEE

16. The Business Committee shall consist of forty Commissioners including the Convener and Vice-Convener; and the Moderator, Clerks, Procurator and Law Agent shall be additional members, *ex officio*.

17. **First Meeting.** The Business Committee shall meet on the opening day of the Assembly as intimated and thereafter as business may require. At its first meeting it shall consider the Draft Order of Business which shall have been prepared by the Assembly Arrangements Committee for the business of the Assembly subsequent to the first two days, and shall be wholly responsible therefor.

18. **Selection Committee.** Commissioners to the General Assembly shall be free to nominate other commissioners to serve on the Selection Committee. The names of those proposed shall be brought before the first meeting of the Business Committee which, in turn and without being limited to those names proposed by commissioners who are not among its members, shall nominate a Selection Committee of twenty commissioners, including a Convener and Vice-Convener, whose function it shall be to select and submit to the Assembly for their approval names of persons to serve on all Special Commissions and Committees appointed during the sittings of the Assembly. Such persons need not be commissioners.

19. **Communications.** All letters addressed to the Moderator for the purpose of being communicated to the Assembly shall, in the first instance, be laid before the Business Committee, which shall advise the Moderator as to their disposal.

20. **Paper through Boxes.** Requests for permission to distribute material through Members' boxes should be submitted to the Assembly Arrangements Committee before the commencement of the Assembly, and requests received thereafter shall be submitted to the Business Committee. Any other Committee concerned should be informed and supplied with copies, if available, of the material to be distributed.

(c) DEVOTIONAL EXERCISES

21. **The Lord's Supper.** The Assembly shall celebrate the Sacrament of the Lord's Supper at a time appointed by the General Assembly at its opening session.

22. **Acts of Worship.** The Moderator shall be responsible to the Assembly for the conduct of all acts of worship, and shall consult the Assembly Arrangements Committee or the Business Committee anent any proposed innovation in such conduct.

(d) MISCELLANEOUS

23. Minutes. The minutes of each day's proceedings, if available, together with the Agenda for the following day or days, intimations of meetings of Committees, and Notices of Motion, shall be printed as the "Assembly Papers", and shall be made available for all members. The Minutes, being taken as read and full opportunity having been given for correction, shall be approved as available. It shall always be in order at the close of any particular item of business to move that the Minute thereanent be adjusted and approved. Before the dissolution of the Assembly a small Committee, appointed for the purpose, shall be authorised to approve the Minutes not already approved by the Assembly.

24. Quorum. The quorum of the Assembly shall be thirty-one, of whom not less than sixteen shall be Ministers. Any Member may at any time call the attention of the Moderator to the fact that there is not a quorum present, and if, on a count being made, it is found that such is the case, it shall be the duty of the Moderator to suspend or adjourn the session.

25. Tellers. The Assembly Arrangements Committee shall submit for the approval of the Assembly at their first session a proposed Panel of Tellers. (See SO 104.)

26. Printing of Acts. The Committee on Commissions (SO 6) shall arrange for the printing of the Acts of Assembly and shall print in the Assembly Papers of the penultimate day an Interim Report thereon, which shall be considered on the last day of the Assembly.

27. Examination of Records. Minutes of the Standing Committees of the Assembly shall be examined by the Legal Questions Committee. The Committee shall report thereanent to the General Assembly.

28. Returns to Overtures.

(a) A Committee on Overtures and Cases, consisting of the Clerks, Procurator and Law Agent of the Church (with the Principal Clerk as Convener) shall advise any Committee or individual on the procedure to be followed in

respect of measures requiring process under the Barrier Act.

(b) For the avoidance of doubt, measures other than Acts of Assembly may be referred for the consideration of Presbyteries, in which case they shall be presented to the General Assembly in the form of an Overture set out as an Act.

(c) For the avoidance of doubt, it is open to the General Assembly to decline to consider any motion of which it believes inadequate notice has been given, considering the nature of its content.

(d) Measures remitted to Presbyteries by an Overture under the Barrier Act shall be accompanied by a note of the voting figures in the General Assembly, the text of the relevant Report and a note by the Clerks explaining any technical or legal matters contained in the Overture.

(e) All Presbyteries shall make a return in respect of every Overture sent down under the Barrier Act. The return shall be made upon the schedule sent electronically to the Presbytery Clerk for the purpose, transmitted to the Clerks of Assembly, and then submitted to the Committee on Overtures and Cases. The Committee shall classify the returns and make a report to the next Assembly. It shall be the duty of the Committee to report not only the number of Presbyteries for and against an Overture, but also the numbers voting in the Presbyteries as reported in the schedule.

(f) The Report of the Committee shall include the text of such Overtures as have been approved by a majority of Presbyteries.

(g) The Assembly Arrangements Committee shall ensure that the Committee's Report classifying returns is taken by the General Assembly no later than session 2 thereof, and in any case before any debate that in the opinion of the Committee on Overtures and Cases would more usefully follow consideration of the Committee's Report.

(h) The Report of the Committee shall be given in to the Assembly by the Principal Clerk,

with the reply to the debate on the merits of the measure given by the relevant Convener. Both should be available to answer questions, as appropriate.

29. Special Commissions and Committees. Special Commissions or Committees will only be appointed where the General Assembly has no existing Standing Committee to which the matter under consideration can, in all the circumstances, properly be remitted. In normal circumstances, business proposed by Councils or Committees of the General Assembly or proposed by Commissioners in the course of debate shall be remitted to one or more of the appropriate Standing Committees listed in SO 111. When, from time to time, a Standing Committee requires to co-opt relevant expertise in order to fulfil the work remitted to it by the General Assembly, it should acknowledge the same in its Report to the General Assembly.

30. Closing of Assembly. When the business set down for the last day of the Assembly has been disposed of, the Assembly shall be closed by addresses by the Moderator to the Assembly and to the Lord High Commissioner, and by an address by the Lord High Commissioner to the Assembly, during an act of worship, and dissolved according to the practice of the Church.

III. MEMBERS NOT COMMISSIONERS

(a) MEMBERS *ex officio*

31. These are the Moderator of the Assembly, on election, and the immediately preceding Moderator, the Clerks, Procurator, and Law Agent, and also the Convener and Vice-Convener of the Business Committee upon their election.

They have all the rights and privileges of Commissioners.

(b) CORRESPONDING MEMBERS, DELEGATES AND VISITORS – DEFINITION

32. Corresponding Members

Representatives of Departments and Standing Committees as stated in SO 33.

Delegates from other Churches. Representatives of other Churches who come in response to an invitation from the Principal Clerk sent at the request of the World Mission Council or from the Committee on Ecumenical Relations to their Church to send a delegate or delegates to the General Assembly and who are duly accredited by the Courts or equivalent authority of their Churches.

Visitors. Visitors from other Churches who come with a Letter of Introduction from Assembly or Presbytery Clerks or equivalent officer of their Church.

33. Corresponding Members

1. (a) The following shall have the right to appoint Corresponding Members in terms of (b) below:

Council of Assembly, Church and Society Council, Ministries Council, Mission and Discipleship Council, Social Care Council, World Mission Council, Committee on Church Art and Architecture, Central Services Committee, Ecumenical Relations Committee, General Trustees, Church of Scotland Guild, Trustees of the Housing and Loan Fund, the Nomination Committee, Panel on Review and Reform, Safeguarding Committee, Stewardship and Finance Committee and the Church of Scotland Pension Trustees.

(b) Each of the above shall appoint for each day a member or staff-member to act as Corresponding Member, and will advise the Assembly Arrangements Committee not less than one week before the commencement of the General Assembly of the names of the Corresponding Members appointed for each day. The names of Corresponding Members appointed under this Standing Order shall be printed in the Assembly Papers.

2. The Secretaries of the Council of Assembly, the Church and Society, Ministries, Mission and Discipleship, Social Care and World Mission Councils, the Ecumenical Officer, the Editor of

Life and Work, the General Treasurer, the Head of Stewardship, the Head of Human Resources, the Convener of the Nomination Committee and the Scottish Churches' Parliamentary Officer shall be Corresponding Members when not Commissioners.

3. The Charity Trustees of the Unincorporated Councils and Committees of the General Assembly who are also Conveners of the Finance, Governance, Staffing and Communication Committees of the Council of Assembly shall also be Corresponding Members when not Commissioners.

34. Status. Corresponding Members of Assembly shall be entitled to attend all sessions of the same and to speak on any matter before the Assembly affecting the interests of their Council or Committee, where applicable, but shall not have the right to vote or make a motion.

(c) YOUTH REPRESENTATIVES

35. Status

(i) One person between the ages of eighteen and twenty-five on the opening day of the General Assembly shall, if possible, be appointed by each Presbytery to serve as a Youth Representative; each Representative shall be regularly involved in the life and worship of a congregation within the bounds of the Presbytery, and the minister of the congregation shall provide confirmation of this involvement if asked by the Mission and Discipleship Council.

(ii) The National Youth Assembly each year shall appoint ten of its own number, being between the ages of eighteen and twenty-five on the opening day of the following General Assembly, to serve as Youth representatives to that General Assembly.

(iii) Youth Representatives shall be entitled to speak and move motions but not to vote: during debates on Committee reports during debates on Overtures

(iv) Youth Representatives shall not be entitled to speak, move motions or vote: during debates on Petitions or cases during debates on matters affecting General Assembly

procedure or Standing Orders

(v) Youth Representatives shall not be members of the Commission of Assembly Oversight

(vi) The Mission and Discipleship Council shall take responsibility for Youth Representatives and shall extend to them appropriate hospitality.

(d) DELEGATES AND VISITORS

36. Reception. Delegates from other Churches shall be received and welcomed by the Moderator. The Assembly Arrangements Committee is authorised, after consultation with the World Mission Council and the Ecumenical Relations Committee, to recommend to the Moderator to invite two specified delegates to convey greetings briefly after all the delegates have been received and welcomed by the Moderator.

37. Status

(i) Delegates to the Assembly shall have the right to attend all sessions and to speak on all matters before the Assembly, except when the Assembly are exercising judicial functions, but shall not have the right to vote.

(ii) Visitors shall have the privilege of seats in the Assembly but without the right to speak or vote. As in the case of Delegates, the officials of the World Mission Council, the Ecumenical Relations Committee, or other relevant Council or Committee shall extend appropriate hospitality to Visitors.

38. Oversight. The officials of the World Mission Council, the Ecumenical Relations Committee, and other Councils or Committees which may be interested in Delegates, shall see that Invitations to Assembly functions are procured for the Delegates, and that the Members of Assembly shall do everything in their power to make the visits of all the Delegates pleasant and profitable.

(e) NON-MEMBERS

39. Guest Speakers. Where any Committee wishes that one of its members or staff members, not being a Member of Assembly,

should have an opportunity of addressing the Assembly in connection with the discussion of its Report, the Convener shall, before the commencement of the debate, (i) obtain the permission of the Convener of the Business Committee, and (ii) inform the Moderator. Where any Committee wishes that a person, not being a Member of Assembly or member or staff member of that Committee, should address the Assembly, the Convener shall submit the name of such person for approval to the Assembly Arrangements Committee before the Assembly opens, or to the Business Committee during the sittings of the Assembly, and the decision of the Assembly Arrangements Committee or Business Committee shall be final, unless the Assembly themselves shall resolve in terms of SO 127 hereof to dispense with the observance of Standing Orders in respect of that particular matter.

40. Conference Sessions. The Assembly Arrangements Committee, or the Business Committee, in consultation with other Councils and Committees as appropriate may invite the General Assembly to meet in conference sessions and arrange for guest speakers to address such sessions. Councils and Committees shall also be free to invite guests, whom they consider to have a particular interest in the matter under discussion, to participate in the debate. When the General Assembly is meeting in conference no resolutions shall be framed or decisions taken. Expert speakers invited to address the conference shall be allowed a maximum time of fifteen minutes. All other speeches shall be limited to five minutes.

IV. COMMITTEE REPORTS AND OVERTURES

(a) REPORTS

41. Transmission. Reports of all Committees reporting to the Assembly shall be transmitted to the Clerks of Assembly not later than the first Monday after the third Tuesday in February

each year provided that, by arrangement with the Clerk of Assembly, a Statement and Proposed Deliverance on the Budget of the Church, report on Congregational Statistics as reported by Kirk Sessions through Presbyteries and report on Statistics of Ministry may be submitted at a later date, but in time to be printed and forwarded with the Reports. All Reports shall be accompanied by the Deliverance to be proposed to the Assembly, and when the Proposed Deliverance exceeds two sections each section shall be numbered consecutively.

42. Printing. It shall be the duty of the Clerks to arrange for all such Reports and Proposed Deliverances to be printed in the authorised form, to be stitched together, paged, and for a copy to be forwarded to each Member of Assembly at least one week before the day of meeting. All Reports so distributed shall be held as read. Each Committee shall immediately after the rising of the Assembly furnish the publisher of the Reports with the number required for circulation.

43. Oral Reports and Reports of Sub-Committees. Oral Reports shall not be received, and no Sub-Committee shall give any Report to the Assembly.

44. In Retentis. Reports shall not be engrossed in the Minutes, but two copies of each printed Report certified by one of the Clerks as being that given to the Assembly, shall be kept in retentis; and the Reports thus collected shall be bound up in volume to be preserved among the other Records of the Assembly.

45. Questions on Reports. After the Deliverance on the Report of any Committee has been moved and seconded the Assembly, before dealing with any other motions or amendments thereon, shall have opportunity for asking questions on the Report, this being without prejudice to the right of Members to put questions, with the leave of the Assembly, at any subsequent stage.

46. Questions requiring Notice. It shall

be in order to ask questions of the Convener regarding any matter in the care of the Committee to which no reference is made in the Report but in such cases timeous notice shall be given to the Convener.

47. Deliverance. The final Deliverance of the Assembly upon the Report of any Committee shall follow immediately after the consideration of that Report, except in the event of a special reason for the contrary having been approved by the Assembly and recorded in the Minutes.

48. Late Reports. Reports of Committees appointed during the sittings of Assembly, if they propose any motion not already printed, shall be put into the hands of the Clerks of Assembly at least one day prior to their being considered, and printed in the "Assembly Papers".

(b) OVERTURES

49. Transmissions. All Overtures from Presbyteries passed on or before 24 April shall be sent to the Clerks of Assembly not later than that date in each year. Overtures from Commissioners shall be lodged with the Clerks not later than noon on the third last day of the meeting of the Assembly, unless the Assembly for special reason decide otherwise.

50. Printing. The Clerks shall arrange for the printing of Overtures, at the expense of those promoting them and for their circulation to Commissioners, either with the papers for Cases or in the "Assembly Papers".

51. Form. Overtures should contain a brief statement of the matter to be brought before the Assembly together with a Proposed Deliverance, of which the first section shall be "The General Assembly receive the Overture".

52. When Taken. Overtures relating to matters under the care of the Committees of the Church whose reports are on the Agenda for one of the first two days of the Assembly shall be assigned by the Assembly Arrangements Committee (unless the Committee on Overtures and Cases decides not to transmit) to the place in the discussion

at which they shall be introduced to the Assembly. In other cases this shall be done by the Business Committee. When the Proposed Deliverance of an Overture is capable of being treated as a counter-motion or amendment to the Proposed Deliverance of a Committee, or as a new section of such Proposed Deliverance, it shall be so treated.

53. Grouping. Overtures on the same or cognate subjects shall be grouped by the Assembly Arrangements Committee or Business Committee of the Assembly and only one speaker shall be heard introducing each group.

54. Introduction. An Overture from a Presbytery may be introduced by any member of that Presbytery, specially appointed for the purpose, at the bar; or by any one of its Commissioners to the Assembly in his or her place as a Commissioner.

(c) GENERAL

55. Matters Relating to Stipend. It shall not be competent for the Assembly, without due notice of motion in the hands of Commissioners in print and in proper form (for example as a Proposed Deliverance, Notice of Motion or Crave of a Petition), to debate any proposal which might impact directly on or which might bring about binding changes to the terms and conditions of ministers which relate to stipend or stipend scales.

56. New or Additional Expenditure. Any proposal which involves new or additional expenditure must, together with an estimate of such expenditure, be in the hands of Commissioners in print and in proper form (for example, as a Proposed Deliverance, Notice of Motion, or Crave of a Petition), provided that:

(a) if it relates to the income disposition proposed within Co-ordinated Budget for the next calendar year and if the proposal is not submitted in the form of an amendment to the total of the said Budget, it shall provide for and specify the reduction or reductions to be made in other expenditure contained within the said Budget; and

(b) if it involves continuing or recurring expenditure which, if approved, would require to be incorporated in future Co-ordinated and Rolling Budgets, it shall provide for the matter to be remitted in the first instance to the Council of Assembly for consideration and report to the next General Assembly.

57. Declaratory or Interim Act. The draft of any proposed Declaratory or Interim Act, as also the draft of any Overture which it is proposed to transmit to Presbyteries in terms of the Barrier Act (other than any Overture printed and circulated in the volume of Reports), shall be printed and laid on the table of the Assembly and circulated among the Members at least one day before a Motion for the passing of such Declaratory or Interim Act, or for the transmission of such Overture to Presbyteries, is made in the Assembly.

V. CONDUCT OF CASES

58. Commission of Assembly. The rules of procedure for the Appeals Committee of the Commission of Assembly shall be as set out in Schedule 2 to the Appeals Act (Act II 2013). Standing Orders 59 – 61 apply where a matter is being brought before the Commission of Assembly in terms of those powers of the Commission of Assembly not being exercised by the Appeals Committee, or before the General Assembly, being a petition, a reference or an appeal on a matter of doctrine. In Standing Orders 59 – 61 references to the General Assembly shall be taken to refer where appropriate to the Commission of Assembly and all references shall be so construed *mutatis mutandis*.

(a) LODGING OF PAPERS

59. Appeal; Dissent and Complaint; Petition. The papers in all cases intended to be brought before the Assembly, whether Appeals or Dissents and Complaints against the judgement of inferior courts, or Petitions, should be lodged with the Clerks of Assembly not later than 24 April, and must be lodged not

less than fourteen days before the opening session of Assembly; except in the case of judgements pronounced within sixteen days of the meeting of Assembly, in which case they shall be lodged within forty-eight hours of the judgement being pronounced.

60. (a). Reference. In the case of Reference of a matter from an inferior court for the judgement of the Assembly the same limits as to time for lodging of papers in the case shall apply as in SO 59.

(b). Reference of Matter Previously Considered. Where the matter of a Reference has previously been under consideration of the Assembly, the Reference shall state the date when the matter was previously before the Assembly and shall narrate the Assembly's Deliverance thereon.

61. Answers. It shall be competent for all parties claiming an interest in the subject matter of an Appeal, Dissent and Complaint or Petition to lodge Answers thereto complying with the requirements of this SO 61. Answers may be lodged any time after the Appeal, Dissent and Complaint or Petition is received by the Clerks, but not later than seven days before the opening meeting of Assembly. Answers shall be in the form of articulate numbered Answers to the narrative contained in the Appeal, Dissent and Complaint or Petition, indicating in particular matters of fact that are admitted and denied, and shall set forth a concise statement of the Respondent's case, together with a crave specifying the action the Assembly are invited to take thereanent.

(b) PRINTING OF PAPERS

62. Printing. It shall be the duty of the Clerks on receiving papers that are to come before the Assembly in connection with cases to arrange to have these printed in authorised form, stitched together and paged.

63. In Private. Papers relating to business dealt with by Presbyteries in private, or which the Committee on Overtures and Cases (SOs 70 – 71) consider should be taken in private, shall

be printed separately and may be dealt with by the Assembly in private.

64. Cost of Printing. In cases of discipline brought before the Assembly by the Judicial Commission, by Reference from a Presbytery, or by complaint by a minority of the Court, the expense of printing shall be borne by the Assembly Arrangements Committee; in other circumstances by the Complainer or Appellant. In all other cases the expenses of printing in sufficient numbers for the use of Commissioners shall be borne by the party having interest in the same or desiring a Deliverance from the Assembly.

65. In Retentis. Two copies of every printed paper shall be kept by the Clerks of Assembly to be bound up and retained among the Records of Assembly.

(c) **CIRCULATION OF PAPERS**

66. Date of Dispatch. A copy of all papers transmitted to the Clerks of Assembly not later than 24 April shall be forwarded by them to each Member of Assembly at least one week before the opening day of the Assembly.

67. In Private. The Clerks of Assembly shall not issue in advance to Members the papers in cases which they think require to be conducted in private, until specially instructed by the Assembly so to do; but shall report such cases to the Convener of the Business Committee, for the information of that Committee, immediately after its appointment.

(d) **INTIMATION TO PARTIES**

68. Appeal; Dissent and Complaint. In all cases coming before the Assembly by Appeal or Dissent and Complaint it shall be the duty of the Clerks of Assembly to inform the parties on both sides as soon as possible of the time at which such case is likely to be taken by the Assembly. Such intimation shall, unless in a specific case the Assembly determine otherwise, be regarded as sufficient notice.

The Clerks shall further be bound, on application made to them for the purpose, to supply six copies of all prints made in

pursuance of the foregoing Orders to the opposite party or parties in any case, or to his or their duly accredited Agents.

69. Petition. In every Petition it shall be the duty of the Petitioner to make such intimation of the Petition as may be necessary having regard to the nature of the Petition. Such intimation shall be made not more than seven days later than the time when the Petition is lodged with the Clerks of Assembly as provided in SO 59 above; and along with the Petition there shall be lodged a certificate signed by the Petitioner or his or her Agent setting forth the names of the parties to whom such intimation has been made or is to be made. The Assembly may refuse to dispose of any Petition if in their opinion sufficient intimation thereof has not been made.

(e) **TRANSMISSION TO ASSEMBLY**

70. Committee on Overtures and Cases. All papers lodged with the Clerks in cases of every sort in terms of the foregoing Orders shall be laid by them before the Committee on Overtures and Cases, which shall consider the same and report to the Assembly.

71. Decision not to Transmit. If the Committee on Overtures and Cases shall decide not to transmit to the Assembly any papers in cases duly lodged with the Clerks of Assembly it shall report the same to the Assembly at their first Session, or at the Session next after such decision, with its reasons for not transmitting the papers, and parties shall be entitled to be heard thereon at the bar of the Assembly. Intimation of a decision not to transmit papers shall be made to the parties concerned as soon as possible, and in time to allow of their being represented at the bar when the decision not to transmit is reported to the Assembly.

72. In Private. The Business Committee shall, in its first Report, specify any case which in its judgement requires to be conducted in private, and any case which does not appear to it to be of that character although the Clerks of Assembly may have reported it as such.

The Assembly shall thereupon determine by a special Deliverance, at what stage in the proceedings the papers in such a case shall be issued to the Commissioners. In every case which the Assembly appoint to be conducted in private the instruction to issue the papers shall be accompanied by a special exhortation to the Commissioners to keep them private.

73. Proposed Legislation. All Overtures from Presbyteries or from Commissioners which propose the introduction of new or the amendment of existing Acts (or Regulations) shall contain the precise terms of the legislation which they propose; and the Committee on Overtures and Cases shall not transmit to the Assembly any Overture which is deficient in this respect, provided always that the Clerks and Procurator shall be available to assist with the framing of such proposals

(f) HEARING OF CASES

74. Announcement. Before parties are heard in any contentious case the Clerk shall read the following announcement, viz – “The Commissioners are reminded that justice requires that all the pleadings at the bar should be heard by all those who vote in this case, and that their judgement should be made solely on the basis of the pleadings.” Immediately before a vote is taken in such a case, the Clerk shall read the following further announcement, viz – “The Commissioners are reminded that only those who have heard all the pleadings at the bar are entitled to vote in this case.”

75. Appeal; Complaint; One Appellant. In cases brought before the Assembly by Appeal, where there is only one appellant (or one set of appellants concurring in the same reasons of Appeal) and only one respondent (or one set of respondents concurring in the same answers to the reasons of Appeal) the case for the appellant (or set of appellants) shall be stated by him or herself or by his or her counsel, who at the same time shall submit such argument upon the case as he or she shall think fit. The party or counsel so stating the

Appeal shall be followed by the respondent or his or her counsel who likewise shall submit such arguments upon the case as he or she shall think fit. At the close of the statement for the respondent the appellant shall be entitled to be again heard, and the respondent shall also be entitled to be heard in answer to the second speech for the appellant and if, in his or her final answer, the respondent shall state any fact or submit any argument not adverted to in his or her answer to the opening statement for the appellant, the appellant shall be entitled to a reply upon the new matter introduced in the final answer for the respondent. With the exception of this right of reply, so limited, more than two speeches shall not be allowed to any party at the bar.

76. Appeal; Complaint; More than one Appellant. In such cases as those referred to in SO 75 if there is more than one appellant (or set of appellants) insisting on the Appeal, or more than one respondent (or set of respondents) supporting the judgement appealed against, (a) on different grounds, or (b) in separate reasons or answers, each appellant shall be entitled to open and state his separate case, and each respondent shall be entitled to make his or her separate answer, and the debate shall be closed with a reply for the several appellants; provided always that it shall be competent to the parties, with consent of the Assembly to make any arrangement for conducting the debate other than herein prescribed, if it shall have the effect of limiting, further than is herein done, the number of speeches to be made from the bar.

77. Appeal; Complaint; Who may appear. Any Member of an inferior court whose judgement is brought under review of the Assembly may appear at the bar in support of the judgement; but, when Commissioners have been specially appointed by the inferior court to support its judgement, the Assembly shall not hear any Member of such court other than the Commissioners so appointed, unless any Member not so appointed but wishing

to be heard can show a separate and peculiar interest to support the judgement; and in all such cases it shall be competent to the Assembly to limit the number of Members of an inferior court who shall be heard in support of the judgement under review.

78. Dissents and Complaints. In SOs 75 to 77, "Appeal" includes "Dissents and Complaints" and "Appellant" includes "Complainer".

79. Petition. In cases brought before the Assembly as the court of first instance by Petition, the party promoting the application shall be entitled to be heard in support of the same; and the Assembly shall also hear an answer from any party at the bar claiming to be heard whom it shall consider to be a proper respondent, and the debate at the bar shall be closed with a reply from the person promoting the application.

80. Reference. In cases brought before the Assembly by reference from a Presbytery the reference shall be stated to the Assembly by a Member of the referring court, specially appointed for the purpose, at the bar if not a Commissioner, or in his or her place as a Commissioner if a Commissioner from the Presbytery. The Assembly shall thereafter hear the parties in the case referred in such order as the nature of the case may seem to require, keeping in view the regulations in SOs 74 to 79.

81. Readjustment Cases. In cases arising from Act VII, 2003, when a request for determination follows a decision of the Partnership Development Committee not to concur in the judgement of a Presbytery, the Convener, or other member of the said Committee, shall be heard at the bar if not a Commissioner, or in his or her place as a Commissioner if a Commissioner, immediately after the request for determination has been stated. After the initial statement and the response by the said Committee when applicable, the General Assembly shall hear at the bar such parties in the case as are not represented by Commissioners, in such order as the nature of the case may seem to require.

VI. ORDER OF DEBATE

(a) ORDER OF THE DAY

82. When the Assembly have resolved that a case or other piece of business shall be taken up at a certain hour mentioned in the Order of Business, such case or other piece of business shall be taken not later than the hour fixed and the business before the Assembly, if not finished at the hour named, shall be adjourned, provided that, in the case of an Order of the Day following the Report of the Church and Society Council, such unfinished business shall not be taken up. If, in the opinion of the Moderator, it would be in accordance with the general convenience of the Assembly, the Moderator may allow the transaction of the business then actually under discussion to continue for a period of not more than fifteen minutes beyond the specified time, but no fresh business shall be commenced.

(b) MOTIONS

83. TIME-BOUND

On the motion of the Business Committee or moved as part of the deliverance of the Assembly Arrangements Committee, the General Assembly may resolve that the Report and draft Deliverance relating to a particular Council or Committee's Report be taken in a time-bound process of debate and decision. Such a motion shall be moved at least 24 hours in advance of the presentation of the Report concerned.

Having so resolved the General Assembly shall operate the following timetable:-

- a) Start times shall be allotted to specified Sections of the Report and to the related sections of the draft Deliverance. Discussion of any Section of the Report shall not commence later than its allotted start time, but may begin earlier if debate of the previous Section has been completed.
- b) If discussion and debate of a particular Section of the Report has not been concluded within its allotted time, then

further consideration of associated sections of the draft Deliverance shall be sisted and the General Assembly shall take up the next Section of the Report.

- c) If, at the close of the debate on the last Section of the Report, there is still time before the Order of the Day requires to be implemented or business is due to conclude, then the General Assembly shall return for further debate of any outstanding sections of the draft Deliverance remaining relative to each Section of the Report
- d) If the Order of the Day or anticipated close of business is imminent, then any outstanding sections of the draft Deliverance shall be voted upon without debate, except that other motions printed in the Daily Papers shall also be taken, without debate, the Convener simply having the right to indicate whether or not the Council or Committee is willing to accept the motion.
- e) Where motions printed in the Daily Papers do not relate directly to the Report and draft Deliverance proposed by the Council or Committee, they will be taken either at the end of the appropriate Section, if there is time available according to the allotted timetable, or at the end of the appropriate Section when the procedure leading to the Order of the Day (or close of business) is being implemented.

84. Right to Move. Any Commissioner to the Assembly may make a motion upon any matter coming regularly before the Assembly; and on rising to do so he or she shall read the terms of the motion having wherever possible handed the same in writing on the form provided to the Assembly Office or other point of collection intimated to the General Assembly. It shall be in order to move a motion regarding any matter in the care of a Committee to which no reference is made in the Report of that Committee, provided that reasonable notice has been given in writing to the Convener

before presentation of the Report. The mover of any counter-motion or amendment may reply to the discussion of his or her motion, immediately before the Convener closes the debate.

85. Withdrawal. When a motion has been duly seconded it shall not be competent to withdraw it, or to make any alteration upon it, without the permission of the Assembly.

86. Priority. The Deliverance on the Report of a Committee shall take precedence of any other motion on that subject.

87. Committee Convener. The Convener of a Committee when a Commissioner, on giving in the Report of that Committee, shall move the Deliverance proposed in terms of SO 41. A Convener, when not a Commissioner, shall be allowed to submit the Report of the Committee, and to give explanations in the subsequent discussion. In such a case the Principal Clerk, whom failing, the Depute Clerk, shall formally move the Deliverance. In all cases the Convener shall have the right of replying to the debate.

88. Introducer of Overture. The Introducer of an Overture, if a Commissioner, shall move the Deliverance; and if he or she is not a Commissioner the Principal Clerk, whom failing the Depute Clerk, shall formally move the Deliverance. The Introducer, whether a Commissioner or not, may answer questions or give explanations in the course of the debate and, if a Commissioner, may reply to, the discussion immediately before the relevant Convener closes the debate.

89. Notice of Motion. Any Commissioner may, during the sittings of the Assembly, give notice of Motion on any subject due to come regularly before the Assembly, other than a contentious case. Notices of Motion so given in shall be printed in the "Assembly Papers" not later than the day before that on which the business is to be taken. Such printed Notice of Motion shall confer no right of priority of moving same, the Moderator being the sole judge of the order in which Members are entitled to address the Assembly.

(c) THE DEBATE

90. The Chair. Every speaker shall address the Assembly through the Moderator, and the correct address is “Moderator”.

91. In Support. When a motion or motions have been made and seconded, any Member (including a formal seconder in terms of SO 94) may take part in subsequent debate.

92. Speeches. (1) Except as provided in SOs 83 and 86, no Member may speak twice on the same question except in explanation, and then only by special permission of the Assembly. (2) Members shall make relevant declarations of interest where the topic of debate makes it appropriate to do so.

93. Point of Order. Any Member may rise to speak to a Point of Order. A speaker is not to be interrupted unless upon a call to order. When so interrupted he or she shall cease speaking, and shall resume his or her seat until the Point of Order is decided. The Member calling to order shall state the grounds for so doing; and the speaker who has been interrupted may briefly reply in explanation, to show that he or she is not out of order, but no other Member may speak to the Point of Order unless with the permission or at the request of the Moderator, with whom the decision of the point rests, though the Moderator may put the point to a vote of the Assembly.

94. There shall be no right of reply to a debate except as provided for by SOs 83 and 86.

95. Limits. All speeches shall be limited to 5 minutes, with the following exceptions:

- (i) COMMITTEES Convener giving in the Report of his or her Committee and moving thereon (seconding to be formal) 20 minutes
Convener responding to a question 4 minutes
Movers of Amendments or Counter-Motions (seconding to be formal) 10 minutes
- (ii) OVERTURES Introducing an Overture and when the Introducer is a Commissioner, moving thereon 10 minutes

Mover of other Motions in relation to Overture (seconding to be formal) 10 minutes

- (iii) PETITIONS Speeches of Petitioners 10 minutes
- 96. No Time Limit. The time limits shall apply, except in the following cases:
 - (a) when the Assembly are debating specific proposals for change under Barrier Act procedure;
 - (b) when the Assembly are exercising judicial functions;
 - (c) in Petitions when, for special reasons, the Committee on Overtures and Cases reports that the circumstances demand an extension, and when the General Assembly adopt that opinion;
 - (d) in any other matter when the Assembly Arrangements Committee (in respect of the Order of Business for the first two days) or the Business Committee (in respect of the Order of Business for the subsequent days) declares that, in its opinion, such matter is of exceptional importance, and when the Assembly adopt that opinion.

(d) DEALING WITH MOTIONS

97. Character of Motions. Motions shall be considered as belonging to one of the following categories, and shall be dealt with as prescribed, viz:

1. The original Motion.
2. Counter-Motions – being Motions contradictory or negative of the original Motion or of a substantial part of the original Motion.
3. Amendments being Motions not substantially contradictory of the original Motion or Counter-Motion, but for making deletions, alterations, or additions thereto without defeating its main object.
4. Amendments of amendments already moved and seconded.

98. Moderator to Judge. The Moderator shall be judge of the category to which any Motions shall be considered to belong, and the ruling of the Moderator shall be final.

99. Grouping of Amendments. When to any Proposed Deliverance there has been given notice of amendments which differ from each other only slightly in their general tenor, the Moderator shall decide whether or not to permit more than one of such amendments to be moved.

100. Voting on Amendments. When an amendment (Category 3) has been proposed it shall be disposed of by the Assembly before any other counter-motion or amendment is proposed. However, it shall be in order for an amendment of an amendment (Category 4) to be proposed, seconded and debated, after which the Moderator shall take a vote "For" or "Against". When all such Category 4 motions have been so disposed of, the Assembly shall complete its consideration of the original amendment (Category 3) and the Moderator shall take a vote "For" or "Against" the original amendment amended or unamended as the case may be. For the avoidance of doubt, it is affirmed that the order of debate for Category 3 and Category 4 motions shall be the same except as herein provided and that the provisions of SO 86 shall apply to both.

101. Voting on Motions. After all amendments, if any, have been disposed of, the Moderator shall take a vote between all Motions in Categories (1) and (2), and in doing so shall adopt the following procedure. A vote shall be taken in one of the methods provided below, between all the Motions in the order in which they were made, beginning at the first. Each Commissioner may vote for one Motion only. If, on the numbers being announced, one Motion has obtained a clear majority of votes, all the other Motions shall fall; but if no Motion has obtained a clear majority, the Motion having the smallest number of votes shall be struck off and a vote taken between the remaining Motions; and the Assembly may determine.

102. Voting for Appointments. In the case of voting for appointments to vacant offices in the Church, where there are more than two nominations the Assembly shall vote separately

on all the names proposed, and, unless there be a majority in favour of one over all the others combined, the one having the lowest number shall be dropped, and the Assembly shall again vote on those that remain.

103. Deliberative Vote. The Moderator or Acting Moderator in the Chair shall have no Deliberative Vote.

104. Casting Vote. If in any division there shall be an equality of votes for two proposals before the Assembly, the Moderator shall have power to give a deciding vote; and if in the course of the voting as provided in SOs 100 and 101 above, there should be an equality of votes for the two Motions having fewest votes, the Moderator shall have power to give a deciding vote and the Motion for which the Moderator shall vote shall be retained for the purpose of the next vote of the Assembly.

(e) TAKING THE VOTE

105. The Moderator may, in any circumstances and at his or her sole discretion, ascertain the mind of the Assembly by asking the Commissioners to stand in their places, and shall intimate to the Assembly on which side there is in his or her opinion a majority. Unless the opinion of the Moderator so intimated is at once challenged, it shall become the decision of the Assembly. If any Commissioner challenges the opinion of the Moderator, the Assembly shall proceed to take an electronic vote using a system approved by the Assembly Arrangements Committee. Alternatively, it shall be open to the Moderator, again at his or her sole discretion and in any circumstances, to ascertain the mind of the Assembly by recourse to the use of electronic voting. After all votes have been counted the Moderator shall intimate the result of the voting which will become the decision of the Assembly. In no circumstances shall a second vote be taken on a matter which has already been the subject of a vote by electronic voting. The Business Committee shall ensure that Commissioners are familiar with the method

of electronic voting and will appoint tellers to assist Commissioners, where necessary, with the process of casting votes and to assist the Assembly with the process of voting by paper ballot which shall be a competent alternative to the taking of a vote by electronic means in the event of a failure in the electronic voting system.

(f) DISSENTS

106. Entering. Any Commissioner dissatisfied with a judgement of the Assembly, which has not been unanimous, has the right to enter his or her dissent against it; but no dissent can be given in until the matter to which it refers has, for that session, been disposed of, the Minute adjusted, and the Assembly is ready to proceed to other business.

107. Adhering. When a dissent has been entered, it is in order for any other Commissioner present when that judgement was pronounced to adhere to such dissent. No other's adherence may be entered.

108. Reasons. A person dissenting may do so with or without giving in reasons of dissent. If he or she dissent for reasons given in at the time, or to be afterwards given in, such reasons shall, if received by the Assembly as proper and relevant, and provided they are given in before the close of the next session (or, when made on the last day of the Assembly, before the close of the same session), be recorded in the Minutes.

109. Answers. If the Assembly appoint a Committee to prepare answers to reasons of dissent, the Report of the Committee shall, except on the last day of the Assembly, be printed in the "Assembly Papers"; and, as approved by the Assembly, shall be printed in the Minutes, if the reasons of dissent have been so printed.

110. Record of Dissents. Reasons of dissent and answers thereto when not entered in the Minutes, shall be kept in a separate Record of Dissents.

VII. COMMITTEES AND THEIR MEMBERSHIP

(a) COMMITTEES

111. Committees. The Committees of the General Assembly shall be those listed in SO 111 together with such *ad hoc* Committees as the General Assembly may appoint from time to time. Clerical services for the *ad hoc* Committees shall normally be provided by the staff of the Principal Clerk's Department.

112. Membership. The Standing Committees of the General Assembly shall have membership as follows, General Assembly appointments being made on the nomination of the Nomination Committee except where otherwise stated.

1. Council of Assembly.....27
Convener, Vice-Convener, and 10 members appointed by the General Assembly, one of whom shall have appropriate knowledge and experience of Christian stewardship, the Secretary of the Council of Assembly, the Principal Clerk, the General Treasurer and the Solicitor of the Church as members *ex officio*s (non-voting); the Conveners and Council Secretaries (Secretaries to be non-voting) of the Church and Society, Ministries, Mission and Discipleship, Social Care and World Mission Councils and the Convener of the Panel on Review and Reform.

2. Church and Society Council.....32
Convener, Vice Convener, 28 members appointed by the General Assembly, one of whom will also be appointed to the Ecumenical Relations Committee, and one member appointed from and by the Social Care Council and the Guild. The Nomination Committee will ensure that the Council membership contains at least 5 individuals with specific expertise in each of the areas of Education, Societal/ Political, Science and Technology and Social/ Ethical. This number may include the Convener and Vice-Convener of the Council.

3. Ministries Council.....47
Convener, 4 Vice-Conveners, 38 members

appointed by the General Assembly, one of whom will also be appointed to the Ecumenical Relations Committee, and 1 member appointed from and by the General Trustees, the Housing and Loan Fund, the Committee on Chaplains to Her Majesty's Forces and the Diaconate Council. For the avoidance of doubt where a representative of these other bodies is a member of staff, they will have no right to vote.

4. Ministries Appeal Panel.....5
 Convener, Vice-Convener and 3 members appointed by the General Assembly. At least 1 member shall be legally qualified, at least 1 shall be a minister and at least 1 shall be an elder.

5. Trustees of the Housing and Loan Fund..11
 3 ministers and 1 member appointed by the Ministries Council;
 4 appointed by the General Assembly on the nomination of the Trustees, who having served a term of 3 years shall be eligible for re-appointment;
 3 appointed by the Baird Trust.

6. Committee on Chaplains to H M Forces22
 Convener, Vice-Convener, and 20 members appointed by the General Assembly.

7. Mission and Discipleship Council.....33
 Convener, 3 Vice-Conveners and 24 members appointed by the General Assembly, one of whom will also be appointed to the Ecumenical Relations Committee, the Head of Stewardship, 1 member appointed from and by the General Trustees, the Guild and the *Go For It* Committee, and the Convener or Vice-Convener of the Committee on Church Art and Architecture as that Committee shall determine. The Nomination Committee will ensure that the Council membership contains at least 3 individuals with specific expertise in each of the areas of Congregational Learning, Church Without Walls and Faith Expressions.

8. Committee on Church Art and Architecture.....18
 Convener, Vice-Convener and 16 members appointed by the General Assembly. Not with standing SOs 113 & 117, members shall be appointed for a term not exceeding eight years. The Committee shall have the power to invite a representative of each of the following bodies to attend its meetings: the General Trustees, the Scottish Episcopal Church, the National Association of Decorative Fine Arts Societies and Historic Environment Scotland.

9. Social Care Council.....31
 Convener, 2 Vice-Conveners and 28 members appointed by the General Assembly, one of whom will also be appointed to the Ecumenical Relations Committee.

10. Assembly Arrangements Committee16
 Convener, Vice-Convener and 10 members appointed by the General Assembly, the Moderator, the Moderator Designate and the Clerks of Assembly, the Convener and Vice-Convener also to serve as Convener and Vice-Convener respectively of the General Assembly's Business Committee.

11. Central Services Committee.....13
 a) Convener, Vice-Convener (Human Resources), Vice-Convener (Property) and 6 members appointed by the General Assembly, together with, *ex officio*s and non voting, the Secretary of the Council of Assembly, the Solicitor of the Church, the General Treasurer and the Head of Human Resources.

b) Appeal Group.....8
 8 members appointed by the General Assembly with the Solicitor of the Church as Secretary. Members shall not include any former or current members of staff of any of the Church's Employing Agencies (including the Social Care Council), nor any current Council or Committee member.

12. Ecumenical Relations.....11
 plus co-optees
 a) 5 members appointed by the General Assembly, each to serve as a member of one of the 5 Councils of the Church.

b) Convener who is not a member of any of the other Councils and who will act as a personal support for the Ecumenical Officer (EO) and Vice-Convener, appointed by the General Assembly.

c) A representative of the United Free Church of Scotland appointed by that Church.

d) A representative of the Roman Catholic Church in Scotland appointed by the Bishops' Conference and 1 representative from each of 3 churches drawn from among the member churches of ACTS and the Baptist Union of Scotland, each to serve for a period of 4 years.

e) The Committee shall co-opt Church of Scotland members elected to the central bodies of Churches Together in Britain and Ireland (CTBI), the Conference of European Churches (CEC), the World Council of Churches (WCC), the World Communion of Reformed Churches (WCRC) and the Community of Protestant Churches in Europe (CPCE, formerly the Leuenberg Fellowship of Churches).

f) The General Secretary of ACTS shall be invited to attend as a corresponding member.

g) For the avoidance of doubt, while, for reasons of corporate governance, only Church of Scotland members of the Committee shall be entitled to vote, before any vote is taken the views of members representing other churches shall be ascertained.

13. Legal Questions.....16
Convener, Vice-Convener and 10 members appointed by the General Assembly, the Clerks of Assembly, the Procurator and the Solicitor of the Church.

14. Safeguarding.....13
Convener, Vice-Convener and 6 members appointed by the General Assembly, 1 representative (voting member) from and appointed by each of the Ministries, Church and Society, World Mission, Mission and Discipleship and Social Care Councils, the Solicitor of the Church, the National Adviser (Head of Safeguarding) as Secretary to the

Committee, the Secretary of the Council of Assembly and up to 4 members co-opted by the Committee for their expertise. For the avoidance of doubt it is declared that only the following persons will be entitled to vote: Convener, Vice-Convener, the six Assembly appointed members and the five representatives from each of the Ministries, Church and Society, World Mission, Mission and Discipleship and Social Care Councils.

15. World Mission Council.....32
Convener, 2 Vice-Conveners, 28 members appointed by the General Assembly, one of which will also be appointed to the Ecumenical Relations Committee, and 1 member appointed by the Presbytery of Europe.

16. Panel on Review and Reform.....11
Convener, Vice-Convener and 8 members appointed by the General Assembly, together with the Ecumenical Officer (non-voting).

17. Nomination of Moderator.....Up to 16
Convener, up to 8 ministers and deacons and up to 7 elders elected by the immediately preceding General Assembly from among its commissioners.

18. Judicial Commission
2 Conveners, 2 Vice-Conveners and a pool of 40 ministers, elders and deacons appointed by the General Assembly.

(The Clerks of Assembly are Clerks of the Judicial Commission though not members thereof.)

19. General Trustees
Trustees are appointed as required, by the General Assembly on the nomination of the Trust.

20. Nomination Committee.....26
Convener, Vice-Convener and 24 members appointed by the General Assembly. Notwithstanding SO 117, no member of the Committee, having served a term of 4 years, shall be eligible for re-election until after a period of 4 years, except for special cause shown. The Convenership of the Committee shall be for 3 years.

21. Church of Scotland Trust
Trustees are appointed as required, by the

General Assembly on the nomination of the Trust.

22. Church of Scotland Investors Trust

Trustees are appointed as required, by the General Assembly on the nomination of the Trust.

23. Delegation of the General Assembly.....4

The Clerks of Assembly, The Principal Clerk as Chairman, the Procurator and the Solicitor of the Church, *ex officio*s.

24. Iona Community Board.....20

Convener and 5 members appointed by the General Assembly;

6 members appointed by and from the Iona Community, 2 changing each year;

The Leader of the Iona Community;

1 member appointed by and from the Presbytery of Argyll.

In addition the Board will invite 6 member churches of Churches Together in Britain and Ireland (CTBI) to appoint a representative member to the Board, such members being eligible to serve for a maximum period of 4 years.

25. Judicial Proceedings Panel

A Panel of ministers, elders and deacons appointed by the General Assembly who are suitably experienced in the law and practice of the Church and whose number shall, in accordance with the Discipline of Ministry Act (Act III, 2001), section 1(1)(e), be determined, from time to time, by the Legal Questions Committee. Notwithstanding SOs 113 & 117, appointments shall be for three years with the option of further consecutive terms. In calculating how many Panel members may be appointed, no account shall be taken of any members whose current term has expired but who are deemed to remain as members of the Panel by operation of the Discipline of Ministry Act (Act III, 2001), section 1(1)(f).

26 Theological Forum.....13

Convener, Vice-Convener, 10 members appointed by the General Assembly, the membership being selected to provide an appropriate balance of (a) ministers of Word and Sacrament, (b) members of academic staff

from the Divinity Schools (or equivalent) of Institutions of Higher Education in Scotland, (c) elders and (d) members drawn from the wider membership of the Church chosen for their particular expertise, experience or provenance; together with one additional member appointed by the Committee on Ecumenical Relations.

(b) MEMBERS

113. Period of Service. All Members of each of the Standing Committees shall retire after serving for four years.

114. Representatives. Bodies entitled to appoint representatives shall be permitted to make changes in their representation for special reasons in any year.

115. Non-attendance. The name of a Member shall be removed from any Standing or Special Committee which has met three times or oftener between 1 June and 1 March unless he or she has attended one-third of the meetings held within that period. Attendance at meetings of Sub-Committees shall for this purpose be reckoned as equivalent to attendance at the meeting of the Committee itself.

116. Replacement. When a Minister, Elder, or Member of any Standing or Special Committee is unable to accept the appointment, or where from any cause vacancies occur in Committees during the year, that Committee, after consultation with the Convener of the Nomination Committee, may appoint a Member to take the place of the Member whose retirement has caused the vacancy. All such appointments, if for a longer period than one year, shall be reported for confirmation through the Nomination Committee to the General Assembly.

117. Re-election. A Member retiring from a Council or Committee by rotation, or having his or her name removed for non-attendance, shall not be eligible for re-election to that Council or Committee until the expiry of one year thereafter, unless the Assembly are satisfied, on the Report of the Nomination

Committee, on information submitted to it by the Council or Committee concerned, that there are circumstances which make re-election desirable; but where more than one member is due to retire then not more than one-half of the retiring members be so re-elected. No Member shall normally serve for more than two consecutive terms of office. (If possible 20 per cent of the Assembly appointed members of Councils or Committees should be under the age of 35 at the time of their appointment). A Member appointed in the room of one deceased, resigned or removed, or of one appointed as Convener or Vice-Convener, shall serve for the remainder of the period for which the person was appointed whose place he or she takes, and on retiral shall be eligible for re-election if he or she has not served for more than two years.

A retiring Convener shall be eligible for re-election as an additional member of the Council or Committee concerned to serve for one year only immediately following tenure of office as Convener.

118. Eligibility. No person shall be a Member of more than three Councils or Committees at the same time. Appointments *ex officio* shall not be reckoned in this number. This rule shall not apply to those for whom the Nomination Committee is prepared to give special reason to the Assembly for their appointments to more than three Committees.

The Nomination Committee shall not nominate for Committees any of its own number except in special circumstances which must be stated to the Assembly.

119. Secretaries and Deputes. It shall be the responsibility of the Secretary of each Council and Committee to attend the meetings thereof, to provide information and advice as requested, and to provide a depute for any meeting that he or she cannot attend. Members of staff shall not have the right to vote at any meeting.

120. Expenses. Expenses incurred by Members of Committee, consisting of travel charges and a sum for maintenance when required shall be defrayed.

(c) CONVENERS AND VICE-CONVENERS

121. Appointment. Conveners and Vice-Conveners of Councils and Committees shall be appointed by the Assembly. Conveners shall hold office for not more than four consecutive years (in the case of the Nomination Committee, three consecutive years) and Vice-Conveners shall hold office for not more than three consecutive years, unless the Assembly are satisfied that there are exceptional circumstances which make the reappointment of Conveners and Vice-Conveners desirable. The period of reappointment shall be for one year only. If at the time of their appointment they are already members of the Council or Committee another Member shall be appointed in their room for the remainder of the period of their original appointment.

122. Replacement. In the event of the death, resignation, or supervening incapacity of the Convener of any Council or Committee, the body concerned, after consultation with the Convener of the Nomination Committee, may appoint an Interim Convener. Such appointment shall be reported by the Committee to the General Assembly and the Assembly shall make such order as the situation may require.

(d) NOMINATION COMMITTEE

123. List of Nominations. The Nomination Committee shall include in its Report its list of nominations to be submitted to the Assembly. The Report, so prepared, shall be included in the Volume of Reports issued to Members of Assembly.

124. Nomination of Conveners. When the Convener or Vice-Convener of a Committee or Council is completing his or her term of office the Council or Committee shall be invited by the Convener of the Nomination Committee to suggest the name of one who may be appointed in succession. The Nomination Committee shall satisfy itself that an open and transparent process has been followed in identifying the Convener or Vice-Convener so suggested.

125. Conveners to Attend Meeting. Conveners of Standing Committees shall be entitled to be present at meetings of the Nomination Committee when the composition of their respective Committees is under consideration, but not to vote.

126. Amendment to Report. No amendment to the Report of the Nomination Committee shall be in order of which due notice has not been given.

All notices of proposed amendments on the Report, including such as propose the omission or insertion of any name or names, or the addition of a name or names where the full number eligible has not been nominated by the Committee, must be given in to the Clerks before midday on the third day prior to the closing of the Assembly, signed by the Member or Members giving them.

All such notices of proposed amendment shall, with the names of those signing them, be printed in the "Assembly Papers" issued on the second day prior to the closing of the General

Assembly, and on the morning of the day the Report is to be called for.

VIII. ALTERATION AND SUSPENSION

127. Alteration. Any proposal for alteration of Standing Orders shall be either (a) on the Report of the Legal Questions Committee and printed in the volume of Reports or (b) by Overture and the subject of at least one day's notice in the "Assembly Papers". This Standing Order shall not apply to SO 111 which may be amended by the Principal Clerk in accordance with the decisions of the General Assembly.

128. Suspension. It shall always be competent for the Assembly, on the Motion of any Commissioner and on cause shown, summarily to dispense with the observance of the Standing Orders, or any part of them, in any particular case: provided that such Motion shall receive the support of not less than two-thirds of those voting on the question when put from the Chair, and that such

AMENDMENTS TO VOLUME OF REPORTS

In the Report of the Legal Questions Committee, Appendix B, pages 5/15 to 5/17, in the text of the Act amending the Vacancy Procedure Act, (Act VIII 2003), incorrect section numbers are given on three occasions and should instead be as follows:

Amendment no 14: says section 14(2)(c)(iv) but it should be **section 14(2)(c)(v)**.

Amendment no 21: says section 30(3) but it should be **section 29(3)**.

Amendment no 22: says section 32 but it should be **section 31**.

In the Report of the Legal Questions Committee, Appendix F, the Registration of Ministries Overture, at page 5/39, section 1 of Schedule 2 (Criteria for Assessment by the Registration of Ministries Committee) has all of the correct text but has been incorrectly formatted. It should read as follows with eight sub-sections rather than six:

- "1. Any application which is made in accordance with section 25 of the Act shall be assessed against the following criteria:
- (1) The extent to which the applicant has recent experience of leading worship within, or beyond, the Church of Scotland.
 - (2) The extent to which the applicant has recent experience of undertaking pastoral work within, or beyond, the Church of Scotland.
 - (3) Whether the applicant has recent experience of the dynamics involved when working with volunteers.
 - (4) The extent to which the applicant has recently participated in the courts, of the Church, and/or their Councils or Committees, in ways which have kept him or her familiar with current practice.
 - (5) The applicant's current knowledge of Church Law, particularly any areas of Church Law where changes have occurred since he or she was last engaged in the relevant field of ministry, and those areas of Church Law which govern current practice in ministry and mission.
 - (6) The applicant's knowledge of matters of civil law, as it currently affects congregations, and Ministers of Word and Sacrament working within them.
 - (7) If relevant, the circumstances which led to the applicant demitting his/her first charge within the first five years of ministry.
 - (8) Any other matter which the Committee reasonably considers pertinent in relation to the application in question."

IMPORTANT INFORMATION

FIRE PROCEDURE

FIRE PROCEDURE

The following arrangements **MUST BE STRICTLY ADHERED TO:**

A. ON DISCOVERING A FIRE –

Sound the Alarm by operating the nearest break-glass Call point. This will automatically call the Fire Brigade.

B. ON HEARING THE ALARM –

1. Evacuate the building by nearest available Exit route following the stewards' directions

Debating Chamber Level: Main doors down to QUADRANGLE

Gallery Level: 4 Exits on to LAWNMARKET

2. Do not use the Lift in the event of an emergency, due to the risk of power failure

3. Do not stop to collect belongings, *ie.* Coats, brief-cases, handbags, *etc.*

4. Exit doors must remain clear at all times. When exiting leave in an orderly fashion

5. **ASSEMBLE –**

a. **OPPOSITE THE MAIN ENTRANCE, MOUND PLACE or**

b. **LAWNMARKET/JOHNSTON TERRACE, WHICHEVER IS NEARER**

(Note: The above-mentioned arrangements relate to the Assembly Hall building. If present within New College when the College fire alarm sounds, leave the College by the nearest available exit. New College areas include the Cloakroom, Assembly Office, Stewards' Office, Martin Hall, Media Rooms and Commissioners' Box area (Rainy Hall).

FIRST AID ROOM – This room is off the "black and white" corridor of the Assembly Hall.

REPORTS – Only one copy of the Volume of Reports can be supplied to each Commissioner but a limited number of copies are on sale in the Bookshop.

NOTICE TO SPEAKERS – Speakers are asked to speak from one of the microphones situated round the Hall and in commissioners' galleries.

TIME LIMIT FOR SPEECHES – A bell will notify Speakers that they are approaching the time limit and are expected to finish their speeches within one minute.

HEARING AIDS – These should be switched to "T" for best results from the induction loop. (Please note that a deaf Commissioner who requires sign language may be accompanied by an interpreter for this purpose. Enquiry should be made as soon as possible to the Principal Clerk at 121 George Street for details of documentation for admission and of payment of expenses).

COMMISSIONERS – Are informed that the Ground Floor and the South and West Galleries of the Hall are solely appropriated for them. Only when these parts of the Hall are fully occupied may Commissioners sit elsewhere, as guided by the Stewards.

LEAVE TO MEET DURING ASSEMBLY – applications from Church Courts or Assembly Committees for leave to meet during the Sittings of the General Assembly should be handed in to the Clerks' Office. There is a standing permission for Kirk Sessions to meet if no members are Commissioners.

FILMING/PHOTOGRAPHY – We draw to your attention that cameras are used to film and photograph the General Assembly throughout its meeting and that the footage may be streamed live on the Church of Scotland website and used in other media including Social Media. In addition the footage and live stills obtained may, at some future point, be broadcast on national or international television and/or be used in other publications. If you do not wish to be filmed/photographed in this way, you should sit out of range of the cameras in the corners against the back wall on the ground floor of the Assembly Hall, and not behind any of the microphones which are located around the Hall. If you are unsure where this is, please ask a steward.

LOST PROPERTY SHOULD BE REPORTED OR HANDED IN TO THE ASSEMBLY OFFICE