

# SUPPLEMENTARY REPORT OF THE ASSEMBLY TRUSTEES MAY 2021

## Proposed Deliverance

### The General Assembly:

1. Receive the Supplementary Report.
2. Receive the 2020 Report and Accounts of The Church of Scotland Unincorporated Councils and Committees. (*Section 1*)
3. Approve the total to be contributed by congregations in 2022 of £42,000,000 based on the projection of congregational income for 2022 and its disposition among local congregational expenditure, the Parish Ministries Fund and the Mission and Renewal Fund. (*Section 2 and Appendix I*)
4. Note the indicative budget for 2022. (*Section 2 and Appendices I and II*)
5. Urge Presbyteries to prioritise the use of the 2022 Discretionary Allowance towards reducing the amounts of Ministries and Mission contributions payable by congregations which are struggling financially. (*Section 2.6*)
6. Approve the reappointment of Ann Nelson as an Assembly Trustee for a second term; and approve the appointment of David Cameron, Barry Hughes and Peter McEnhill as Assembly Trustees. (*Section 4*)

## Report

### 1. AUDIT OF ANNUAL ACCOUNTS FOR 2020

The external auditors gave an unqualified, or 'clean', audit opinion on the Report and Accounts. The Assembly is invited to receive the 2020 Report and Accounts of the Unincorporated Entities.

Commissioners are invited to view the Report and Accounts. <https://churchofscotland.org.uk/79854>

### 2. CONGREGATIONAL INCOME AND 2022 INCOME DISPOSITION

#### 2.1 Introduction

**2.1.1** The remit of the Assembly Trustees requires that "The Trustees shall recommend to the General Assembly 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 shall determine the allocation of the budget for the Mission and Renewal Fund among the relevant Agencies". The Trustees' recommendations for total congregational contributions for 2022, and the allocation of these, are to be found in Appendix II. This level of income is required to pay for the activities to which the Church is already committed. Stability in income is needed to finance stipends, salaries and other costs of providing ministries and support to the local Church.

**2.1.2** The Trustees' main Report details, at Section 5, the challenging financial situation facing the Church as a result of the Covid-19 pandemic and reaffirms the need for budgetary prudence and the priority of resourcing Presbytery reform and supporting the growth of the local Church. In 2020 the Trustees noted a reduction of about 3% from 2019 in Ministries and Mission Contributions paid

by Congregations by the year end, and became aware that some Congregations were using their reserves in order to maintain their contributions. This led to the decision that, for 2021, there should be an overall reduction in aggregate Ministries and Mission contributions of 18% to relieve the pressure locally. Analysis of congregational financial statistics confirms that, on average, Congregations' 2020 income reduced by approximately 20%. The extent to which Congregations are able to recover from this reduction in their income by 2022 remains to be seen. While there has been much innovation, resourcefulness and creativity within Congregations, which has mitigated some of the financial effects caused by the Covid-19 pandemic, the road map out of the restrictions, and therefore some of its effects, are outwith the control of the Church and the Trustees. The pandemic has perhaps changed the behaviours and needs of many of our stakeholders, from our members, supporters, ministers and staff to our service users, partners and beneficiaries.

**2.1.3** In bringing forward the recommendations for the Co-ordinated budget the Trustees have had to carefully consider and make assumptions about:

- The forecast level of congregational income
- The number of ministers likely to be in post in 2022
- The operating position of CrossReach

**2.1.4** All of which has a high degree of uncertainty and a substantial potential impact on the Co-ordinated Budget.

**2.1.5** With the financial situation of Congregations in mind, for a second year, the Trustees have agreed to bring a recommendation of an amount which will not fund all of these activities and they will part fund the activities from reserves of the Unincorporated Entities. With Congregations continuing to suffer the effects of the Covid-19 restrictions well

into 2021, there are slim prospects for full financial recovery in 2021 and in all likelihood also in 2022. There will be variability across Congregations in their ability to contribute to Ministries and Mission. Some may not have returned to a sustainable position. Others may have made savings and maintained or even increased giving, meaning that their reserves have not been impacted as badly as they might have been. Congregations have also been given relief of 18% in aggregate in their 2021 allocations which should help preserve some of their reserves although such decisions are made at a local level. With this financial backdrop, consideration needs to be given to a reduction in the amount required from Congregations in 2022 to an amount somewhere between the reduced contribution requested in 2021 of £38,172,000 and the level in the last pre-Covid-19 year, of £46,586,000.

**2.1.6** The Assembly Trustees propose that the amount of the Budget to be met by congregations in 2022 should be set at £42,000,000. Appendix I summarises the actual and projected annual income of Congregations over the period 2019 to 2022 and how the income will be used – the “Income Disposition”. It should be noted that the reduced contributions required from Congregations in 2021 and 2022 have distorted the percentages shown on Appendix I when compared to previous years because the amount of contribution does not cover the required expenditure.

**2.1.7** The projected “Ordinary Income” of Congregations for 2022 shown in Appendix I is £82,860,000. Projected income is assessable income and is based on returns of Financial Statistics from Congregations for 2020, rolled forward to 2021 and 2022. This is difficult to forecast because of the high level of uncertainty around congregational recovery. Based on these estimates, the amount retained by Congregations for local expenditure is projected to be 53.7% (2021 - 51.8%).

**2.1.8** It should be noted that congregational income in Appendix I 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.

**2.1.9** The percentage of congregational income allocated to the Parish Ministries Fund is projected to be 35.9% (2021 - 40.1%) after deducting vacancy allowances, and that to the Mission and Renewal Fund to be 10.4% (2021 - 8.1%). The Faith Nurture Forum receives funding from the Mission and Renewal Fund as well as the Parish Ministries Fund. Allocation to the Parish Ministries Fund pays for the provision of Ministries to the local Church.

**2.1.10** Much of the work funded by the Mission and Renewal Fund is directed back to the local Church in the promotion of worship, prayer and discipleship; facilitating engagement with local and global communities. The Fund also provides the Church's financial and legal services; advice on Church judicial procedures; and regulatory compliance and safeguarding services.

## **2.2 Congregational Income**

**2.2.1** The commitment and generosity of those who make up the Congregations of the Church of Scotland across the country and beyond is evidenced in their regular giving, even in this most challenging and unprecedented time, for which we are all deeply grateful.

**2.2.2** 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. The calculations for 2022 are based on 65% of returns received to date and available for comparison. Provisional details for 2020 Congregational Income are contained in Appendix I. These show a decrease of 20.3% in total "Ordinary Income", with

"Offerings" down by only 10.7% due to a tremendous effort to maintain giving across the Church. This has also helped to maintain the contribution of Gift Aid tax recovery which is down by only 4.9%.

**2.2.3** Not unexpectedly, the starkest reduction is in "Other Ordinary Income" which suffered a 67% drop due to reduced income from areas such as outside organisations (mainly hall lets); regular fundraising; and weddings and funerals, all of which were impacted by the pandemic. In normal circumstances, even a small percentage reduction has a significant impact on congregational income. In the current circumstances the overall financial impact, which is estimated at a reduction in the order of £18,000,000, potentially more, leads to some extremely challenging times ahead for Congregations and the Church.

**2.2.4** It is worth noting that Congregations with higher levels of giving by standing order were impacted less than those with lower levels.

**2.2.5** Until the onset of the pandemic, there was evidence that the income of many Congregations remained steady, although this was not the experience of all. However, aggregate income was reducing as membership of the Church declined. It was already clear that, given the trend of reducing income, the Church could only carry out the activities which Congregations were able to fund. By far the largest proportion of that work is the cost of parish ministries and this is the reason why the Church needs to focus on Presbytery planning as a matter of urgency. The financial effects of the pandemic have only served to heighten that urgency.

**2.2.6** Although early indications show a 67% reduction in "Other Ordinary Income" in 2020, this heading includes a number of different categories of income, and the total can only be confirmed when the detailed analysis of congregational accounts is completed later in the year. However it is apparent that income from

outside organisations, previously an area of growth, is the aspect of income which has suffered the largest reduction over 2020.

## **2.3 Stipend Endowment Income**

**2.3.1** The reduction in Growth Fund dividend distributions in 2020 and 2021 by the Investors Trust led to reduced income in the Stipend Endowment Fund held by the General Trustees for the benefit of Congregations. This is passed through the Faith Nurture Forum which bore the effects of the reduction in 2020 since statements had already been issued to Congregations with the anticipated annual amount of stipend endowment income.

**2.3.2** Early in 2021, representatives of the General Trustees, Faith Nurture Forum and Stewardship and Finance staff met to discuss a new investment strategy for the Stipend Endowment Fund. The General Trustees' Report to the General Assembly describes the new strategy which, if agreed, would cover the period 2021 to 2025 and would distribute capital as well as income at a level of £3,200,000 per annum over that period. This gives a measure of stability to congregational income over the next five years while Presbytery Plans are re-aligned. The budget has assumed this £3,200,000 as well as £440,000 of Glebe Rental income, but is subject to General Assembly approval of the General Trustees' proposal.

## **2.4 Parish Ministries Fund**

*(including Stipends and related expenses for Parish Ministers)*

**2.4.1** From Appendix II it will be noted that the projected cost of Parish Ministries for 2022 is £37,818,000 (2021 - £39,583,000). This is a best estimate based on existing Minister and Ministries Development Staff (MDS) numbers projected forward to take account of retirements, leavers and joiners. This is, however, difficult to forecast in detail and is closely connected with the Presbytery Planning Process. As indicated in Appendix I and Appendix II, the proportion of the amount of £42,000,000 to be contributed

by Congregations to be allocated to the Parish Ministries Fund is £33,373,000. The balance of £4,445,000 will be drawn from the Stipend Endowment Fund, Glebe Income and Investment Income.

**2.4.2** The General Assembly previously agreed to a cap on MDS Staff of 120 Full Time Equivalents (FTE). Further information is provided under the Co-ordinated Budget (Section 2.7).

**2.4.3** The 2019 Supplementary Report of the Council of Assembly suggested that a review of the Parish Ministries Fund ring-fencing arrangements should be carried out to establish whether this remains the most suitable method of budgeting for Parish Ministries costs. Following the 2019 General Assembly the Trustees agreed that these arrangements should be discontinued and that the Parish Ministries Fund would no longer be budgeted as a ring-fenced item, in addition to having tighter parameters over what should be included in the Parish Ministries Fund budget.

**2.4.4** The Faith Nurture Forum will receive 81% of congregational contributions including stipend endowment income and glebe rents, directed through the Parish Ministries Fund, which includes use for:

- the National Stipend Fund which pays the stipend and other costs of parish ministers;
- ordained parish ministry support and development;
- the salaries and other costs of Ministries Development Staff;
- new, alternative and emerging forms of ministry costs;
- readership costs;
- recruitment and education for ministries, including Ordained Local Ministers and the training of Probationers;
- parish appraisal costs;

- properties costs;
- a share of support and administration costs.

**2.4.5** However, as described at 2.1 in relation to the disposition of expenditure, the necessity to curtail expenditure in 2021 and 2022 has resulted in only the direct stipend and salary costs of Ministers and Ministries Development Staff and vacancy allowances being paid through the Parish Ministries Fund. Recruitment, training and education; parish appraisal; property; and administration costs are no longer included. These essential costs and other high priority work as agreed by the Assembly Trustees have been funded from reserves and the Mission and Renewal Fund element of congregational contributions. A review of the Parish Ministries Fund to reflect the new Presbytery Planning process will be carried out at a future date.

**2.4.6** The Ministries Development Staff set out in 2.4.2 are as agreed within current Presbytery Plans, employed or appointed by the Ministries Council within the Faith Nurture Forum; and the numbers include Deacons, Associate Ministers, and Team Leaders. Any parish staff engaged locally by Congregations (and not designated on Presbytery Plans) are not funded by the Parish Ministries Fund.

## **2.5 Mission and Renewal Fund**

**2.5.1** The Mission and Renewal Fund's share of the Income Disposition is 10.4%, after releasing £600,000 (2021 - £600,000) from the Fund's budgeted, non-congregational annual income to support the Church's work. As detailed in the 2019 Report, the Mission and Renewal Fund Reserves were previously also used to support the budget. However, the Assembly Trustees consider that reserves, being essentially finite, should not normally be used to support regular ongoing work.

**2.5.2** Also, as reported by the Council of Assembly in 2019, the balance on the Mission and Renewal Reserve Fund as at 31 December 2018 had been extinguished. The

review of Funds instructed by General Assembly 2018 resulted in reclassifications of general funds held by the former Councils, and reorganisation of other funds through OSCR. As a result, the balance of the Fund as at 31 December 2020 was £9,200,000.

**2.5.3** The Trustees allocate Mission and Renewal contributions among Forums, Committees and Departments to meet the financing of approved work. The Forums have other income, mainly from investments; and, in addition, the reserves overseen by the Forums will be used to cover budget deficits arising in their area of work.

## **2.6 Presbytery Discretionary Allowance**

**2.6.1** The Assembly Trustees propose to maintain the total available for the Presbytery Discretionary Allowance for 2022 at 5% of the total Ministries and Mission contributions due from the Congregations in each Presbytery. This means that around £2,100,000 will be available to Presbyteries for regional or local use. However, given the financial difficulties of Congregations as a result of the pandemic, the Trustees are urging Presbyteries to prioritise the use of the Allowance for the remainder of 2021, and in 2022, towards assisting with the amounts of Ministries and Mission contributions payable by Congregations struggling financially. The Allowance should be targeted to Congregations which, for example, have suffered reductions in other income such as hall lets, rather than being automatically allocated across all Congregations in a Presbytery.

**2.6.2** The Stewardship and Finance Department will support Presbyteries with the provision of regular information on shortfalls and remaining Allowance balances. In addition, the Congregational Sustainability Task Force recently set up by the Trustees will be on hand to provide

advice on dealing with legal and buildings issues.

**2.6.3** Presbyteries should be proactive in planning ahead in respect of a number of changes being brought as proposals to this year's General Assembly. In October 2020 the Ministries and Mission Review Group's Interim Report to the Assembly indicated that the proposed new system will see the ending of the Discretionary Allowance meaning that alternative ways of funding, or potentially curtailing certain posts and projects will need to be considered. The final proposal from the Group is included in the Trustees' main report.

**2.6.4** New Presbyteries which are coming into being from 2022 are provided for in the Co-ordinated Budget to the equivalent cost of a Presbytery Clerk and full time Administrator and an allowance for running costs (although there is flexibility as to the use of the funding depending on local needs) and Presbyteries will need to consider ways in which they may raise further funds for projects or posts they wish to progress or continue.

**2.6.5** The Mission Plan Act and proposed reduction in ministries numbers will need to be taken into consideration at this time.

## **2.7 The 2022 Co-ordinated Budget**

**2.7.1** As well as the issue of declining congregational income, pressures on the National Church budget have been of serious concern in recent years with the Councils that were in place until 2019 only able to make marginal reductions on programme costs until such time as clearly identified priorities were agreed. The reorganisation into Forums at the beginning of 2020; the development of the Faith Action Plan incorporating the Radical Action Plan elements; and improved accountability measures were beginning to take shape when the effects of the pandemic struck; and these measures proved to be invaluable in enabling cost reductions during 2020. Compared to the amount budgeted for 2019, a reduction in expenditure of £6,600,000 was achieved in

2020. This related to expenditure outwith the Parish Ministries Fund and CrossReach.

**2.7.2** As noted in the main report, the budgeted deficit for 2021 is £11,400,000. The reduced level of congregational contributions in 2022 will result in a budgeted deficit for 2022 of £5,100,000. However the focus on cost savings and the continued progression towards zero-based budgeting for 2022 will be important factors in containing the deficit. The Assembly Trustees propose that the Forums' expenditure budgets are frozen at the levels agreed for the 2021 Budget with only minor adjustments. The expenditure budgets of the service departments will also be frozen but the budget includes an additional amount for essential building repairs and investment in infrastructure systems. Core funding for the new Presbyteries established/to be established by 2022 has been included in the budget to secure funding whilst the long term funding arrangements are developed. This requires a budget of £120,000 per new Presbytery in 2022, totalling £600,000. Appropriate funding will be key in ensuring that the Church's governance structures can be made more efficient, which in turn will assist in allowing its ministry and mission to flourish.

**2.7.3** The Co-ordinated Budget provides fully for the total projected number of current Presbytery Plan posts which are likely to be filled during 2022 as part of the Parish Ministries Fund.

**2.7.4** Presbytery planning should ensure the most effective and appropriate use of resources at a local level. Changes in congregational configuration can lead to a drop in income without any corresponding drop in expenditure. Continued careful financial management of the national Forums and Committees, and the increase in the proportion of congregational income which is retained for local work, are essential to present a more sustainable picture. The proposed changes to the Ministries and Mission contribution system are designed to help achieve this but what

remains evident is that the Church is only able to maintain the level of ministries 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.

**2.7.5** Absorbing further compliance and governance costs including the cost of Presbytery reform means that Forums and Committees will again face challenging budget decisions for 2022. The Trustees continue to scrutinise and prioritise Forums bids for additional funding for new projects and posts and have engaged in careful consideration of other proposed projects, looking at costs and resultant benefits of the work.

**2.7.6** The number of Full Time Equivalent (FTE) staff employed by the Central Services Committee (CSC) has reduced from a monthly average of 217 FTE in 2019 to an average of 199 FTE in 2020. Grant funding to partners has also substantially reduced and grant-making and grant receiving activities are being centralised to ensure better governance and sourcing of grant funding for both congregations and the National Church.

**2.7.7** Appendix II shows indicative figures for Projected Gross Expenditure in 2022 for each Forum 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 Forums. This shows Projected Gross Expenditure of £101,173,000 (2021 - £101,755,000). The budgeted income comprises contributions from congregations £42,000,000 (2021 - £38,172,000); investment income £2,152,000 (2021 - £2,152,000); external sources including Stipend Endowment and glebe income and CrossReach service income, £51,911,000 (2021 - £50,036,000); with a deficit from reserves of £5,100,000 (2021 - £11,400,000). In recent years, in view of the lack of growth in

congregational income and the necessary curtailment in the use of the Mission and Renewal Reserve, no allowances were made within the budget for inflation and Forums and Departments were required to fund any increased costs from within their budgets. An amount has been included as a contingency in the 2022 Budget to cover potential cost increases and/or any restructuring costs. By Autumn 2021 the Forums will present their proposed work programmes for 2022 to the Trustees. New work programmes can only be accommodated if existing work programmes are ended or other savings made. It will be increasingly important for Forums to include exit strategies in any budget bids. The progress made during 2020 in achieving the 30% saving against 2019 costs will only be locked in by maintaining budget discipline. The Faith Action Plan and the new Head of Faith Action Programme post will begin to inform spending plans.

**2.7.8** Forums will continue to use their restricted funds to progress their work and the reorganisation of funds through OSCR is freeing up money which was previously not available to be spent. The Assembly Trustees are bound to the General Assembly to ensure good governance and control over all of the funds of the Unincorporated Entities, including ensuring that adequate levels of unrestricted reserves are held.

## **2.8 Budgets of Forums, Committees and Departments**

### **2.8.1 The Social Care Council**

CrossReach has faced very challenging operating circumstances during the Covid-19 pandemic in both 2020 and 2021. Whilst all services have been affected the most significant impact has been in Older People's services. At the time of writing CrossReach has estimated a budget deficit of £1,460,000 for 2022. However, because of the uncertainties around recovery from, and longer term implications of the pandemic, it is not yet possible to attach any degree of certainty to this budget

estimate. The complexities of the sector in which it operates; local authority funding cycles and National Care Contracts as well as potential changes in an election year mean that May 2021 is too early to firm up on a budget for 2022. The CrossReach Management Team is committed to managing operational risks.

The budget assumes that there will be no fundamental changes to the services provided and that any increases to the Scottish Living Wage or National Minimum Wage will be cost neutral (funded by National Care Contracts or service users). Potential impacts of the Independent Review of Adult Social Care may be factored into the 2022 budget later in the year. Other income and expenditure has been budgeted in line with 2021, and the budget anticipates that Covid-19 will be managed within normal operating procedures rather than being the cause of severe disruption because of outbreaks. However new Covid-19 variants could pose a further risk. Separately, there has been a lack of investment in property maintenance over 2020 and 2021 which could result in remedial works.

Finally, the budget does not allow for contribution to the Redress Scheme or liability in respect of any historical abuse cases, neither of which can yet be quantified.

Early in 2021, the Pension Trustees advised that the closed CrossReach defined benefit pension scheme was fully funded and that deficit repair contributions could cease in February 2021. The annual cost for 2022 would have been £620,000 and this recurring saving has been very warmly welcomed by both CrossReach and the Assembly Trustees.

## **2.8.2 Faith Nurture Forum**

The Faith Nurture Forum budget, which incorporates the former Ministries Council and Mission and Discipleship Council budgets, has an indicative deficit budget at this point of £3,200,000 to be funded from its reserves. This assumes that the reduced

level of congregational contributions is allocated to the Parish Ministries Fund and the deficit therefore arises on other Forum costs. Other Forum costs include the cost of recruiting, training and supporting ministries and the eldership; Partnership Development and Priority Areas. The Forum is also responsible for two trading entities Life and Work magazine and the Scottish Storytelling Centre.

The budget assumes the transfer of the Ecumenical Relations Committee and Theological Forum budgets to the Office of the General Assembly in 2022.

As noted in 2.4.1, the budget for Parish Ministry costs is difficult to forecast. This is perhaps more so during the pandemic when the rate of retirements has not followed more recent patterns. Ministers are under no obligation to advise of their plans for retirement.

It is anticipated that the number of Presbyteries will reduce to 9 by the start of 2023. Current Presbytery plans will be drawn to a close at the end of May 2021 and new plans to fit the new structure of the Church will require to be in place by December 2022.

2022 will therefore see a transition period to the new plans and the Church will be working with existing numbers until then.

The budget assumes that numbers of ministers retiring will increase again towards the end of 2021; contributing to a reduction in parish minister numbers of 15, to 680.

It is then assumed that more ministers will retire in 2022 coinciding with the new Presbytery plans being established and the widening of parish boundaries etc., that will come with that change. The budget assumes a net decrease in parish ministry numbers by 35 in 2022, to 645.

By way of illustration, other budget scenarios have been considered. If the status quo was maintained in terms of Ministers joining equalling those leaving or retiring, the impact on the budget would



be a cost of £1,400,000. If the rate of reduction of ministers was the same as forecast for 2021, the additional cost impact would be £280,000. All scenarios include 120 FTE MDS.

At present there are more than 120 Ministries Development Staff on the Presbytery plans however the number of MDS was capped at 120 until Dec 2020. Currently only essential recruitment is taking place but the 2022 Budget assumes 120 FTE staff. The work being done on the Presbytery Mission Plan Act provides for the allocation of ministries to be revisited and reported on, annually, to the General Assembly, and that will allow for future adjustments to the MDS establishment.

None of these costings include a stipend or salary increase in 2022. However any increase agreed by separate processes during 2021 would be covered by the contingency in the overall budget.

### **2.8.3 Faith Impact Forum**

Faith Impact Forum incorporates the former World Mission Council and former Church and Society Council.

The Forum's indicative budget shows a deficit of £444,000. As in the case of the Faith Nurture Forum's other work, no congregational contributions have been allocated to the Faith Impact Forum in 2022. This is because the contributions from Congregations in 2022 are once again at a rate which does not cover all costs. The Forum has substantial funds, immediately available both for general and restricted purposes.

A block grant of £85,000 is paid annually by the Church to Christian Aid, and this is included in the Faith Impact Forum's budget. The Trustees gratefully acknowledge the substantial financial support provided by Congregations directly to Christian Aid.

The indicative budget shown on Appendix I does not include the work of the Israeli entities which are not part of the Co-ordinated budget process. However the

results of all of these entities are included each year in the Church's consolidated ("Group") Annual Accounts.

Detailed 2022 budgets for the trading subsidiaries in Israel will be prepared later in 2021. The Guesthouse in Jerusalem plans to re-open on 2 May following its refurbishment and Covid-19 closure. The Scots Hotel re-opened on 25 March. The cash position of the hotel remains positive and both operations have bookings for 2021.

The Forum, through the residual World Mission Council as the employing agency, employs 10 mission partners and provides grant funding to support its programme of attentive accompaniment of partner churches and organisations overseas. The move towards zero based budgeting has meant a reduction in budgeted expenditure by the Forum to £2,200,000 in 2022 compared to £3,000,000 budgeted for 2020.

### **2.8.4 Office of the General Assembly**

This budget, under the auspices of the Principal Clerk, includes the Clerk and office staff; the cost of the General Assembly and the running costs of the Assembly Hall and the Moderator's flat at Rothesay Terrace. Certain costs of Committees without Funds such as the grant to the Church of Scotland Trust are also included within the budget.

The budget assumes a return to an in person General Assembly in 2022.

The budgets of the Theological Forum and Ecumenical Relations Committee will also move to this budget if approved by the Assembly.

The Ecumenical Relations Committee has an annual budget of £193,000. The includes subscriptions to the Ecumenical Bodies - the World Council of Churches (WCC), World Council of Reformed Churches (WCRC) and Churches Together in Britain and Ireland (CTBI).

The Theological Forum budget is £28,000.

## **2.8.5 Support and Services Committees and Departments**

These Committees and Departments have been listed in Appendix II. They have no reserves and as such need to be funded mainly by congregational contributions. The Departments provide services to the national, local and regional Church as well as to the Church's other Statutory Corporations – the General Trustees, the Church of Scotland Investors Trust and The Church of Scotland Trust. They also carry out work on behalf of the Pension Trustees. Charges are made to these bodies as well as to the Housing and Loan Fund and New College. Cross charges are rarely made to Congregations, but when they do occur they are mainly for property-related transactions. The central support and service functions do not cross charge the Forums and Committees for their services other than limited charges for legal and safeguarding services provided to CrossReach as noted below.

The Social Care Council is largely autonomous in terms of central services and charges the costs of its Central Services costs against the service units. There is also some cross-working between Social Care and departments within the National Office, such as Estates, Law and Safeguarding.

Budgets for the service departments are largely based on 2021 budgets, with vacancies included where there will be a replacement. Individual budgets do not include cost of living increases in 2022 but increases for CSC staff working in service departments and the Forums would be covered by the contingency in the budget.

Key features of the service department budgets are:

### **2.8.5.1 National Office**

The 2020 budget included £400,000 for essential repairs on the George Street property, most of which could not be carried out due to Covid-19 restrictions. A programme to maintain the fabric of the building and ensure the safety of staff and

visitors has been agreed in consultation with the General Trustees and £100,000 is included in the 2022 budget for this work.

### **2.8.5.2 Information Technology and Communications**

The budget includes £200,000 of expenditure on IT infrastructure projects in line with the IT strategy being developed by the IT Programme Board. This will include improving our means of communication by moving to global use of Church e-mail addresses and development of the intranet as a platform for resources.

### **2.8.5.3 Office of the Assembly Trustees**

The budget has been increased to include the staff of the former Go For It Fund and the budget for the Small Projects Fund of £100,000. The salary of the newly appointed Head of Faith Action Programme is also included here.

The department now carries out research and analysis functions including high level modelling of the Church's resources to allow for future planning. The budget for the Trustees' Equality, Diversity and Inclusion (EDI) Group will be managed by the Office of Assembly Trustees supported by staff within the Faith Impact Forum.

### **2.8.5.4 Stewardship and Finance Department**

Following the departure of several staff during 2020, including three at a senior level, the department has been restructured and savings made on salary cost. Whilst there has been an increase in running costs of the new HR and Payroll system the implementation of new modules for expenses will ultimately result in further business efficiencies.

## **2.9 Other Funds**

The budget shown on Appendix II does not include the Housing and Loan Fund, the Guild and New College which are not part of the Co-ordinated Budget process.

## **2.10 2021 Budgets**

The 2021 budgets approved by the Trustees are contained in the main report in the Blue Book (Section 39) along with a summary of the operating results of the Unincorporated Entities against the 2020 budget (Section 38).

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## **3. SYSTEMS OF INTERNAL CONTROL**

### **Role of Audit Committee**

**3.1** The Trustees are responsible for maintaining adequate systems of internal control. The Audit Committee's remit includes responsibility for reviewing the systems of internal control and for oversight of the Internal Audit function. This function is delivered by Azets (formerly Scott-Moncrieff) as the appointed Internal Auditors alongside the work of the Church's own Audit and Compliance Officer. Azets 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. Audit reports are submitted at the end of each assignment and an annual audit report is made to the Audit Committee expressing an opinion on the systems of internal control in place in the Unincorporated Councils and Committees.

**3.2** Azets conducted a number of reviews in 2020 covering the following areas:

- Cyber Security at CrossReach
- Tendering and Contract Maintenance at CrossReach
- Payroll System, National Office
- Risk Management, National Office

**3.3** Azets reported to the Audit Committee that, in their opinion, the Church of Scotland has a framework of controls in place that provides adequate assurance regarding the organisation's governance framework, risk management

and achievement of objectives, subject to implementation of:

- ongoing actions in response to and to embed actions from the Special Commission report on Structural Change, to strengthen governance arrangements, increase accountability and create clearer delegations of responsibility across the organisation; and
  - a range of continuous improvement actions, addressing the higher-graded matters arising from internal audit reviews. This also applies to historic/backlog action implementation.
- 

## **4. NEW TRUSTEES**

**4.1** The non-renewable terms of office of three of the original trustees, Beth Ashcroft, Alan Campbell and Norma Rolls, conclude at Assembly 2021. Following the process stipulated in our Constitution and Remit we consulted with the Nomination Committee, considered the required skillsets, and issued an open advertisement which resulted in a healthy response. After interview we decided to appoint David Cameron, Barry Hughes and Peter McEnhill. David is Minister of New Laigh, Kilmarnock and brings both parish ministry experience and an understanding of the challenges facing the National Church. Barry is Minister at St Mark's, Stirling and brings to the Trustees an understanding of Priority Area ministry. Peter is Clerk for the new Clyde Presbytery and brings a valuable connection to Presbytery Reform.

**4.2** With three Ministers taking the place of three congregation members we are for the time being at the maximum number of Ministers under our Constitution. We were also disappointed at the small number of women applicants having, currently, been at a 50/50 balance. We would enjoin Commissioners and others to speak to possible applicants from as diverse backgrounds as possible, with a view to early 2022 when we will advertise for a further three new colleagues.

**4.3** We were very pleased when Ann Nelson, who was appointed for the remainder of the term of George Cowie, and so being able to serve a second term, expressed her interest in doing so. We were delighted to approve this.

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## **5. CONGREGATIONAL STATISTICS 2020**

### **5.1 Summary**

- As at December 2020, there were 297,435 members of the Church of Scotland, a fall of 5% from 2019, and 33% from 2010.
- These figures are a reflection of the Church of Scotland in 2020, a year marked by the Covid-19 pandemic. Gathering for worship services was prohibited for much of the year.
- Additional questions were asked to reflect the changes in worship provision, including availability of online, or alternative offline worship provision.
- 84% of congregations had offered online worship; 67% had offered alternative offline worship and 82% had re-opened for public worship when able to do so. Almost 95,000 households are estimated to have worshipped online, and 17,000 made use of alternative offline provisions.
- 26% of congregations have people of BAME ethnicity represented, 7% have people of BAME ethnicity in leadership.
- Acknowledge the diligence and strenuous efforts of Clerks to obtain these statistics and transmit them to the National Offices at times of great difficulty.
- Nil return from Presbytery of Lewis and Presbytery of International Charges.

### **5.2 Introduction**

Throughout 2020 the closure of church buildings, on advice from the Scottish and UK governments in response to the Covid-19 pandemic impacted on all areas of church life, including Professions of Faith, ordination of new Elders, Baptisms, Weddings and Attendance. Once church buildings were able to reopen, there was a cap on the total numbers of attendees throughout Scotland of 50. In addition, social distancing within church building required restricting numbers even further for some congregations. Not all churches who did reopen were able to do so immediately upon restrictions being lifted.

With this in mind, the 2020 congregational statistics should be read and interpreted in light of the impact of the pandemic and care should be taken in any comparisons to previous years.

Information on the number of those physically attending worship and congregational activities have not been reported in this year's statistics as many of these activities changed throughout the year due to the impact of restrictions in response to the pandemic.

### 5.3 Congregational Statistics 2020

#### Church-level membership and participation, 2020

Congregations within the Church of Scotland come in all shapes and sizes, from large city congregations to small rural or island communities. Table 1 shows the reported participation at the smallest 5% and 25% of churches, the median (i.e. middle) church, the largest 25% and 5% of churches (i.e. 75<sup>th</sup> and 95<sup>th</sup> percentile), and the mean (average) church. A few large congregations can result in a larger mean value that may not represent the overall data well – a “typical” church may be better described by the median value.

	5 <sup>th</sup> percen tile	25 <sup>th</sup> percen tile	Media n (middl e) church	75 <sup>th</sup> percen tile	95 <sup>th</sup> percen tile	Mean (avera ge) church
<b>Members</b>	22	91	181	311	556	224
<b>Adherents</b>	0	1	10	40	137	32
<b>Professions of Faith</b>	0	0	0	0	1	0
<b>Children</b>	0	0	7	30	120	26
<b>Children receiving Communion</b>	0	0	0	0	10	2
<b>Elders</b>	0 <sup>[1]</sup>	8	15	27	54	19
<b>Baptisms</b>	0	0	0	0	2	0
<b>Weddings</b>	0	0	0	0	2	0
<b>Funerals</b>	0	3	9	17	36	12

*Table 1: Church participation summary, 2020*

The “typical”, i.e. median, congregation in 2020 has just over 180 members (181), and 10 adherents. In the median congregation there are also:

- no professions of faith in 2020.
- 7 children associated with the congregation, but none receiving communion.
- 9 funerals, no baptisms, and no weddings.
- The congregation is led by 15 elders.

Over 90% of congregations welcomed no new members through Profession of Faith, only 6% welcoming any new members in this way. 24% of congregations welcomed new members through certificates, and 18% through resolution of the Kirk Session. Children received Communion in 20% of congregations.

## Persons and Agencies in Scotland for 2020

(cf Appendix II of the Reports of the Council of Assembly, 2019)

The membership statistics may be stated thus:

	Removals by Death	9,833	
Less	Admissions by Profession	<u>190</u>	9,643
	Removals by Certificate	1,110	
Less	Admissions by Certificate	<u>679</u>	431
	Other Removals	5,466	
Less	Restoration	<u>769</u>	4,697
	Total decrease		14,771

And shown graphically in Figure 1, below.

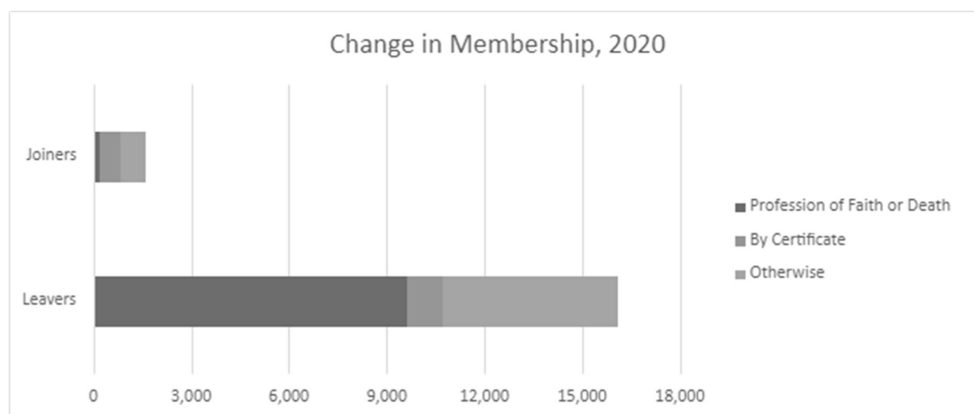
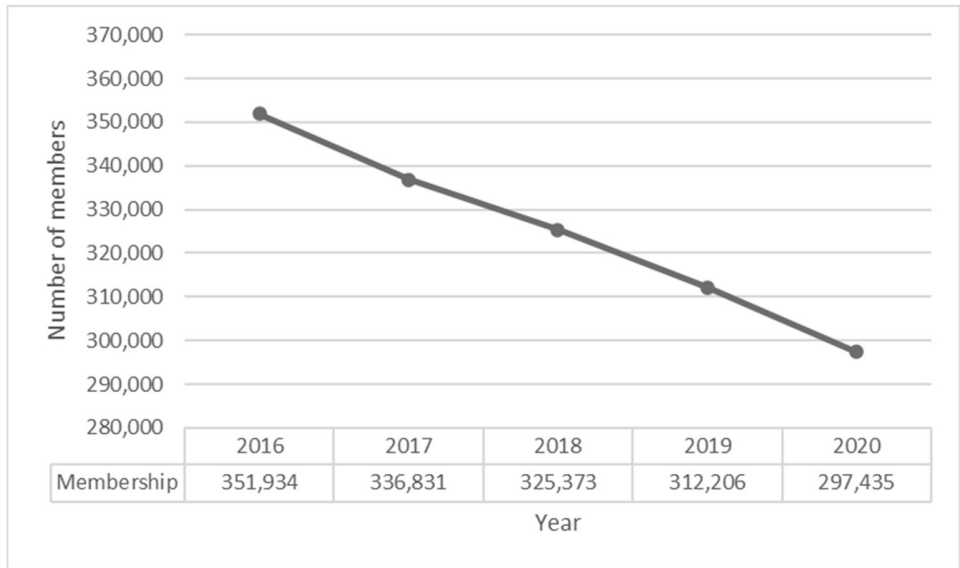


Figure 1 Leavers and Joiners in 2020

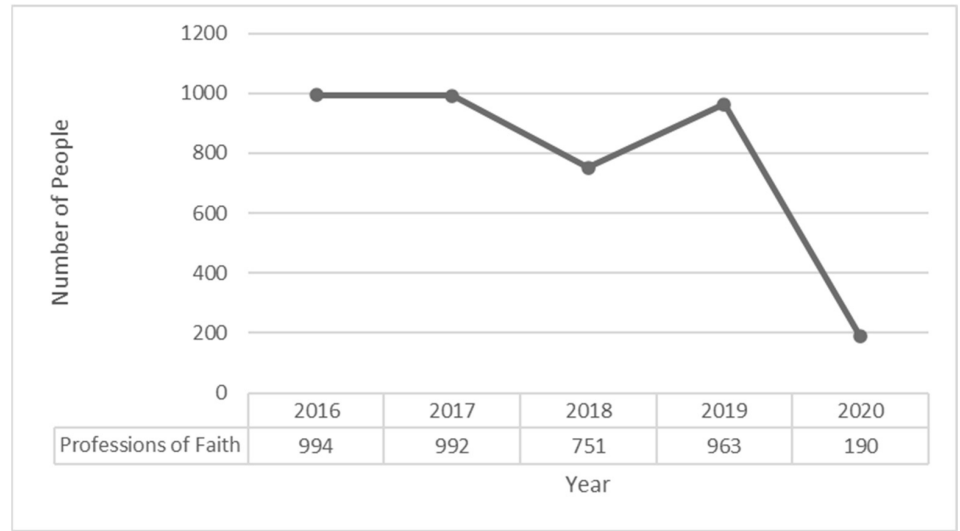
Comparative Graphs

Due to the impact of the Covid-19 pandemic with the closure of church buildings during 2020 care should be taken in making comparisons to previous years, as can be seen in some of the graphs below.

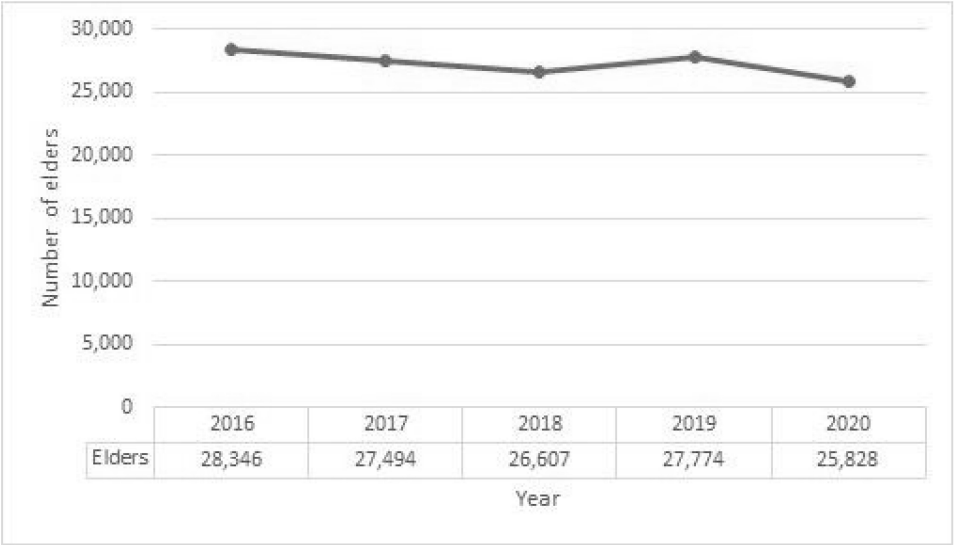
Membership



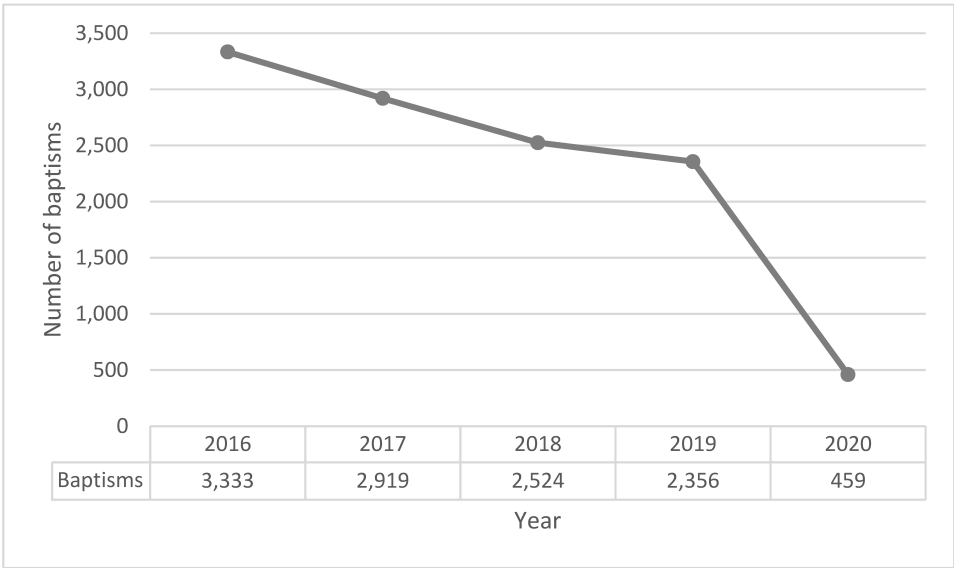
Professions of Faith



Elders



Baptisms





## Presbytery Data

### Reporting

Presbyteries	Membership as at 31 <sup>st</sup> Dec 2019	Admissions	Removals	Membership as at 31 <sup>st</sup> Dec 2020	Notices of Removal	Supplementary Roll	Response Rate
EDINBURGH	20,305	108	920	19,493	26	1,202	99%
WEST LOTHIAN	7,199	33	273	6,959	2	1,196	100%
LOTHIAN	10,829	63	433	10,459	4	1,341	100%
MELROSE AND PEEBLES	5,206	32	255	4,983	6	562	100%
DUNS	2,299	12	153	2,158	4	327	79%
JEDBURGH	4,656	7	155	4,508	3	126	94%
ANNANDALE AND ESKDALE	3,743	12	164	3,591	12	691	100%
DUMFRIES AND KIRKCUDBRIGHT	7,353	24	337	7,040	8	1,220	100%
WIGTOWN AND STRANRAER	4,176	30	208	3,998	17	151	100%
AYR	14,994	66	1,147	13,913	28	1,264	100%
IRVINE AND KILMARNOCK	7,899	17	303	7,613	12	1,434	97%
ARDROSSAN	7,016	24	361	6,679	18	649	89%
LANARK	5,012	7	320	4,699	1	967	86%
CLYDE	24,759	92	1,998	22,853	47	2,876	99%
GLASGOW	26,313	108	1,161	25,260	38	2,387	79%
HAMILTON	20,294	90	976	19,408	23	3,103	100%
ARGYLL	5,942	78	384	5,638	19	697	100%
FALKIRK	9,529	41	702	8,868	27	1,169	100%
STIRLING	11,224	71	523	10,772	5	972	100%
DUNFERMLINE	5,071	22	219	4,874	14	1,276	100%
KIRKCALDY	6,126	20	277	5,869	9	552	91%
ST ANDREWS	7,197	43	463	6,777	10	366	97%
DUNKELD AND MEIGLE	4,044	18	187	3,875	5	352	100%
PERTH	10,905	39	663	10,281	96	1,147	89%
DUNDEE	9,285	43	454	8,874	34	534	100%
ANGUS	10,312	45	402	9,955	17	1,076	90%
ABERDEEN AND SHETLAND	11,844	76	1,060	10,860	12	1,133	100%
KINCARDINE AND DEESIDE	6,182	32	251	5,963	3	805	100%
GORDON	10,516	210	293	10,433	18	787	96%
BUCHAN	8,735	9	300	8,444	13	834	91%
MORAY	6,303	44	247	6,099	8	319	93%
ABERNETHY	955	29	52	932	1	60	100%
INVERNESS	3,949	19	249	3,719	21	475	96%
LOCHABER	904	4	60	848	2	17	100%
ROSS	1,524	19	72	1,471	7	355	95%
SUTHERLAND	542	10	48	504	4	176	93%
CAITHNESS	921	12	83	850	1	237	100%
LOCHCARRON- SKYE	491	4	19	476	3	120	100%
UIST	278	4	14	268	1	20	100%
LEWIS	835	-	-	835	-	-	0%
ORKNEY	2,262	8	138	2,132	3	219	100%
ENGLAND	1,865	13	84	1,794	6	674	100%
INTERNATIONAL CHARGES	2,410	-	-	2,410	-	-	0%
CHURCH OF SCOTLAND	312,206	1,638	16,409	297,435	588	33,868	94%

Table 2: Presbytery reporting

## Membership

Presbyteries	Membership as at 31 <sup>st</sup> Dec 2020	Admissions			Removals		
		Profession of Faith	By Certificate	Restoration or Resolution	By Death	By Certificate	Otherwise
EDINBURGH	19,493	9	41	58	661	102	157
WEST LOTHIAN	6,959	5	11	17	228	15	30
LOTHIAN	10,459	2	37	24	317	26	90
MELROSE AND PEEBLES	4,983	2	16	14	191	21	43
DUNS	2,158	0	4	8	75	5	73
JEDBURGH	4,508	1	4	2	127	8	20
ANNANDALE AND ESKDALE	3,591	1	10	1	114	16	34
DUMFRIES AND KIRKCUDBRIGHT	7,040	7	4	13	243	16	78
WIGTOWN AND STRANRAER	3,998	0	15	15	99	18	91
AYR	13,913	15	36	15	521	60	566
IRVINE AND KILMARNOCK	7,613	0	13	4	199	32	72
ARDROSSAN	6,679	4	9	11	229	35	97
LANARK	4,699	0	3	4	147	8	165
CLYDE	22,853	8	60	24	795	81	1,122
GLASGOW	25,260	24	42	42	717	97	347
HAMILTON	19,408	17	56	17	776	70	130
ARGYLL	5,638	11	11	56	227	22	135
FALKIRK	8,868	6	16	19	392	24	286
STIRLING	10,772	9	17	45	343	28	152
DUNFERMLINE	4,874	5	11	6	180	13	26
KIRKCALDY	5,869	4	12	4	228	23	26
ST ANDREWS	6,777	3	24	16	229	23	211
DUNKELD AND MEIGLE	3,875	0	10	8	147	24	16
PERTH	10,281	3	27	9	313	45	305
DUNDEE	8,874	7	17	19	334	44	76
ANGUS	9,955	3	22	20	330	22	50
ABERDEEN AND SHETLAND	10,860	3	38	35	363	54	643
KINCARDINE AND DEESIDE	5,963	9	20	3	163	15	73
GORDON	10,433	0	25	185	223	45	25
BUCHAN	8,444	0	5	4	267	16	17
MORAY	6,099	22	8	14	195	16	36
ABERNETHY	932	0	2	27	29	3	20
INVERNESS	3,719	1	10	8	136	49	64
LOCHABER	848	0	3	1	37	5	18
ROSS	1,471	1	15	3	54	8	10
SUTHERLAND	504	1	9	0	21	3	24
CAITHNESS	850	2	5	5	33	7	43
LOCHCARRON- SKYE	476	0	1	3	12	0	7
UIST	268	0	0	4	13	1	0
LEWIS	835	-	-	-	-	-	-
ORKNEY	2,132	3	5	0	88	3	47
ENGLAND	1,794	2	5	6	37	7	40
INTERNATIONAL CHARGES	2,410	-	-	-	-	-	-
<b>CHURCH OF SCOTLAND</b>	<b>297,435</b>	<b>190</b>	<b>679</b>	<b>769</b>	<b>9,833</b>	<b>1,110</b>	<b>5,466</b>

Table 3: Presbytery membership figures

## Occasional Offices

Presbyteries	Baptisms			Weddings	Funerals
	All baptisms	Adult baptisms	Birth Thanksgiving Services		
EDINBURGH	35	1	5	48	1,028
WEST LOTHIAN	18	0	0	13	476
LOTHIAN	14	1	2	18	461
MELROSE AND PEEBLES	9	0	1	9	216
DUNS	3	0	0	2	143
JEDBURGH	7	0	0	6	194
ANNANDALE AND ESKDALE	4	0	0	4	149
DUMFRIES AND KIRKCUDBRIGHT	18	1	1	16	302
WIGTOWN AND STRANRAER	3	0	0	10	142
AYR	25	4	2	26	871
IRVINE AND KILMARNOCK	9	0	0	6	296
ARDROSSAN	9	1	3	9	366
LANARK	3	1	0	5	318
CLYDE	37	1	0	22	1,361
GLASGOW	35	7	9	43	1,732
HAMILTON	52	9	3	14	1,357
ARGYLL	8	1	0	25	474
FALKIRK	7	4	2	5	629
STIRLING	12	0	2	16	486
DUNFERMLINE	17	3	1	11	314
KIRKCALDY	8	3	0	9	470
ST ANDREWS	6	1	0	20	270
DUNKELD AND MEIGLE	6	0	0	8	174
PERTH	10	0	0	11	311
DUNDEE	8	0	2	8	369
ANGUS	16	3	0	21	414
ABERDEEN AND SHETLAND	15	2	0	18	578
KINCARDINE AND DEESIDE	6	0	0	15	192
GORDON	16	0	10	18	373
BUCHAN	3	0	0	6	201
MORAY	5	3	2	9	306
ABERNETHY	3	3	0	11	88
INVERNESS	7	1	1	9	251
LOCHABER	4	0	0	1	75
ROSS	3	1	0	1	136
SUTHERLAND	1	0	0	8	82
CAITHNESS	5	0	0	1	168
LOCHCARRON-SKYE	4	2	3	2	42
UIST	0	0	0	2	45
LEWIS	-	-	-	-	-
ORKNEY	3	1	0	7	120
ENGLAND	5	0	0	10	66
INTERNATIONAL CHARGES	-	-	-	-	-
<b>CHURCH OF SCOTLAND</b>	<b>459</b>	<b>54</b>	<b>49</b>	<b>503</b>	<b>16,046</b>
<b>% Scotland</b>	<b>1.0%</b>			<b>4.2%</b>	<b>25.0%</b>

Table 4: Presbytery baptisms, weddings, funerals figures

Church of Scotland congregations conducted 4.2% of weddings celebrated in Scotland in 2020, and 25.0% of funerals. They baptised or gave thanks for 1.0% of births (excluding adult baptisms).

## Leadership

Presbyteries	Elders			Other leaders		
	Male	Female	All	Male	Female	All
EDINBURGH	864	1,134	1,998	83	126	209
WEST LOTHIAN	312	353	665	87	165	252
LOTHIAN	345	473	818	34	74	108
MELROSE AND PEEBLES	184	214	398	35	52	87
DUNS	78	82	160	22	32	54
JEDBURGH	104	177	281	15	38	53
ANNANDALE AND ESKDALE	122	182	304	7	23	30
DUMFRIES AND KIRKCUDBRIGHT	244	279	523	84	125	209
WIGTOWN AND STRANRAER	94	122	216	18	48	66
AYR	531	749	1,280	49	101	150
IRVINE AND KILMARNOCK	252	293	545	41	82	123
ARDROSSAN	238	352	590	46	95	141
LANARK	142	197	339	19	29	48
CLYDE	1,060	1,391	2,451	139	239	378
GLASGOW	986	1,279	2,265	192	360	552
HAMILTON	954	1,220	2,174	125	195	320
ARGYLL	297	393	690	81	122	203
FALKIRK	357	515	872	60	126	186
STIRLING	398	519	917	54	107	161
DUNFERMLINE	198	312	510	19	26	45
KIRKCALDY	197	338	535	37	84	121
ST ANDREWS	244	344	588	12	23	35
DUNKELD AND MEIGLE	134	156	290	29	35	64
PERTH	288	375	663	14	26	40
DUNDEE	342	408	750	71	97	168
ANGUS	293	427	720	22	34	56
ABERDEEN AND SHETLAND	433	568	1,001	26	52	78
KINCARDINE AND DEESIDE	140	172	312	4	12	16
GORDON	246	331	577	24	43	67
BUCHAN	204	273	477	67	164	231
MORAY	206	303	509	14	64	78
ABERNETHY	37	61	98	6	3	9
INVERNESS	195	174	369	47	79	126
LOCHABER	39	76	115	10	23	33
ROSS	101	97	198	23	47	70
SUTHERLAND	26	59	85	6	12	18
CAITHNESS	51	52	103	21	46	67
LOCHCARRON-SKYE	31	24	55	39	26	65
UIST	26	9	35	9	14	23
LEWIS	-	-	-	-	-	-
ORKNEY	73	119	192	14	17	31
ENGLAND	65	95	160	0	0	0
INTERNATIONAL CHARGES	-	-	-	-	-	-
<b>CHURCH OF SCOTLAND</b>	<b>11,131</b>	<b>14,697</b>	<b>25,828</b>	<b>1,705</b>	<b>3,066</b>	<b>4,771</b>

Table 5: Presbytery leadership figures

There are 25,828 elders in the Church of Scotland of whom 43.1% are male and 56.9% female, 8.7% of the membership.

## Public Worship in 2020

Due to the Covid-19 pandemic church buildings were closed, on advice from the Scottish and UK governments, for many months during 2020.

The 2020 Congregational Statistics highlight that many of the congregations who were able to reopen once restrictions had eased, did so at different times, with numbers who were able to attend being impacted by the size and layout of their building to allow for social distancing and the maximum allowable number dependant on local restrictions once a new tier system was introduced throughout Scotland. Due to the significant differences across congregations, an initial analysis has demonstrated that it is not helpful to report these figures at a presbytery or wider church level in 2020.

Additional questions were added to the 2020 Congregational Statistics to obtain a broader and more realistic picture of worship throughout the church in 2020. These are given in Table 6. No responses were obtained from the Presbyteries of Lanark, Lewis or the Presbytery of International Charges.

84% of congregations offered online worship, with 67% making alternative offline provisions such as phone-in services or worship sheets. 95,000 households were estimated to have watched online worship, and 17,000 to have engaged in the alternative resources. These figures are made up of best estimates from congregations - it is impossible to judge how many people watch on a single device, or who re-watch a service. They are offered as indicative of the online engagement with the congregations of the Church of Scotland.

Additional information provided alongside the additional questions showed that some local radio stations also broadcast Church of Scotland services to those in the local area.

82% of congregations had re-opened their church building for public worship in 2020 when able to do so.

An ecumenical report, *"Adapt and be Flexible - the Mission Doesn't Stop!" The Scottish Church and the COVID-19 pandemic*, reported that 96% of churches in their sample were able to offer online worship.<sup>[2]</sup> The value reported here (84%) is rather less, perhaps due to the larger numbers of congregations completing these congregational statistics details, or other denominations being able to offer more online material.

The same report, at p17, also noted that 75% of churches in Scotland had re-opened for some form of public worship. The figure reported here, 82%, is likely to be higher due to congregations owning their own buildings in contrast with some other denominations, and perhaps where online provision has not been able to be made.

## Public worship in 2020

Presbytery	Membership as at 31 <sup>st</sup> Dec 2020	Able to offer online worship	Able to offer alternative offline worship	Estimate of online worshippers	Estimate of worshippers engaging with alternative offline worship	Re- opened building for public worship	Response rate
EDINBURGH	19,493	98%	68%	7,196	1,034	89%	89%
WEST LOTHIAN	6,959	96%	63%	1,879	162	54%	100%
LOTHIAN	10,459	89%	78%	2,848	874	97%	80%
MELROSE AND PEEBLES	4,983	100%	92%	2,288	285	77%	100%
DUNS	2,158	100%	45%	538	67	100%	79%
JEDBURGH	4,508	73%	82%	315	67	91%	69%
ANNANDALE AND ESKDALE	3,591	83%	44%	1,290	324	68%	100%
DUMFRIES AND KIRKCUDBRIGHT	7,040	63%	53%	3,109	413	91%	100%
WIGTOWN AND STRANRAER	3,998	50%	56%	1,165	156	94%	100%
AYR	13,913	83%	69%	5,663	890	88%	100%
IRVINE AND KILMARNOCK	7,613	83%	64%	1,438	353	53%	58%
ARDROSSAN	6,679	83%	73%	2,708	307	77%	81%
LANARK	4,699	-	-	-	-	-	0%
CLYDE	22,853	81%	65%	5,843	457	72%	57%
GLASGOW	25,260	90%	67%	8,575	1,679	89%	73%
HAMILTON	19,408	90%	69%	7,592	855	68%	82%
ARGYLL	5,638	57%	54%	3,266	684	66%	92%
FALKIRK	8,868	74%	85%	3,285	746	94%	100%
STIRLING	10,772	86%	66%	2,722	274	90%	64%
DUNFERMLINE	4,874	100%	75%	2,773	417	88%	100%
KIRKCALDY	5,869	94%	80%	1,535	272	88%	70%
ST ANDREWS	6,777	88%	74%	850	576	95%	68%
DUNKELD AND MEIGLE	3,875	74%	74%	2,749	244	53%	100%
PERTH	10,281	89%	69%	2,265	554	89%	77%
DUNDEE	8,874	86%	46%	1,818	466	83%	100%
ANGUS	9,955	89%	88%	2,469	422	100%	87%
ABERDEEN AND SHETLAND	10,860	82%	64%	3,410	1,568	85%	97%
KINCARDINE AND DEESIDE	5,963	88%	53%	1,190	81	82%	89%
GORDON	10,433	88%	65%	1,772	220	94%	57%
BUCHAN	8,444	72%	55%	1,592	237	83%	83%
MORAY	6,099	85%	53%	2,050	312	95%	71%
ABERNETHY	932	100%	89%	687	60	67%	90%
INVERNESS	3,719	92%	71%	2,653	453	58%	96%
LOCHABER	848	86%	79%	495	249	77%	93%
ROSS	1,471	79%	72%	698	230	76%	81%
SUTHERLAND	504	75%	75%	933	82	100%	29%
CAITHNESS	850	56%	44%	625	195	67%	100%
LOCHCARRON- SKYE	476	86%	67%	311	75	86%	88%
UIST	268	100%	100%	147	405	67%	50%
LEWIS	835	-	-	-	-	-	0%
ORKNEY	2,132	67%	44%	1,363	215	59%	85%
ENGLAND	1,794	100%	75%	569	52	75%	57%
INTERNATIONAL CHARGES	2,410	-	-	-	-	-	0%
<b>CHURCH OF SCOTLAND</b>	<b>297,435</b>	<b>84%</b>	<b>67%</b>	<b>94,674</b>	<b>17,012</b>	<b>82%</b>	<b>82%</b>

Table 6: Presbytery public worship figures

## Congregational Statistical Returns – Young People

(cf Appendix III of the Reports of the Council of Assembly, 2019)

Work with children and young people was greatly affected by the Covid-19 pandemic. The figures presented here need to be considered with this in mind and data quality may not be as high as in other years.

Reports from the Presbyteries showed that as at 31 December 2020:

1. The number of children and young people aged 17 years and under who are involved in the life of the congregation is 33,153;
2. The number of people aged 18 years and over, whose names are not on the Communion Roll, but who are involved in the life of the congregations is 12,737 and
3. The number of children who receive Holy Communion in terms of Act V, 2000, Section 15 is 2,107.

Presbyteries	Membership as at 31 <sup>st</sup> Dec 2020	Children under 17	Children receiving Communion	Adults not on Communion roll
EDINBURGH	19,493	3,366	368	1,101
WEST LOTHIAN	6,959	1,190	35	232
LOTHIAN	10,459	1,097	144	534
MELROSE AND PEEBLES	4,983	248	16	154
DUNS	2,158	92	14	33
JEDBURGH	4,508	283	2	5
ANNANDALE AND ESKDALE	3,591	180	18	65
DUMFRIES AND KIRKCUDBRIGHT	7,040	171	17	64
WIGTOWN AND STRANRAER	3,998	392	7	22
AYR	13,913	959	44	586
IRVINE AND KILMARNOCK	7,613	1,034	77	293
ARDROSSAN	6,679	532	16	119
LANARK	4,699	959	109	360
CLYDE	22,853	4,191	213	674
GLASGOW	25,260	4,870	297	1,499
HAMILTON	19,408	3,043	97	576
ARGYLL	5,638	281	9	233
FALKIRK	8,868	1,331	43	235
STIRLING	10,772	979	88	321
DUNFERMLINE	4,874	564	68	234
KIRKCALDY	5,869	547	21	114
ST ANDREWS	6,777	200	10	158
DUNKELD AND MEIGLE	3,875	291	3	110
PERTH	10,281	775	42	404
DUNDEE	8,874	830	102	331
ANGUS	9,955	763	54	78
ABERDEEN AND SHETLAND	10,860	1,035	43	246
KINCARDINE AND DEESIDE	5,963	387	25	176
GORDON	10,433	810	79	272
BUCHAN	8,444	974	1	76
MORAY	6,099	375	12	169
ABERNETHY	932	130	18	194
INVERNESS	3,719	569	72	831
LOCHABER	848	115	10	261
ROSS	1,471	113	4	748
SUTHERLAND	504	103	3	151
CAITHNESS	850	76	5	274
LOCHCARRON-SKYE	476	41	3	817
UIST	268	54	6	317
LEWIS	835	-	-	-
ORKNEY	2,132	146	16	73
ENGLAND	1,794	80	3	46
INTERNATIONAL CHARGES	2,410	-	-	-
<b>CHURCH OF SCOTLAND</b>	<b>297,435</b>	<b>33,868</b>	<b>2,214</b>	<b>13,186</b>

Table 8: Young People and Adherents

## Congregational Statistical Returns – Diversity

GA2020 tasked the Faith Impact Forum with investigating the experiences of people who are of Black, Asian or Minority Ethnicity (BAME)<sup>[3]</sup> within the Church of Scotland. As part of that work, congregations were asked to report the percentage of their attenders, and of their leadership, who were of such ethnicity. The inability to meet for public worship in much of 2020 made this question less easy to answer, but we are grateful to Clerks for their best estimates at this time.

The following table shows, of those who replied, the percentage of congregations in each Presbytery who reported any people of BAME in their congregations or in their leadership. No responses were obtained from the Presbyteries of Lanark and Lewis nor the International Presbytery.

- 26% of Church of Scotland congregations had BAME attenders
- Only 7% of Church of Scotland congregations had BAME leaders
- A third of presbyteries had no BAME leaders at all.

Presbyteries	Congregations as at 31 <sup>st</sup> Dec 2020	Congregations with BAME attenders	Congregations with BAME leaders	Response rate
EDINBURGH	70	60%	14%	83%
WEST LOTHIAN	26	38%	8%	92%
LOTHIAN	45	29%	4%	78%
MELROSE AND PEEBLES	26	38%	12%	100%
DUNS	14	14%	0%	79%
JEDBURGH	16	13%	0%	69%
ANNANDALE AND ESKDALE	19	11%	11%	100%
DUMFRIES AND KIRKCUDBRIGHT	32	22%	6%	100%
WIGTOWN AND STRANRAER	18	17%	6%	100%
AYR	48	19%	6%	98%
IRVINE AND KILMARNOCK	26	8%	4%	54%
ARDROSSAN	27	22%	0%	85%
LANARK	-	-	-	0%
CLYDE	75	19%	3%	57%
GLASGOW	124	42%	15%	69%
HAMILTON	73	19%	3%	84%
ARGYLL	51	10%	10%	92%
FALKIRK	34	38%	12%	100%
STIRLING	45	13%	2%	64%
DUNFERMLINE	24	42%	17%	79%
KIRKCALDY	23	13%	4%	65%
ST ANDREWS	31	16%	10%	71%
DUNKELD AND MEIGLE	19	21%	0%	100%
PERTH	35	17%	3%	71%
DUNDEE	35	34%	9%	91%
ANGUS	31	16%	0%	87%
ABERDEEN AND SHETLAND	34	71%	24%	97%
KINCARDINE AND DEESIDE	19	32%	5%	84%
GORDON	28	29%	4%	61%
BUCHAN	35	9%	0%	80%
MORAY	28	21%	0%	71%
ABERNETHY	10	20%	0%	90%
INVERNESS	25	32%	12%	92%
LOCHABER	14	21%	0%	100%
ROSS	21	14%	0%	81%
SUTHERLAND	14	7%	0%	29%
CAITHNESS	9	22%	11%	100%
LOCHCARRON-SKYE	8	25%	0%	88%
UIST	6	0%	0%	50%
LEWIS	-	-	-	0%
ORKNEY	20	5%	0%	90%
ENGLAND	7	29%	0%	43%
INTERNATIONAL CHARGES	-	-	-	0%
<b>CHURCH OF SCOTLAND</b>	<b>1,245</b>	<b>26%</b>	<b>7%</b>	<b>80%</b>

Table 9: Ethnic diversity

*In the name of the Trustees*

JOHN CHALMERS, Convener  
 NORMA ROLLS, Vice-Convener  
 JAMES McNEILL, Administrative Trustee



## CO-ORDINATED BUDGET STATISTICS 2019 TO 2022

	2019 Actual	2019 Increase/ (Decrease)	2020 Provisional	2020 Increase/ (Decrease)	2021 Projected	2021 Increase/ (Decrease)	2022 Projected	2022 Increase/ (Decrease)
	£'000	%	£'000	%	£'000	%	£'000	%
<b>CONGREGATIONAL INCOME</b>								
Offerings	60,851	2.2%	54,325	(10.7%)	57,500	5.8%	58,000	0.9%
Tax Recovery on Offerings	10,212	(10.9%)	9,715	(4.9%)	9,775	0.6%	9,860	0.9%
<b>Total Offerings</b>	71,063	0.1%	64,040	(9.9%)	67,275	5.1%	67,860	0.9%
Other Ordinary Income	15,945	(1.8%)	5,268	(67.0%)	5,025	(4.6%)	15,000	198.5%
<b>Total Ordinary Income</b>	<b>87,008</b>	<b>(0.2%)</b>	<b>69,308</b>	<b>(20.3%)</b>	<b>72,300</b>	<b>4.3%</b>	<b>82,860</b>	<b>14.6%</b>

**EXPENDITURE**

Available to Congregations	43,690	2.3%	26,175	(40.1%)	37,464	43.1%	44,460	18.7%
<b>Parish Ministries Fund</b>	37,473	(2.2%)	37,473	0.0%	32,311	(13.8%)	33,373	3.3%
Less: Vacancy Allowances	(3,268)		(3,453)		(3,336)		(3,600)	
	34,205		34,020	(0.5%)	28,975	(14.8%)	29,773	2.8%
<b>Mission and Renewal Fund</b>	9,113	18%	9,113	0.0%	5,861	(35.7%)	8,627	47.2%
<b>Total Expenditure</b>	<b>87,008</b>	<b>(0.2%)</b>	<b>69,308</b>	<b>(20.3%)</b>	<b>72,300</b>	<b>4.3%</b>	<b>82,860</b>	<b>14.6%</b>

**INCOME DISPOSITION**

	%	%	%
Available to Congregations	50.2%	37.8%	51.8%
Parish Ministries Fund	39.3%	49.1%	40.1%
Mission and Renewal Fund	10.5%	13.1%	8.1%
	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>

## Appendix II

### 2022 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 Investments	Transfers between areas	2022 Deficit to be met from Reserves	Budgeted Deficit 2021
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Parish Ministries Fund Total</b>	<b>37,818</b>	<b>33,373</b>	<b>3,640</b>	<b>805</b>	<b>-</b>	<b>-</b>	<b>4,232</b>
<b>Mission &amp; Renewal Fund</b>							
Faith Nurture Forum	4,120	708	-	221	15	3,176	4,094
Faith Impact Forum	2,256	-	906	926	(20)	444	585
Social Care Council	48,087	1,115	45,318	194	-	1,460	2,648
Support & Services Committees and Departments:							
Office of Assembly Trustees	775	771	4	-	-	-	30
Safeguarding	387	323	64	-	-	-	-
Stewardship and Finance	1,470	1,059	391	-	20	-	-
Law	898	309	589	-	-	-	-
Information and Communications Technology	968	862	106	-	-	-	-
Facilities Management 121-123 George Street	1,032	850	182	-	-	-	-
Central Properties Department, Health and Safety	158	138	20	-	-	-	-
Human Resources	423	382	41	-	-	-	-
Media and Communications	519	504	-	-	15	-	-
Unrestricted legacies not allocated to departments	-	(600)	600	-	-	-	-
<b>Total Support and Services</b>	<b>6,630</b>	<b>4,598</b>	<b>1,997</b>	<b>-</b>	<b>35</b>	<b>-</b>	<b>30</b>
<b>Office of General Assembly</b>	<b>1,231</b>	<b>1,175</b>	<b>50</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>
Presbytery Funding for 5 New Presbyteries	600	600	-	-	-	-	(193)
Contingency	431	431	-	-	(30)	30	-
<b>Mission &amp; Renewal Fund Totals</b>	<b>63,355</b>	<b>8,627</b>	<b>48,271</b>	<b>1,347</b>	<b>-</b>	<b>5,110</b>	<b>7,164</b>
<b>Total</b>	<b>101,173</b>	<b>42,000</b>	<b>51,911</b>	<b>2,152</b>	<b>-</b>	<b>5,110</b>	<b>11,396</b>

1. Income from external sources is from the provision of services e.g. CrossReach service income, cross charges to external parties and other Statutory Corporations. Forums are not cross charged for costs of Support and Services Departments.
2. Transfers to another budget line are shown as a negative and transfers in from another line as positive.
3. Amount to be met by congregations is before deduction of vacancy allowance.
4. Deficits from reserves held by Forums include accumulated revenue from prior years.
5. Budget relates to the Church of Scotland "Charity" only and excludes subsidiaries.
6. Office of General Assembly Covers the General Assembly and Moderator; Principal Clerk's department; Committee to Nominate Moderator and Committees without Funds such as Church of Scotland Trust. From May 2021, if approved, this will also include the Ecumenical Relations Committee and the Theological Forum.

## References

- [1] Elders figures are calculated from all congregations. Due to a large number of unions and nil returns, the 5% percentile reads 0 elders.
- [2] *"Adapt and be Flexible - the Mission Doesn't Stop!" The Scottish Church and the COVID-19 Pandemic.* Brendan Research, 2020. p11.  
**[www.brendanresearch.com/projects/scf-acts-covid19](http://www.brendanresearch.com/projects/scf-acts-covid19)** Last accessed 12 April, 2021.
- [3.] Whilst the congregational survey uses the BAME terminology, in light of recent work undertaken and growing understanding the term 'Ethnic Minorities' will be used in the future.