

# LEGAL QUESTIONS COMMITTEE

## May 2015

### PROPOSED DELIVERANCE

#### The General Assembly:

1. Receive the Report.
2. Insert a new Standing Order 83 and re-number subsequent Standing Orders accordingly. (*Section 4 – Time bound debate procedure*)
3. Delete the existing Standing Order 111(25) and substitute a new Standing Order 111(25). (*Section 5.1 – Membership of the Judicial Proceedings Panel*)
4. Pass an Act amending the Discipline of Ministry Act (Act III 2001) as set out in Appendix A. (*Section 5.1 and Appendix A*)
5. Delete the existing Standing Order 111(8) and substitute a new Standing Order 111(8). (*Section 6 – Membership of CARTA*)
6. Note that the minimum period of notice required of intention to marry is now at least 28 clear days. (*Section 9.2 – Marriage and Civil Partnership (Scotland) Act 2014*)
7. Instruct the Committee, in consultation with the Law Department and the Stewardship and Finance Department, to consider the purpose and timing of a congregation's Stated Annual Meeting and report to the General Assembly of 2016. (*Section 10 – Stated Annual Meeting of the congregation*)
8. Amend Standing Order 33 1.(b) as set out in the Report (section 11) and dispense with the observance of Standing Order 33 1.(b) in so far as it requires one week's notice of the name(s) of the Corresponding Member(s) appointed by The Church of Scotland Pension Trustees. (*Section 11 – Corresponding Member for Pension Trustees*)

### REPORT

#### 1. Elders as Moderators of Kirk Sessions

1.1 The 2012 Assembly instructed the Mission and Discipleship Council to undertake a survey in respect of elders who had been trained to act as moderators of their own kirk sessions. The 2013 Assembly instructed the Legal Questions Committee to consider the implications of that survey and to bring forward recommendations.

1.2 Having consulted with the Mission and Discipleship and Ministries Councils, the Committee believes that there are two issues. The Kirk Session Meetings Act (Act VI, 2004)

was not intended to permit the minister of a charge to abdicate, on a more or less permanent basis, the responsibility of moderating the kirk session. Neither was it intended to create an expectation that an elder who undertook training, sometimes on his or her own initiative, would have a right to act as moderator.

1.3 The Committee does not consider that the Act requires amendment. Instead we recommend that Presbyteries be alert to inappropriate use of the permissive provisions of Parts I and II of the Kirk Session Meetings Act.

We also suggest that the Mission and Discipleship Council ensure that an elder has discussed his or her intention to be trained as a moderator with his or her minister before he or she is accepted for training. The Council should also obtain a reference from the elder's minister.

## 2. Ministerial Practising Certificates

2.1 The present system of ministerial practising certificates was first introduced in 2006, through an amendment made to the Ministry Act (Act II, 2000). Practising certificates authorise ministers to undertake the functions of ministry, if they do not hold pastoral charges or other appointments which entitle them to membership of Presbytery (in terms of Act III, 2000). These provisions have typically applied to retired ministers, and also to others who are no longer formally engaged by the Church, but who still conduct services on an occasional basis. The holders of practising certificates have been required to apply for annual renewal. In accordance with the Vacancy Procedure Act (Act VIII, 2003) a practising certificate has also qualified the holder to apply for a pastoral charge.

2.2 In 2013 the legislation on practising certificates was amended on the initiative of the Ministries Council. The changes introduced the concept of a 'qualified practising certificate', which precludes the holder from being inducted to a charge, while still authorising him/her to undertake certain functions of ministry. A qualified practising certificate can now be issued to a minister who retires in accordance with the Long-Term Illness of Ministers Act (Act XV, 2002), or to a minister who demits with a legally binding agreement being put in place.

2.3 At the time of the above amendment in 2013, the Legal Questions Committee reported to the Assembly that confusion existed within the Church about who were entitled to hold practising certificates. The Assembly instructed the Committee, in consultation with the Ministries Council, to conduct a comprehensive review, with the intention of clarifying matters by bringing amending legislation to the Assembly in 2014. In the event, it became clear that related matters would be raised at the 2014 Assembly by the Special Commission Anent

Ministerial Tenure and the Leadership of the Local Congregation. The planned review of practising certificates was therefore postponed.

2.4 In conjunction with the Ministries Council, the Legal Questions Committee is now considering how the current system of practising certificates might be replaced with a new register of ministry, which covers all ministers, whether serving or retired. It is anticipated that such a register will be categorised, recognising for example that some ministers are no longer active, that some conduct worship on an occasional basis, that some serve as parish ministers, and that some serve in other types of ministerial appointment.

## 3. Review of the Disciplinary Acts – a consolidating/cohering Act

3.1 The Assembly of 2014 instructed the Committee as follows:

*Instruct the Committee to review the Acts of the General Assembly dealing with matters of Discipline, Bullying and Discrimination with a view to bringing forward one consolidating and cohering Act to a future General Assembly.*

3.2 At present there are four relevant Acts: the Discipline of Ministry Act (Act III, 2001), the Protection against Bullying Act (Act IV, 2007), the Protection against Discrimination Act (Act V, 2007) and the Discipline of Elders, Readers and Office Bearers Act (Act I, 2010).

3.3 In their place, the Committee hopes to bring a single Act covering discipline of ministers, elders, readers and office bearers, including cases of bullying and discrimination. The Protection against Discrimination Act would remain in certain respects but would be amended so that any allegation of discrimination would be dealt with as a disciplinary matter.

3.4 Thus all matters of discipline, bullying and discrimination would be dealt with under a unified process. This will be particularly helpful in cases where parties make multiple complaints which, at present, have

to be dealt with under different Acts and in accordance with different procedures. Among other improvements from which the parties as well as the Church will benefit, a unified procedure should speed up all stages of a case.

**3.5** The time taken to complete cases is a matter of concern for the Committee, as it is for all involved in disciplinary cases. This is not a criticism of any individual or body acting for the Church. Cases are often complex and difficult and the Committee knows that great care is taken at all stages to ensure that justice is not only done but is seen to be done. Nevertheless, in bringing a unified system for dealing with disciplinary matters, the Committee hopes to include provisions which will allow for speedier resolution without prejudicing the interests of parties or the Church.

**3.6** With this partly in mind, the Committee has also identified other issues which should now be addressed:

- **Who does the Church expect to be under its discipline?** For example, probationers and ministers in an admission or re-admission process are currently not included.
- **What does the Church consider to be a matter of discipline?** For example, should failure to follow an instruction on a capability matter be a disciplinary offence?
- **What is the most effective and efficient way to investigate a complaint?** Should a complaint be investigated, at least initially, by a single suitably qualified and experienced individual?
- **Who should decide whether there is a case to answer?** Perhaps this important decision should be made by a Professional Conduct Committee consisting of, say, 3 or 5 members of the Judicial Proceedings Panel?
- **When should a Special Committee get involved?** This three-person committee might best be deployed when it is decided that there is a case to answer.
- **Should there be a wider range of sanctions available to meet the needs of particular situations?** For

example should a period of administrative suspension be permitted to be taken into account in determining the sanction?

- **When appropriate, might a Special Committee have power to administer sanctions?** This might be appropriate in less serious cases or be welcomed by parties who wish a speedier resolution to their case.
- **Should the Church only focus on the conduct of individuals?** How should the Church deal with corporate conduct issues involving Church Courts, Councils or Committees?

**3.7** The Committee is indebted to a working group drawn from among its members who are grappling with these issues. Through this working group, the Committee has consulted and intends to consult further with the wider Church including the Presbytery Clerks' Forum. The Committee hopes to bring new legislation to the 2016 Assembly.

#### **4. Change to Standing Orders – Time bound debate procedure**

**4.1** Complex reports covering many subjects can be problematic for the General Assembly in terms of overall timing and ensuring that each area of interest is given a proper place. A proposed change to Standing Orders is offered to enable the General Assembly to structure its business so that, as far as possible, there is a clearly understood process which gives each topic in a long report an appropriate time for debate while providing an opportunity for discussion and the introduction of new sections of deliverance by commissioners.

**4.2** The Committee expects that the motion to use the time-bound debate process will be made by those responsible for the ordering of business – the Assembly Arrangements Committee and the Business Committee. It may, of course, also be requested in advance by a Council or Committee or it may be proposed by a commissioner with appropriate notice.

4.3 It is therefore proposed that a new Standing Order 83 be inserted as follows, with subsequent Standing Orders being re-numbered accordingly:

**"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 suspended 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."

## **5. The Judicial Proceedings Panel**

### **5.1 Membership**

5.1.1 The Judicial Proceedings Panel ("the JPP") is a panel of ministers, elders and deacons appointed by the General Assembly. The JPP neither formulates policy nor takes decisions on behalf of the wider Church. Its only purpose is to provide a pool of persons 'suitably experienced in the law and practice of the Church', from which the three-person Special Committees of Presbytery appointed in terms of the Church's disciplinary legislation are drawn.

5.1.2 There are relatively few qualified persons who are willing to undertake this difficult and sometimes stressful work. Once appointed to the panel, JPP members must undergo further training to equip them for their work. Experience is invaluable but hard-won. It can only be gained by serving on a number of Special Committees over a number of years. Cases can take 18 months or more to be completed.

5.1.3 By the 2015 Assembly, the longest serving members will have been JPP members for just two and a half years. Of those 15 people, 13 are willing to be re-elected. However, Standing Order 116 prevents more than 7 being reappointed at this Assembly. Moreover appointments to the JPP are limited to just three years with the option of serving only one further term.

5.1.4 The Committee believes that, well-intentioned though these provisions are, their effect is to deprive the Church of suitably qualified and experienced JPP members. The Church invests considerable time and money to train them, yet dispenses with their services just at the point when they are likely to be at their most

effective. Finding replacement panel members is an annual challenge and even the most willing recruits need time to get up to speed.

**5.1.5** Therefore the Committee proposes that Standing Order 111(25) (and consequentially, Standing Orders 112 and 116) and the Discipline of Ministry Act (Act III, 2001), section 1(1)(e) be amended (Appendix A) so that JPP members will serve three year terms which may be renewed by the Assembly without limit. This permits regular oversight of the JPP's membership with slightly greater frequency than usual (i.e. every three years) but permits willing and able members to continue their specialised and hard to replace service to the Church without interruption.

**5.1.6** The proposed amended Standing Order 111(25) would read as follows:

“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 112 & 116, 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).”

**5.1.7** The proposed amendment to the Discipline of Ministry Act (Act III, 2001), to provide for JPP members to serve further consecutive terms, is set out in Appendix A.

**5.1.8** It is impossible to predict how long cases assigned to a Special Committee may take to be completed. Therefore, it is quite possible for a JPP member to still be a member of a Special Committee which has not yet completed its work at the point of completion of his or

her term of service on the JPP. In those circumstances, termination of JPP membership would automatically mean termination of membership of the Special Committee. The work of the Committee would be imperilled with consequent inconvenience and even injustice to those involved. Accordingly, the Committee considers that the Discipline of Ministry Act, Section 1(1) should be amended (Appendix A) so that a Special Committee member is deemed to remain as a JPP member until the Committee's work is completed.

## **5.2 Training for JPP members**

The Committee continues to provide regular training for JPP members, and this year such training included an overnight conference held in November 2014. This event was exceptionally well-attended by JPP members and was generally very well rated by the attendees. Topics covered included the investigation and prosecution stages of a case, an overview of the Committee's work on consolidating the Church's disciplinary legislation, technical issues related to JPP work and a troubleshooting session. In addition to the learning sessions, many attendees fed back positively on the practical benefits of being given the opportunity to meet and share their experiences with other JPP members.

## **6. Membership of CARTA**

In the Council of Assembly report, at section 11, there are proposals for changing the term of office and remit of CARTA. The Committee notes that the change to Standing Order 111(8), if agreed, would be as follows:

“Committee on Church Art and Architecture.....18 members

Convener, Vice-Convener and 16 members appointed by the General Assembly. Notwithstanding SOs 112 & 116, 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.”

## 7. Legal Assessors

7.1 In connection with proceedings instituted under the Church's Disciplinary Acts, and also under the Congregations in an Unsatisfactory State Act (Act I, 1988), a Legal Assessor may be appointed. In terms of the Disciplinary Acts, once it has been decided that an investigation is merited, a Legal Assessor is appointed to advise the Special Committee on matters of law and procedure. Similarly, under Act I, 1988, when proceedings commence under this Act, a Legal Assessor is appointed to advise the Presbytery on matters of procedure. Such appointments are voluntary and whilst of a legal nature, do not preclude the future appointment of a paid solicitor. The Legal Assessor undertakes an "external advisor" role, providing comment and guidance to the Special Committee or Presbytery, as the case may be, without becoming directly involved in the investigation, or interviewing witnesses etc.

7.2 The Committee has become aware that there is a need to formalise a list of Legal Assessors who may be called upon, and also to clarify the terms upon which they accept office. A formal note approved by the Committee has been issued to prospective Legal Assessors. This note clarifies what their role may involve and what qualifications and experience are required. Also, a question arose as to whether any existing professional indemnity insurance which Legal Assessors may hold in relation to their day to day work would cover them for any liability arising in their work as a Legal Assessor. It is thought that they would **not** be covered. Therefore, in the unlikely case of a Legal Assessor being sued by a party to a case and in the very unlikely case of a Legal Assessor being found liable in damages, the Council of Assembly agreed that the Church will indemnify the Assessor for any costs reasonably incurred and damages awarded.

## 8. Congregational Statistics

Following concern about the accuracy and utility of congregational statistics as currently collected, guidance notes to accompany the 2014 return were issued. These notes were produced in response to issues raised by Presbytery Clerks. A consultation to gather information

about what it would be helpful to measure, and how it might be collected, is ongoing. It is expected that the collection of revised congregational statistics will be piloted in certain Presbyteries in December 2015. Thereafter it is envisaged that a firm proposal, to apply to all congregations from 2016, will be brought to the Assembly of 2016.

## 9. Marriage and Civil Partnership (Scotland) Act 2014

9.1 As the provisions of this Act have come into force and associated subordinate legislation rolled out, the Committee has responded as appropriate. Further consultation is expected around the standards required of other religious and civil bodies and their celebrants which may impact upon the Church and its ministers and deacons. The Committee engaged with the Equality and Human Rights Commission Scotland's Consultation on draft guidance relating to the Act.

9.2 Where a couple lodge a notice of intention to marry after 1 March 2015, they must do so at least 28 clear days before the date upon which they intend to marry.

## 10. Stated Annual Meeting of the congregation

Congregations are required to hold a Stated Annual Meeting (SAM) by 31 March each year at which the Annual Accounts are presented. The end of March deadline for holding the SAM originated in days when the congregation itself approved the accounts. Under current charity legislation the approval of accounts is by the Trustees and the congregation is simply afforded the opportunity to meet as "members of the charity" to ask questions about the care of the "charity's" funds. This system of approval by Trustees and then discussion at the SAM sometimes means that office bearers find it difficult to adhere to the 31 March deadline. Accordingly this may be a good time to reflect on whether the date can be altered while still ensuring that the presbytery can carry through the attestation process in such a way that the congregation can submit its accounts to OSCR by 30 September. If so instructed by the General Assembly the

Committee will consult with interested parties and bring a report to the General Assembly of 2016.

## 11. Change to Standing Orders – Corresponding Member for Pension Trustees

11.1 The Pension Trustees have asked that they be permitted to appoint a Corresponding Member to the Assembly. As a matter of good governance, the Pension Trustees want to be able to respond to any relevant issues which arise at the Assembly.

11.2 This has been discussed by members of the Assembly Arrangements Committee and the Principal Clerk's Office and it has been agreed that such representation would be appropriate.

11.3 It is therefore proposed that Standing Order 33 be amended, to add "The Church of Scotland Pension Trustees" to the list contained in Standing Order 33 1. (a).

11.4 Standing Order 33 1.(b). requires that notice of not less than one week before the commencement of the General Assembly be given of the names of Corresponding Members. In the circumstances dispensation with the observance of SO 33 1.(b). is sought in terms of SO 127. The name(s) of the proposed Corresponding Member(s) shall be printed in the Assembly Papers, on the basis that their status as Corresponding Member(s) is subject to the Assembly's approval.

## 12. Examination of Records

In accordance with the arrangements set in place by the General Assembly of 2000 the Legal Questions Committee has examined the relevant records of Assembly Councils and Committees. These have been found, generally, to be in order with suggestions for improvements in consistency of pagination and other minor matters being made to the Convener and Secretary of each Council and Committee.

*In the name of the Committee*

ALAN J HAMILTON, *Convener*  
 GEORGE S COWIE, *Vice-Convener*  
 GEORGE J WHYTE, *Secretary*

## ADDENDA

### Presbyterial Commission

This year sees the retirement of James McNeill, QC, as Convener of the Presbyterial Commission and also of Andrew Gibb and Robert Miller, Vice Conveners. Over the years, they have all contributed greatly to formulating the Commission's practice and procedures and have given generously of their time and expertise in what can be both sensitive and yet legally challenging work.

James has served as one of the two Conveners since the Commission's establishment in 2001. He is an elder of and former Session Clerk at Edinburgh St Andrew's and St George's West Church. He also serves as the Secretary of Edinburgh City Centre Churches Together. Since 2006 as well as his work at the Scottish Bar, he has been one of the Judges of the Courts of Appeal of Jersey and Guernsey. The later role has led to increasing periods away from Edinburgh, making it difficult for James to combine his "day jobs" with continuing in office as Convener.

Andrew was appointed as a Vice Convener in 2004 when the Assembly agreed that the nature of the office required it to be filled by a person qualified to practise law. He retired this year after a distinguished career as a solicitor specialising in civil litigation and having served 45 years with the same prominent Edinburgh legal firm. A former President of the Law Society of Scotland, he has given long service as an elder in Edinburgh Corstorphine St Ninian's.

Robert's term of appointment as Vice Convener also started in 2004. An elder in Edinburgh Barclay Viewforth, after a distinguished career specialising in litigation, he has also recently retired from practice as a partner and subsequently consultant in a large Edinburgh legal firm.

The Church has indeed been fortunate to have had the services of James, Andrew and Robert in these demanding offices.

*In the name of the Committee*

ALAN J HAMILTON, *Convener*  
 GEORGE S COWIE, *Vice-Convener*  
 GEORGE J WHYTE, *Secretary*

**The Rev Dr Alan Hamilton**

Alan Hamilton, minister of Killermont Parish Church, completes his term of office as Convener of the Legal Questions Committee at this Assembly. Alan first joined the Committee in 2006 and was appointed Vice Convener in 2008, before taking the helm in 2011.

Having previously worked in the legal profession, Alan has brought both personal and professional gifts to his role. He possesses keen analytical skills and has an intuitive understanding of the potential benefits and pitfalls in different situations. Alan has worked tirelessly to chart ways forwards, at a time when the Church has been facing complex issues, both internally and externally. In particular, when engaging with the Scottish Government's consultation process in relation to proposed changes in

marriage law, Alan ensured that the Church's position was represented with integrity and grace.

As Convener, Alan has been keen to ensure that the Committee remains true to the tasks that the General Assembly gives it to do. He has also been willing to listen to different voices and to take account of the various perspectives that members of the Committee have brought. Alan deserves the gratitude of the General Assembly for this service that he has given.

*In the name of the Committee*

GEORGE S COWIE, *Vice-Convener*  
GEORGE J WHYTE, *Secretary*



**APPENDIX A****ACT AMENDING THE DISCIPLINE OF MINISTRY ACT (ACT III, 2001)***Edinburgh, [ ] May 2015, Session [ ]*

The General Assembly hereby enact and ordain that the Discipline of Ministry Act (Act III 2001) as amended, shall be further amended as follows:

1. *In section 1(1)(e), delete the penultimate sentence and substitute therefor:*

“Appointments shall be for three years with the option of serving further consecutive terms.”

2. *In section 1(1), insert new paragraph (f):*

“(f) A member of the Judicial Proceedings Panel who, at the expiry of his or her elected membership of the Panel is a member of a Special Committee of Presbytery whose work is not yet completed, shall be deemed to continue as a member of the Panel. His or her membership of the Special Committee shall continue uninterrupted until the Special Committee’s work is completed at which time his or her deemed membership of the Panel shall also end.”

and re-number accordingly.

**APPENDIX B****PERSONS AND AGENCIES IN SCOTLAND FOR 2014**

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

Removals by Death	10,011	
Less Admissions by profession	<u>1,273</u>	8,738
Removals by Certificate	3,013	
Less Admissions by Certificate	<u>2,049</u>	964
Other Removals	7,673	
Less Restoration	<u>1,321</u>	<u>6,352</u>
Total decrease		<b>16,054</b>

**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 60,107.
- (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 15,642.
- (3) that the number of children who receive Holy Communion in terms of Act V, 2000, Section 15 is 3,121.

## APPENDIX C

### All Presbyteries – Congregational Statistical Return

THE CHURCH OF SCOTLAND		All Presbyteries										Congregational Statistical Return										On Roll as at 31st December 2014			
PRESBYTERIES	On Roll as at 31st December 2013	REMOVALS				ADMISSIONS				New Union	On Roll as at 31st December 2014	+Inc or -Dec	Union +Inc/-Dec	Number of Notices of removal sent	Number on Supplementary Roll	OFFICE BEARERS				BAPTISMS					
		By Death	By Cert	Other-wise	To Union	By Prof-ession	By Cert	By Restor-ation	On Roll as at 31st December 2014							Elders M	Elders F	Not Elders M	Not Elders F	No. During Year	Of Which Adults	Thanks-giving and Blessing Services	Wedd-ings	Funerals	
Aberdeen	14,417	408	138	335	-	47	75	42	-	13,700	-717	-	12	1,104	537	599	51	108	92	12	7	121	905		
Abernethy	957	-	-	-	-	-	-	-	-	957	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Angus	13,688	353	74	448	-	30	84	31	-	12,958	-730	-	22	1,693	370	497	42	98	116	7	15	97	591		
Annandale and Eskdale	5,058	146	24	42	-	3	15	34	-	4,898	-160	-	26	950	180	220	11	43	61	1	4	70	227		
Ardrossan	8,656	232	60	46	-	25	56	14	-	8,413	-243	-	16	532	347	429	32	51	92	8	-	88	581		
Argyll	7,493	183	49	208	-	12	27	48	-	7,140	-353	-	37	605	363	384	101	186	102	4	1	125	490		
Ayr	18,409	444	114	284	67	34	75	55	67	17,731	-678	-	47	2,120	608	711	84	214	160	9	5	177	1,125		
Buchan	11,584	217	48	230	-	15	20	9	-	11,133	-451	-	4	735	245	243	68	146	39	5	1	34	286		
Caithness	1,308	13	3	88	-	8	2	2	-	1,216	-92	-	1	13	31	21	6	18	7	-	-	10	75		
Dumbarton	12,910	313	74	292	-	60	56	34	-	12,381	-529	-	23	1,084	530	650	68	152	167	8	20	166	606		
Dumfries and Kirkcudbright	8,824	252	46	158	-	16	41	40	-	8,465	-359	-	25	1,213	303	291	74	143	95	3	2	102	418		
Dundee	12,477	328	119	246	-	25	61	41	-	11,911	-566	-	22	546	483	499	37	98	123	5	5	85	533		
Dunfermline	6,477	193	41	192	-	44	63	44	-	6,202	-275	-	18	1,624	282	330	19	51	82	7	12	88	488		
Dunkeld and Meikle	4,835	131	24	15	13	7	19	19	13	4,710	-125	-	-	398	172	163	25	39	40	-	-	73	226		
Duns	2,922	95	19	100	-	-	11	14	130	2,863	-59	130	11	310	105	116	28	48	34	1	9	31	175		
Edinburgh	26,360	701	277	1,079	1,371	107	177	122	1,371	24,709	-1,651	-	81	1,973	1,226	1,410	166	250	303	26	26	237	1,401		
England	2,095	36	9	72	-	15	12	9	-	2,014	-81	-	4	693	74	95	23	29	60	10	-	39	116		
Falkirk	12,781	341	109	232	819	62	61	29	-	11,432	-1,349	-819	24	1,820	524	583	157	265	148	22	1	87	759		
Glasgow	34,799	893	265	510	261	166	164	108	264	33,572	-1,227	3	68	3,019	1,386	1,663	278	549	389	37	31	232	2,361		
Gordon	13,042	297	45	92	-	28	54	36	-	12,726	-316	-	20	1,434	341	371	37	80	86	3	3	92	535		
Greenock & Paisley	19,096	494	135	392	-	94	80	66	481	18,796	-300	481	61	2,633	887	964	110	197	220	22	12	146	1,210		
Hamilton	25,895	658	154	270	-	139	157	69	-	25,178	-717	-	45	3,786	1,198	1,223	189	344	289	36	7	188	1,503		
Inverness	4,878	120	51	97	-	13	50	8	-	4,681	-197	-	10	335	227	130	58	100	32	3	-	38	277		
Irvine and Kilmarnock	9,557	235	37	48	-	32	40	31	-	9,340	-217	-	9	1,864	374	397	86	185	86	9	6	70	511		
Jedburgh	6,086	143	25	23	-	7	25	36	-	5,963	-123	-	10	130	223	199	21	35	96	3	3	42	276		
Kincardine and Deeside	8,168	180	57	88	-	16	50	25	-	7,934	-234	-	13	1,054	178	209	11	21	70	2	5	78	294		
Kirkcaldy	8,102	242	62	42	640	23	38	17	640	7,834	-268	-	7	850	298	425	62	136	76	5	2	70	580		
Lanark	6,694	175	202	160	-	20	40	32	-	6,249	-445	-	31	1,056	222	232	43	65	58	7	1	42	392		
Lewis	1,010	12	190	8	-	11	15	-	-	826	-184	-	18	2	51	-	19	7	13	3	-	18	86		
Lochaber	1,131	35	12	4	-	4	1	1	-	1,086	-45	-	-	125	52	78	14	25	29	4	1	27	98		
Lochcarron	737	14	11	99	-	11	4	12	-	640	-97	-	11	139	33	14	19	31	11	4	1	19	64		
Skye	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lothian	14,087	364	95	590	-	30	77	56	-	13,201	-886	-	22	1,600	469	549	73	142	165	16	22	143	823		
Melrose and Peebles	6,474	160	17	74	-	11	13	19	-	6,266	-208	-	1	756	229	209	25	59	52	5	5	51	289		
Moray	8,083	209	49	287	357	26	41	30	357	7,635	-448	-	19	1,155	279	342	61	173	72	4	-	90	451		
Orkney	2,682	-	-	-	-	-	-	-	-	2,682	-	-	-	-	-	-	-	-	-	-	-	-	-		
Perth	12,700	308	66	57	-	27	79	50	-	12,425	-275	-	59	707	377	410	60	73	91	7	11	92	544		

Ross	1,860	42	15	47	-	20	25	5	-	1,806	-54	-	3	149	126	106	44	91	27	3	-	33	201
Shetland	1,342	44	6	60	-	1	2	-	-	1,235	-107	-	4	170	56	78	15	43	11	-	-	24	127
St Andrews	9,830	280	78	174	-	13	51	20	-	9,382	-448	-	12	1,115	306	379	58	113	97	3	5	98	517
Stirling	13,878	345	87	225	-	27	92	40	-	13,380	-498	-	70	1,600	517	549	69	154	132	21	6	129	663
Sutherland	767	25	5	9	-	4	8	12	-	752	-15	-	3	227	44	60	13	34	24	-	-	38	109
Uist	372	1	-	3	-	1	1	-	-	370	-2	-	-	-	7	-	-	-	1	1	-	4	11
West Lothian	8,968	218	70	193	-	33	58	39	-	8,617	-351	-	17	1,442	355	374	58	167	152	12	3	112	657
Wigtown and Stranraer	4,933	131	51	54	-	6	29	22	-	4,754	-179	-	7	488	158	171	29	94	45	1	4	44	257
Totals	396,422	10,011	3,013	7,673	3,528	1,273	2,049	1,321	3,323	380,163	-16,259	-205	893	43,249	14,773	16,373	2,444	4,857	4,045	339	236	3,550	21,838

## COMPARATIVE STATISTICS FROM 2003 TO 2014

	2003	2004	2005	2006	2007	2008
Congregations	1,546	1,541	1,523	1,513	1,487	1,464
Communicants						
Removals by Death	14,136	13,465	13,084	12,557	12,478	11,826
Removals by Certificate	5,584	4,824	4,185	4,398	4,203	3,553
Removals otherwise	8,434	7,210	6,903	7,827	5,703	5,995
Total Removals	28,154	25,499	24,172	24,782	22,384	21,374
Admission on Profession	2,610	2,661	2,394	2,424	2,115	1,989
Admission by Certificate	4,550	3,962	3,507	3,572	3,354	2,941
Admission by Resolution	2,369	2,513	2,421	2,209	2,371	1,849
Total Admissions	9,529	9,136	8,322	8,205	7,840	6,779
Total on rolls	553,248	535,834	520,940	504,363	489,118	471,894
Elders	42,071	41,621	41,218	40,651	38,534	36,360
Baptisms	8,065	7,745	7,375	7,337	6,950	6,154
Total Population	5,057,400	*	5,094,800	5,116,900	5,144,200	5,168,500
Adult	4,049,158	*	4,035,773	4,130,913	4,161,258	4,189,133
Children at School Age	744,414	*	727,678	717,530	707,742	696,395
Children born	51,751	*	54,476	55,168	57,003	59,531
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Congregations	1,454	1,441	1,427	1,414	1,389	1,379
Communicants						
Removals by Death	11,218	11,454	10,488	11,156	10,648	10,011
Removals by Certificate	3,685	3,394	3,332	3,073	3,026	3,013
Removals Otherwise	5,763	6,096	5,821	7,047	5,592	7,673
Total Removals	20,666	20,944	19,641	21,276	19,266	20,697
Admissions by Profession	2,017	1,928	1,828	1,617	1,485	1,273
Admissions by Certificate	2,707	2,467	2,365	2,413	2,256	2,049
Admissions by Resolution	1,836	1,868	1,591	1,750	1,777	1,321
Total Admissions	6,560	6,263	5,784	5,780	5,518	4,643
Total on Rolls	464,355	445,646	432,343	413,488	398,389	380,163

Elders	36,215	36,519	34,572	34,138	32,834	31,146
Baptisms	6,198	5,787	5,452	5,147	4,664	4,045
* Total Population	5,194,000	5,222,100	5,254,800	5,313,600	5,327,700	Figures Not Yet Available
Adult	4,151,853	4,184,261	4,218,391	4,398,929	4,416,021	
Children of School Age	678,163	680,325	676,013	680,291	679,221	
Children born	59,673	59,395	59,826	58,691	57,058	

\* Calculation date changed during 2004

**APPENDIX D**  
**STATISTICS ANENT MINISTRY**

<b>A. AT HOME</b>	<b>As at 31.12.09</b>	<b>As at 31.12.10</b>	<b>As at 31.12.11</b>	<b>As at 31.12.12</b>	<b>As at 31.12.13</b>	<b>As at 31.12.14</b>
Number of Charges at December	1,149	1,134	1,109	1,101	1068	1051
Number of Ministers serving charges	M 734 F 206	M 724 F 215	M 687 F 218	M 652 F 205	M 627 F 202	M 607 F 204
<b>Total</b>	940	939	905	857	829	811
Number of Guardianships	-	-	4	9	20	25
Number of Vacant Charges	209	195	200	223	223	215
Ministries Development Staff	-	-	-	-	-	M 33 F 61
<b>Total</b>	-	-	-	-	-	94
<b>Total MDS Posts in Plans</b>	-	-	-	-	-	138.5
<b>B. ABROAD</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Number of Ordained Ministers	4	3	3	19	17	19
Number of Vacancies for Ministers	1	0	0	0	3	3
<b>C. STUDENTS COMPLETING COURSES</b>						
New College, Edinburgh	M 9 F 5	M 3 F 1	M 2 F 0	M 4 F 4	M 4 F 4	M 10 F 5
Trinity College, Glasgow	M 0 F 2	M 2 F 3	M 2 F 0	M 3 F 2	M 4 F 1	M 4 F 9
St Mary's College, St Andrews	M 0 F 0	M 0 F 1	M 0 F 1	M 2 F 2	M 0 F 0	M 0 F 2
Christ's College, Aberdeen	M 1 F 1	M 1 F 2	M 1 F 0	M 0 F 2	M 0 F 0	M 1 F 0
Highland Theological College, Dingwall	M 4 F 0	M 1 F 1	M 1 F 0	M 0 F 1	M 1 F 1	M 7 F 1
<b>Total number completing</b>	<b>22</b>	<b>15</b>	<b>7</b>	<b>20</b>	<b>15</b>	<b>39</b>