



THE CHURCH OF SCOTLAND  
**SOCIAL CARE COUNCIL**

Meeting held in

Church of Scotland

Daisy Chain Early Years Project

The Glasgow Elim Church

42 Inglefield Street

Govanhill

20th February 2013 10:30am - 4:30pm

## MINUTE

<b>Present:</b>	A list of those attending is attached to this Minute at Appendix 1.
<b>Apologies:</b>	Apologies were noted.

	<u>Agenda Item</u>	<u>Action</u>
598.	<p><b>Opening Worship and welcome</b>            The Convener constituted the meeting with Prayer and Irene McGugan read from the Gospel according to Luke 13:31 to 35. The Convener said that these were difficult times for CrossReach and he called for the Council to be faithful and to trust and obey. The Convener thanked the Daisy Chain project for allowing the Council to visit the service.            Convener wished to send to good wishes to Cathy Paton who helped pioneer the project but had moved to Mull with her husband who was a Minister.</p>	Convener
599.	<p><b>DECLARATION OF INTEREST</b>            There were no declarations of interest.</p>	

600.	<b>MINUTES OF PREVIOUS MEETINGS AND MATTERS ARISING</b> The minutes were approved.	
601.	<b>MATTERS ARISING</b> <b>Genuine Occupational Requirement</b> - on agenda <b>Grace Capital</b> - First meeting took place 29 January with Rev Richard Frazer, Rev Hugh Stewart, Elizabeth Hay and CEO Peter Bailey. All parties to bring formal recommendations back to Business Committee. <b>Interaction with other groups</b> - Update from Council of Assembly to be added <b>Rubislaw</b> - on agenda <b>Belmont Castle</b> - on agenda <b>Golden Age project</b> - Peter had spoken with Ian Whyte who had supported CrossReach's involvement in the project	Rev H Stewart, Rev R Fraser CEO Elizabeth Hay
602.	<b>Finance and Resources Committee (F &amp; R) Committee</b> Professor Tom Chadwick Chair of the F&R Committee thanked Ian Huggan for chairing the January meeting as he was not available. He said that the end of year accounts were not as good as had been expected, with an operating deficit of £1.5m rather than the expected £1m and this was due to:- <ul style="list-style-type: none"> <li>• Reduced occupancy at Geilsland</li> <li>• Decrease in legacies</li> </ul> He also said that there were impairments and onerous leases accounting for a further £1.5m which was due to onerous leases at Belmont Castle and St Andrews, Dunbar and impairment charges at Geilsland and Belmont Castle. He did advise that the end of year accounts were still to be audited. Prof Chadwick said that the Finance Team at CrossReach was being strengthened with a new Finance Business Partner for Children and Families and a new Financial Accountant to allow Ian Wauchope to work at a more strategic level. Ian confirmed that CrossReach needed to learn lessons from the past to ensure when signing leases that we will need the premises for the length of the lease and when refurbishing services that the occupancy could be reached to recoup the monies spent.  The Convener thanked Prof Chadwick for his update and said that action plans for services with deficits of more that £10K were still in place and that the December spend was still being assessed as spend had increased slightly on the previous month.	
603.	<b>Business Committee</b> Bill Usher Vice Chair of the Business Committee highlighted a few issues from the last Committee meeting including:- <ul style="list-style-type: none"> <li>• Rev Hugh Stewart had helped members understand Grace Capital further</li> <li>• Calum Murray Director of Adult Services had provided Committee with a very thorough update</li> <li>• Committee were pleased with the outcome of the service users survey presented to them by Claire Hay.</li> </ul>	
604.	<b>Quality and Standards Committee</b> Next meeting to take place on 27 February. The Quality and Standards Committee will be moving from 5 meetings a year in 2013 to 6 meeting per year in 2014.	

605.	<p><b>Legacies</b> £498K had been received in legacies in 2012 which was the lowest for 10 years. CrossReach's aim was to become less reliant on legacies, but were not in a position to do so at present. A formal legacies policy will be presented to the April Council.</p>	
606.	<p><b>Interaction with other Groups</b> Peter said that the <b>Nominations Committee</b> had made their decisions - Sally Bonnar had been elected as the Convener of the Social Care Council to which she was congratulated. He also advised of the nominations and reappointments to Council, however to date there was no final list.</p> <p><b>Council of Assembly (C of A)</b> The Convener advised that the Bellfield business case had been discussed at C of A on 18<sup>th</sup> February and a number of issues had been flagged up as a result of the discussion including agency costs, recruitment; GOR; business model; maintenance costs; legacies, self funders and Government funded places in care homes. He said that whilst the business plan had been approved for Bellfield the C of A wanted to work with and to strengthen CrossReach's strategic direction. Convener advised that the C of A have a new remit to support and encourage other Councils. The Social Care Council welcomed the initiative. A short life working group would be set up with members of Council and would include Donald Carmichael (as the C of A representative) and other members in the group would be :_</p> <p>Dr Sally Bonnar Convener elect Rev Syd Graham present Convener Ian Huggan Vice Convener Rev Dr Richard Frazer Vice Convener Adrian Bark Rev Richard Begg Bill Usher K Keith I McGugan Peter Bailey CEO Mari Rennie HR and OD Director I Wauchope Finance and Resources Director Elizabeth Hay Business Development</p> <p>Reports will be produced and shared with Business Committee and Finance and Resources Committee with a full report being presented at the June residential Council.</p> <p>The Convener also advised that the C of A Finance Group would meet on the 4<sup>th</sup> March and to discuss 2014 budgets.</p> <p><b>The Guild</b> Kay Keith said that the Guild throughout Scotland had identified 6 projects to support over the next 3 years and that this included Heart for Art and that £25,000 had been raised for the project to date. Kay also said that The Golden Age Project included a CrossReach representative. The Convener thanked Kay for her update.</p> <p><b>Church and Society</b> Adrian Bark updated Council on the work of Church and Society advising that at the last meeting much of the time had been taken discussing the report for the General assembly including;-</p> <ul style="list-style-type: none"> <li>• The implications of Scottish independence</li> <li>• The inheritance of Abraham - the promised land</li> <li>• Bolivia</li> <li>• Two further reports were being considered on kinship bonds and human rights</li> <li>• Around 40 deliverances had been approved</li> </ul> <p>Church and Society are undertaking a strategic review and are making strong</p>	

	<p>efforts to get its work better known; the new Convener has her own blog and its promoting the work of the Council by travelling round Scotland. The Convener thanked Adrian for his work.</p> <p><b>Priority Areas</b> Irene McGugan and Rev Richard Begg said that they had met with Priority Areas (PA) staff and visited two Priority Areas projects and PA staff had visited the Daisy Chain project. The PA staff was impressed by the Daisy Chain Project. Irene and Richard will continue to explore with PA staff how we can work together and to identify ways in which CrossReach and PA can work better together</p> <p><b>Scottish Churches Housing Action</b> Clare Fleming is now the representative on this group, with the first meeting being held in March. CEO to write to SCHA with details</p>	<p>CEO</p>
<p>607.</p>	<p><b>Daisy Chain Project</b> Viv Dickenson Director of Children and Family Service spoke to a short DVD on the work of the Daisy Chain and provided some detail along with Leanne one of the centres care workers:-</p> <ul style="list-style-type: none"> <li>• caters for 300 children and families - whole family intervention</li> <li>• consultation with community first, by asking them what they wanted</li> <li>• set up through the Early Years Action Fund now changing to Big Lottery - but looking at different funding streams including Glasgow City Council</li> <li>• application made to BBC Children in Need</li> <li>• working with between 8/10 languages/ethnicities</li> <li>• set up due to growing Romanian community which was difficult to engage with</li> <li>• multi agency approach including Elim Church, NHS, Govanhill Community Development Trust and Govanhill Free Church</li> <li>• Nicola Sturgeon MSP for the area - close links</li> <li>• work of volunteers essential to running of the project -valued</li> <li>• Maximum number of children per day - 15, need to turn families away at present - now recording unmet needs</li> <li>• no cost to users of the centre, however some have said that they will give what they can</li> <li>• donations of clothes and toys received</li> </ul> <p>Council thanked Leanne and Viv for their presentation</p>	
<p>608.</p>	<p><b>Special Focus Adult Care</b> Calum Murray Director of Adult Services Calum spoke to his paper and highlighted a number of issues</p> <ul style="list-style-type: none"> <li>• Threshold West of Scotland had saved 30% of operational costs due to flexibility, reduction in working hours and changes in roles and gradings</li> <li>• John Duncanson won Adult Learner of the Year Award</li> <li>• Lifestyle Centre - CEO of Eilean Siar NHS declined to support the project with the necessary funding. Application now made to Alcohol and Drugs Programme, closing date 5<sup>th</sup> March. Calum and Peter to discuss further</li> <li>• Calum to look into the "Go for It" fund operating through Ministries Council - could an application be made for the Lifestyle centre?</li> <li>• AXIS - discussions with another Christian provider in Dundee to operate safe "injecting rooms". Council discussed the legality of such a programme should something go wrong. Calum asked by Council to keep talking with the provider and to follow the tender process. Small group also come together to discuss the venture should it progress. Calum to keep Council updated on discussions</li> <li>• CrossReach can tap into additional funding made available through Bord na Gaidhlig for the promotion of Gaelic by promoting cultural links between schools and CrossReach services; letter heads and compliment slips printed bilingually and Circle of Care to carry at least one article in Gaelic as well as English. Council agreed with the recommendations</li> </ul>	<p>C Murray &amp; CEO</p> <p>C Murray CEO/ S Graham</p> <p>C Murray</p>

609.	<p><b>General Assembly Report (Blue book)</b> The Social Care Council Report will be taken on Tuesday 21 May after the Church of Scotland Guild. The following comments were made on the draft report:</p> <ul style="list-style-type: none"> <li>• Comments all positive, however few challenges mentioned in report</li> <li>• Recovery volunteers - inspirational project, service users were broken and have now been empowered. Rev Richard Fraser to draft paragraph and send to CEO for inclusion</li> <li>• Need to highlight sacrifices made by staff</li> <li>• Need to highlight where the hours of services have reduced what impact this has had</li> <li>• Include employee survey details</li> <li>• Document must highlight unmet needs - turning people away</li> <li>• Should be needs led report</li> <li>• Book fringe meeting - legacy leaflet</li> <li>• Not everyone reads the Blue Book</li> <li>• Convener can say more when he makes his speech</li> </ul> <p>The CEO thanked Council members for their ideas and said that for future years a small working group would be brought together to draft the annual report and that the format would change. However given the consultation on terms and conditions and pensions and all the Strategic Budget Review being undertaken it would be difficult re write the report at this time.</p> <ul style="list-style-type: none"> <li>• Rev Hugh Stewart, Rev Richard Frazer and Bill Steele advised that they would be Commissioners at the Assembly</li> </ul> <p>Peter gave an proposed outline of what will be included in the deliverance:-</p> <ul style="list-style-type: none"> <li>• Receive the Report</li> <li>• Note the difficult financial environment in which the Council is operating</li> <li>• Share the Council's concern that cuts to pension contributions and conditions of service for its committed staff</li> <li>• Welcome the Church of Scotland Guild's support of the Heart for Art Project</li> <li>• Support the Social Care (Self Directed Support) (Scotland) Act 2013</li> <li>• Note the funding constraints placed upon Local Authorities and funders</li> <li>• Note the success of the first CrossReach week and commend it as an annual event in the life of the church.</li> <li>• Commend the Daisy Chain Project as an excellent example of early intervention with families.</li> <li>• Encourage the Scottish Government to note the positive outcomes of the project and the unmet need as a result of its limited funding.</li> </ul>	<p>Rev R Frazer</p> <p>CEO</p>
610.	<p><b>Chief Executive Officer Report</b> - CEOs report was taken as read.</p>	
611.	<p><b>Strategic Budget Review</b>  <b>Recruitment Strategy</b> The newly formed Strategy Review Group to consider the issue of recruitment and the GOR.  <b>Reimbursement of Training Costs</b> to be brought to April Council  <b>Procurement</b> is being taken forward at a Church wide level and Peter will provide an update at April Council  <b>Charis House leasing of surplus office accommodation</b> - David Reid spoke to his paper advising that the Coalition of Care and Support Providers in Scotland have agreed to feature Charis House's particulars in their next e</p>	<p>SRG</p> <p>D Lovie CEO</p> <p>D Reid</p>

	bulletin digest. He also advised that he was conducting a review of the other leased offices and would report to April Council.	
612.	<b>Belmont Castle Update</b> (A full note of the discussion on this item is recorded in a record apart)	
613.	<b>Rubislaw Update</b> (A full note of the discussion on this item is recorded in a record apart)	
614.	<b>DATE AND TIME OF NEXT MEETING 17<sup>th</sup> April 2013. Chalmers / Adler Church Dundee</b>	
615.	<b>Grace; The Meeting Was Concluded With The Grace</b>	

Signed: .....  
 Convener

Signed: .....  
 Chief Executive Officer  
 Secretary of the Council

Date: .....

Date: .....

APPENDIX I  
SOCIAL CARE COUNCIL

20<sup>th</sup> February 2013

**Sederunt:**

Rev Syd Graham  
Mr Adrian Bark  
Mr Bill Steele  
Rev Richard Frazer  
Mr Bill Usher  
Rev Hugh Maurice Stewart  
Mrs Irene McGugan  
Prof Tom Chadwick  
Mrs Clare Fleming  
Mr David Brough  
Mrs Kay Keith  
Rev Richard Begg  
Mrs Sally Bonnar  
Mr Ian Huggan  
Mr Douglas Hope  
Mr Ian Russell  
Dr William Wallace  
Mrs Susan Pym  
Mr Matthew Struthers  
Mrs Jan Patterson  
Mr Richard McLeod ACNG Chair

**Apologies:**

Very Rev Sheilagh Kesting  
Mr Stuart Lynch  
Mr Eric Young  
Rev Douglas Irving  
Mrs Mary Landels  
Rev Thom Riddell  
Mrs Marlene Smith  
Emma Worsfold

**In Attendance:**

Mr Peter Bailey	(Chief Executive Officer)
Mrs Viv Dickenson	(Director of Children and Family Service)
Mr David Reid	(Head of Estates & Health and Safety)
Mrs Mari Rennie	(Director of Human Resources & Organisational Development)
Mrs Brenda Fraser	(Head of Service East)
Mr Ian Wauchope	(Director of Finance & Resources)
Mr Calum Murray	(Director of Adult Care Services)
Mrs Diane Lovie	(Minute Secretary)