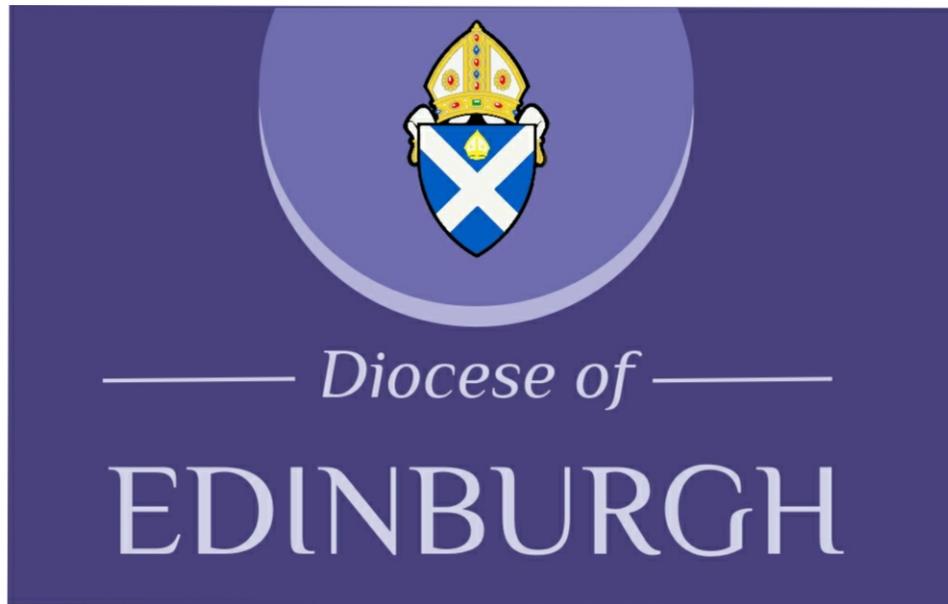


SCOTTISH EPISCOPAL CHURCH



DIOCESAN SYNOD

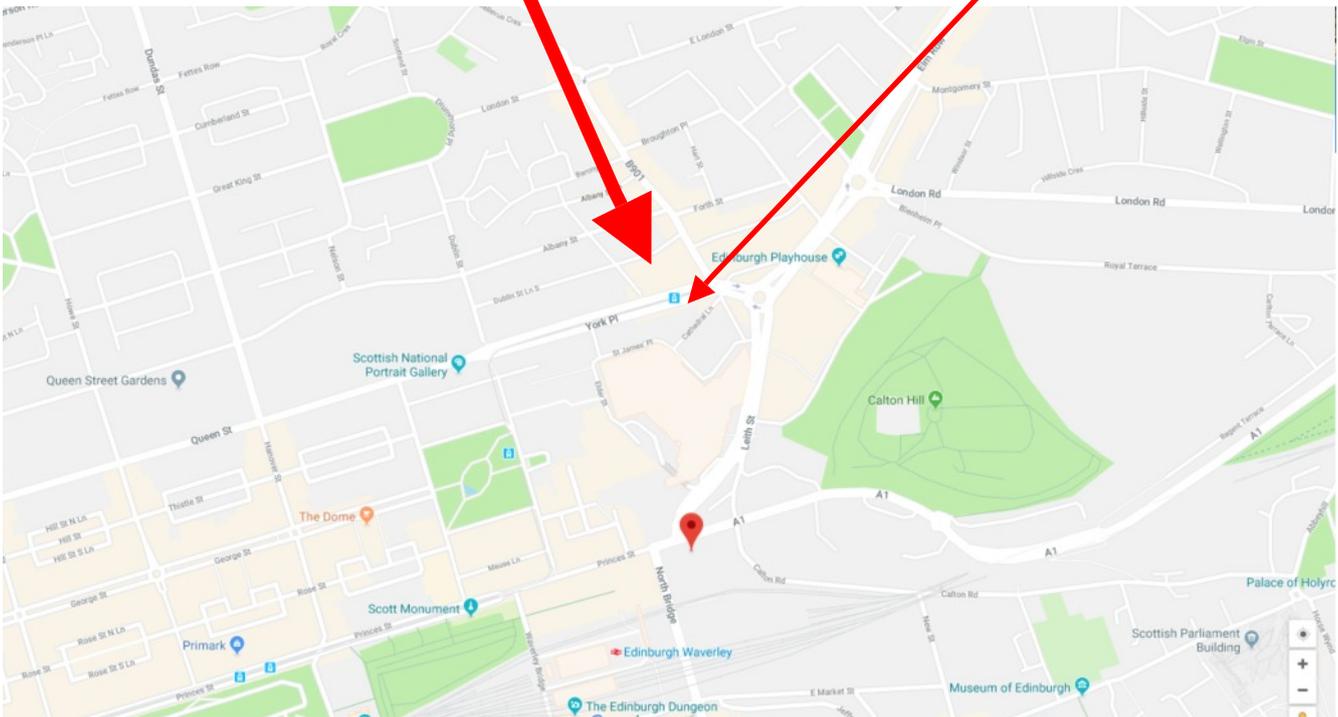
DIOCESAN OFFICE • 21A GROSVENOR CRESCENT • EDINBURGH • EH12 5EL

A meeting of the Edinburgh Diocesan Synod will be held on **Saturday 14 March 2020**. The Synod Eucharist and Meeting will take place in St Paul's & St George's Church, Edinburgh, starting with Eucharist at 8.30am

SIMON FILSELL
Diocesan Administrator



York Place
Edinburgh
EH1 3RH



EDINBURGH DIOCESAN SYNOD

Saturday 14 March 2020

AGENDA & TIMETABLE

St Paul's & St George's Church, Edinburgh

- 8.30 am Said Eucharist
- 9.00 am Coffee & pastries
- 9.45 am Apologies and Notices
- 9.50 am Bishop's Address & Lent Appeal 2020
- 10.10 am Cursillo Presentation (*The Revd W Elliott*)
-

10.20 am ADMINISTRATION

To approve the Minutes of the Synod held on 24 October 2019 (page 4)

Berwickshire Charges – to formally approve the linking of Coldstream, Duns & Eyemouth

To receive the Annual Reports from Committees and other bodies:

Diocesan Standing Committee

Godfrey Robson, Diocesan Secretary (page 12)

Motion: This Synod approves the report of the Standing Committee

Diocesan Finance & Management Committee

Godfrey Robson, Convenor (page 14)

Motion: This Synod approves the report of the Finance & Management Committee and its pendant committees.

Presentation of Cathedral Accounts

The Very Revd John Conway, Provost

Annual Safeguarding Report

Simon Filsell, Diocesan Protection Officer (page 19)

Elections – Godfrey Robson, Diocesan Secretary (page 22)

- Election of Members of General Synod
- Election of Members of Provincial Committees
- Election of officials and Members of Diocesan Committees

11.00 am MISSION & MINISTRY

Including:

- Panel Discussions
- Future Directions & Staff
- Youth & Children
- Mission & Ministry Committee Annual Report (page 27)

Motion: This Synod approves the reports of the Mission & Ministry Committee and its pendant committees.

12.45 pm LUNCH

(Tea and coffee will be provided; please bring your own sandwiches)

1.30 pm FINANCE (Ian Lawson, Diocesan Treasurer)

- Future Finances (page 41)
-

2.30 pm Dean's Report

2.45 pm Any Other Business – any items must be notified to the Diocesan Administrator before the start of Synod proceedings

3.00pm The Bishop confirms the Acts of Synod

SYNOD PROCEDURES

VOTING - Canon 50

HOUSE OF LAITY

The lay members of the Diocesan Synod shall consist of a **Lay Representative** for each congregation within the diocese, as provided in Canon 63, the lay members of the General Synod elected by the lay members of the Diocesan Synod under Canon 52, Section 5, the alternate **members of the General Synod** elected under Canon 52, Section 7, such lay persons authorised for lay ministry under Canon 66 as the Bishop shall deem appropriate by virtue of the sphere of duty they perform and such additional members as the Diocesan Synod may elect. All lay members other than the additional members shall be entitled to vote except that only Lay Representatives of congregations shall vote in elections for members of the General Synod.

HOUSE OF CLERGY

The clergy entitled to vote in Diocesan Synod shall be (first) all clergy **instituted** to a cure of souls within the diocese; and (second) all clergy who have their ordinary place of residence within the diocese and hold a formal **licence** under the hand of the Bishop to a definite sphere of duty involving regular pastoral work within the diocese, in terms of Appendix No.16, or hold a **commission** in terms of Appendix No.16(A): Provided that any such cleric living in the neighbourhood of the diocese though outside its limits with the written approval of the Bishop shall be deemed for the purposes of this Canon to have residence in the diocese.

MOTIONS - Canon 50

Every motion to be brought forward at the annual Synod must be intimated to the Bishop, and also to the Secretary of the Diocesan Synod not less than twenty-one days before the meeting of Synod; and the Secretary of the Diocesan Synod shall communicate every motion so notified to all the members of the Diocesan Synod, not less than fourteen days before the meeting. The Bishop, however, may on emergencies allow the introduction of a motion without previous notice. Motions can only be submitted by members of Synod qualified to vote. The Bishop may veto the discussion of any motion, though otherwise competent, unless at least five members of Synod qualified to vote express their desire that it should be discussed.

Minutes of the Edinburgh Diocesan Synod held on 24 October 2019 at St Paul's & St George's Church, Edinburgh

Synod commenced with Eucharist at 5.30pm

*There were 86 attendees (37 Clergy - 50%; 49 Lay - 77%)
with apologies from 9 Clergy and 4 Lay*

The Revd. Canon Ruth Innes, Synod Clerk, introduced the following new members:

- Anne Poole QC, Diocesan Chancellor
- Pippa Snell, Diocesan Registrar
- Revd Chris Jones, Rector of the Berwickshire Charges
- Revd Elizabeth O'Ryan, Rector of Haddington

Bishop John then led a moment of silence for those who had died since Synod last met:

- Revd Ian Davidson
- Revd Rodney Grant
- Revd Carol Naismith
- Ian Miller
- Brother Kentigern
- Jean Varnier
- Bishop Joseph Devine

Bishop John asked Synod to approve the award of Honorary Canon to the following:

- Rev John McLuckie (Convener of the SEC's Inter-Church Relations Committee)
- Alistair Dinnie (SEC representative on the Anglican Consultative Council)

Synod **APPROVED** the awards

BISHOP'S ADDRESS

Bishop John spoke about the Growing Together process where five themes were identified which described the priorities of our calling. He challenged Vestries and Rectors/Priests-in-Charge to describe the past year under those headings. What seeds had been sown, what harvests had been gathered over the last year, and what was planned, under the same headings, in 2020? Although the Synod agenda did not fit neatly under those five headings, there were plenty of elements of nuts and bolts stuff that made continuing mission possible.

The Lambeth Conference would gather together all Anglican bishops, and there was a hope to hold one or two events to draw the whole diocese into a deeper understanding of the history and life of the Anglican Communion and of the major issues the conference would be discussing, as well as hosting a number of bishops from across the world as guests, to the diocese.

Brexit had posed hard questions about the values that sustained our nation, and the Climate Crisis asked us what we were doing to be God's stewards both of the world and the creatures that live upon it.

The full Address was made available on the Diocesan website

Bishop John then handed the chair to Godfrey Robson, Diocesan Secretary

ADMINISTRATION

SYNOD MINUTES

Diocesan Synod **CONFIRMED** the minutes of the meeting held on 9 March 2019

A7 CHARGES

Bishop John reported the new arrangements in the charges of Galashiels, Hawick and Selkirk and that the change to link those three charges together required the approval of Synod.

Diocesan Synod unanimously gave its APPROVAL

EDINBURGH ST DAVIDS & EDINBURGH ST SALVADOR'S

Bishop John reported that a new linking had been set up with the Rev Andrew Bain also becoming rector of St David's Church.

Diocesan Synod unanimously gave its APPROVAL to the new linking

EDINBURGH ST THOMAS'S

Bishop John reflected that there had been much discussion at previous Synods, but the formal closure of the Episcopal charity, left in place following the exit of St Thomas's from the Scottish Episcopal Church, now needed to be enacted.

Diocesan Synod unanimously gave its APPROVAL to the closure of the Episcopal charity of St Thomas's Costorphine, Edinburgh.

DIOCESAN ACCOUNTS FOR 2018

Godfrey Robson invited Ian Lawson, Diocesan Treasurer, to present the accounts.

Ian Lawson reported that the full set of accounts had been presented at the Synod meeting in March 2019. These had now been audited, signed and filed. There was a General Fund deficit of £18.7k, which was the fund that resourced the day-to-day operations. The budgeted deficit was £10.4k, half of which related to the reduced funds from St Thomas's Costorphine. The 2018 quota receivable from St Thomas's had been £19.2k but, over 2017 and 2018, £12.2k had been written off.

The Motion that Synod noted the Diocesan Accounts for 2018 was CARRIED unanimously

DIOCESAN FINANCIAL POSITION 2019

Ian Lawson reported that there was a budgeted deficit of £47.5k, but this included a figure of £35k in the St Hilda's Fund. The budgeted General Fund deficit was £12.5k. A 5% increase in quota was to compensate for the loss of the St Thomas's income. The current projected general fund deficit was £2k, partly due to savings connected with the CMD work.

A case had been made to the Province that the loss of the St Thomas's quota income should not be included in the Provincial Quota calculations, which were always done on the basis of projected future income. After protracted negotiations, a rebate of £12k had been received from the Province.

Godfrey Robson thanked Ian Lawson for his hard work during the year to steer the diocesan finances.

Godfrey Robson handed the Chair back to the Bishop John

MISSION AND MINISTRY

Safeguarding

The Rev Dr Sophia Marriage, Convenor of the Diocesan Mission & Ministry Committee, reflected that the committee's work covered a wide area of activities and was, in many ways, the heartbeat of the diocese. Much of the work was directed to enable congregations to grow, but one important area was to keep people within those congregations safe. This was a critical time for the diocese to develop its own practices in this area. She then handed over to Simon Filsell, Diocesan Protection Officer.

Simon Filsell reported that, at the last Diocesan Synod, there had been a clear request made for action to be taken at diocesan level to increase support for Safeguarding, and discussions had therefore taken place to look at doing that. A short video had been produced, featuring Bishop John, Simon Filsell, Claire Benton-Evans (Youth & Children Officer) and Maureen O'Neill (Director of Faith in Older People), and this was then presented to Synod.

It was not intended as a publicly-available resource, just an internal one, but would be uploaded to the diocesan website, and publicised internally. This was intended to be the starting point for all new clergy and PVG Coordinators in the diocese, backed up by the resources within the Safeguarding page on the diocesan and provincial websites. There was also direct personal help available from Simon Filsell and from Claire Benton-Evans. He reminded Synod that it was too important a subject to be complacent about, and that he dealt with several cases within the diocese each year, and that there should be no sense of being immune.

The Provincial Safeguarding Audit was presented to the General Synod back in June, and Canon Marion Chatterley, who was the Edinburgh Diocese's member of the Provincial Protection Committee, was now also on the Safeguarding Audit Implementation Group. Both of those committees were due to look at Safeguarding from the widest possible perspective - to include all the potential abuses of power within the church, not just the abuse of identifiably vulnerable people. The work would include addressing the urgent need for training, proposals for systems to care for victims of any kind of abuse and the pastoral care of families of abusers.

Simon then announced the first of a series of training events, being run by Edinburgh Diocese, to start to address the gaps identified which, it was hoped, would become a regular programme each year.

Claire Benton-Evans then reminded Synod that, as Youth & Children Officer, she aimed to help charges embed good Safeguarding practices when working with children and young people, and was always available to talk through what was needed to achieve a safe environments for those activities.

QUESTIONS:

Revd Simon Cake, Rector of the A7 Charges

“I welcome the course coming in January, but in the rest of the UK there is a requirement to maintain child protection standards through mandatory training. Whilst Scotland does not have that, is there any reason why, as Synod, we cannot set our own standards?”

Bishop John responded to say that he thought that was a very good suggestion.

Prebendary Bob King, Rector of Kelso

“If an accusation was made directly against a member of the clergy, what action should be taken?”

Simon Filsell responded to say that contact should be made immediately with himself and/or Donald Urquhart, the Provincial Protection Officer, and without that clergy member engaging in immediate dialogue about the accusation, so as to avoid escalating the matter further. A proper investigation into the allegation could then be conducted at diocesan/provincial level. The Annual PVG Checklist, issued by the Diocesan Office, asked whether the contact details of those officers was clearly displayed in each church, to ensure that contact could be easily made in such circumstances. Regularity of training would embed the awareness of what to do in those circumstances.

Revd Peter Harris, Rector of Dalkeith & Lasswade

“For a number of years it had felt as though we were being reactive to Safeguarding, and I welcome the provision of training which should always be available and proactive.”

Bishop John added that cases in the diocese did arise and, although they were not made public, as that would be inappropriate, we should not become complacent just because we do not hear about them. However, he emphasised that clergy and vestries were not alone in facing them. Indeed, the province and the diocese needed to be proactive, but each congregation also needed to be proactive. That is why, if the subject is on the agenda at Vestry meetings, responsibility can be taken for attending training. He also reflected on the need to keep ourselves and our clergy safe, and that needed to be taken seriously. Any training needed to also take that into account.

MISSION & MINISTRY CURRENT WORK

The Revd Dr Sophia Marriage reported on the work undertaken since the March Synod. The work following the appointment of the Revd Annie Naish as Bishop's Enabler of Mission 3 years ago, had inspired many across the diocese. At the 2019 March Synod feedback was invited on the proposals for the new Discipleship Team. There had been some concern raised at the financial implications, but it was recognised that there was a need to invest in mission and discipleship support for lay and clergy in the diocese.

There had been discussion to find out what was going on in congregational communities around diocese, which revealed a huge amount of activity, which had been incredibly inspiring to hear. There was a need to build on each other's resources, and the new mission posts which were proposed would nurture that. It was an exciting time for the diocese, as it invested in people and their discipleship journeys.

DIOCESAN BUDGET FOR 2020

Ian Lawson reported that there had been additional investment in Mission & Ministry resources, with a £20k increase in funding, to cover the new mission and discipleship posts and £12k for the costs of the Lambeth conference. It was proposed, however, to restrict the quota increase to 3%, despite those increases in costs. The Standing Committee had been looking at how the General Fund was to be rebalanced in future years. Based on current trends and practices, the General Fund would fall into deficit in 2022. A 10% quota increase in 2020 would arrest the decline, but a 15% increase in 2020 is what would be needed to fully rebalance the Fund. If the latter approach was adopted, congregations would be paying around 12.7% of their assessable income, as opposed to the current level of 10.8%. By way of comparison, congregations in other Scottish Episcopal dioceses paid between 14% and 25% of their assessable income in quota. Other options could be to sell Unit Trust Pool shares but, it was acknowledged, that practice would then reduce future investment

income. There could be consideration of charging for mission services to those congregations that directly benefited, although a mission benefit from those services might only see financial benefits in the longer term. There could be levies on specific types of income, such as legacies, which were currently excluded.

Overall, Synod was asked to approve the 2020 budget, based on a 3% quota increase.

QUESTIONS:

Revd Diana Hall, Rector of Dunbar.

“What was the relationship between the Profit & Loss situation and the assets in the balance sheet, which was showing as being around £4 million. Could some of that be realised?”

Godfrey Robson responded that, although the balance sheet for 2018 showed £4 million in assets, some of which was property, which could not be sold. He reminded Synod that any capital sales permanently reduced future income, which could exacerbate the problem.

Helen Tyrrell, Lay Representative, Old St Paul's, Edinburgh

“The Adventures in Faith initiative, which was suspended a few years ago, signposted supported training around the diocese. Small charges were made for Adventures in Faith led events. Might that system of charging be considered again?”

Godfrey Robson responded that Adventures in Faith had taken a backseat during the new mission team plans. Ian Lawson had, however, mentioned the principle of charging for such activities.

Revd Steve Butler, Rector of St James's Leith.

“We are being asked to fund two new posts, but it is unclear what is contained in the job descriptions for those posts?”

Godfrey Robson responded that there had been two reports submitted to two successive Synods, which had led to a significant amount of discussion and debate.

Revd Martin Robson, Rector of St Michael & All Saints, Edinburgh

“It is difficult to reconcile the aspirations proposed with the funds available within congregations. St Michael's & All Saints had achieved the aspiration of providing a warm and watertight building and breaking even financially, rather than looking to increase the Ministry team. Its financial position remained challenging and a financial team was being formed to address the future of its finances. A similar approach might be taken in the diocese.”

Godfrey Robson responded that the Finance & Management Committee was still looking at any savings it could make elsewhere in the diocese. It was

acknowledged that it was a difficult financial position. Indeed, Diocesan Office costs had been reviewed around 4 years ago, and were reduced by 20% (c.£20k), demonstrating that work has been done to ensure that central diocesan costs were kept to a minimum.

The Revd Dr Sophia Marriage reminded Synod of the continued discussions in the previous years at Synod meetings, about the new mission and discipleship posts. The Growing Together Roadshows around the diocese highlighted that charges had felt unsupported, and the current proposals were a response to that.

Ian Lawson reported that the Lambeth Conference costs were weighted towards Edinburgh Diocese, due to its comparative financial position. The Allchurches Trust had recently reviewed its grants to all dioceses, and it was reducing the grant level for Edinburgh Diocese, again, due to its comparative financial resources. Discussion was ongoing about how to help congregations with fewer resources, and this would be an important discussion at the March 2020 Synod.

The Motion that Synod approved the Diocesan Budget for 2020 was proposed by Ian Lawson and seconded by Barnaby Miln.

The Motion was CARRIED by a majority with 5 against and 8 abstentions.

The Bishop confirmed the Acts of Synod

STANDING COMMITTEE

Annual Report 2019



INTRODUCTION

The Standing Committee is the executive committee of the Diocesan Synod, with the power to act in Synod's name between Synod meetings. Standing Committee members are also the Trustees of the diocese.

The Finance & Management Committee and the Mission & Ministry Committee (and through them, their subcommittees, report to Standing Committee. The reports of these committees and subcommittees are included with the Synod papers.

The committee meets quarterly. Its membership during calendar year is set out at the end of this report.

MAIN IMPACT

Happily, there were no crisis events in the year requiring urgent/dramatic action on behalf of Synod.

But the Committee has engaged seriously and purposefully with the work of the main committees. Its discussions have been proactive and helpful, and its steering advice effective and influential. We are very grateful to its members for their engagement, and the constructive advice they have offered.

It follows more or less automatically that there is little to report from its meetings that is not already well covered in the detailed reports that follow.

KEY ISSUES

However, it is probably useful to point up the most important issues, which will take up our time at Synod and which will no doubt continue to preoccupy us in the year ahead -

- Future development and direction of our mission and ministry activity and development. Standing Committee recognise that this has been a tortuous process over the last year, but do feel that the outcome proposed, benefiting

from the October Synod input and much subsequent discernment, has produced a good way forward. We look forward to Synod's views.

- The need to put the diocese's future finances on a more secure basis. The Treasurer's very open and thoughtful paper, later on the agenda, offers room for a constructive discussion
- What we might refer to as “securing the periphery” - i.e. how to support struggling congregations and help them find new life. The proposed new Mission & Discipleship Coordinator is part of the answer. The Treasurer's paper addresses the issue of funding.

Godfrey Robson, Vice Convenor

MEMBERSHIP

- *The Right Revd Dr John Armes - Convenor*
- *The Revd Rosie Addis*
- *The Very Revd Frances Burberry*
- *Mrs Victoria Elliott*
- *Ian Lawson*
- *The Revd Dr Sophia Marriage*
- *The Revd Canon Malcolm Round*
- *Godfrey Robson*
- *Mrs Pippa Snell*
- *Neil Stewart*

FINANCE & MANAGEMENT COMMITTEE Annual Report 2019



INTRODUCTION

The Committee's remit is to manage the finances and general administration of the diocese, to determine and allocate individual assessments of financial quota, to advise on the financial standing and viability of the diocese and of individual congregations, and to oversee the activities of subcommittees on Buildings, Congress Accounts, Personnel, and Information and Communications.

MEMBERSHIP

The membership of the Committee, and of its subcommittees, is set out at the end of the report. I am grateful to all concerned for their commitment and effort throughout the year. At the same time, I acknowledge with thanks the work of Vestries and particularly of their Treasurers, in the maintenance of their accounts.

FINANCIAL POSITION

A first cut of management accounts for end December show a small surplus of £7k as against a budgeted deficit for the year of £47k.

This is clearly pleasing, but (and there is a number of significant buts) There are some end year debits still to come, which will certainly reduce the figure

Investment income was some £2k above budget. Who knows, but with an increasing focus on ethical investment in the UTP, coupled with uncertain market circumstances, this level of income seems unlikely to be repeated in 2020.

The Province refunded the rest of the quota which St Thomas's would have paid in 2018 had they remained in the SEC. This amounted to a refund of £12,250 in the year.

There was significant underspend on CMD (for a second year).

All of this is good news for our finances, and along with the revised proposals to be presented to Synod in March, which if adopted will result in a significant reduction in budgeted expenditure in 2020 and, going forward, does help the longer term financial picture. But only to an extent, since the reduced expenditure / unbudgeted income in 2019, set out above, is largely once-only.

OTHER FINANCIAL ISSUES

All is quiet on the Province / investment front, following the May debate on investment policy. We, the diocese, are of course not bound by any decisions the Province may take, though of course our own investment income could suffer.

On financial management, a small group of Committee members, who are also accountants, are to meet to review real-time information on expenditure, so as to assist better budget management.

And, courtesy of Anne McAlister, work was going on to investigate software packages that could provide charges with simple ways to record financial transactions and streamline production of financial reports.

OTHER ISSUES

The reports from the Personnel and from the Buildings subcommittees speak for themselves, but two particular buildings issues have given rise to concerns. These are:

- The worrying state of disrepair that a few buildings - particularly Rectories - have been allowed to fall into, and
- the desirability of some kind of written agreement by Rectors as to their expected responsibility in keeping up the Rectory and, in particular, passing it on in good condition.

The Information & Communications subcommittee has not found new members, but has gathered a small group of individuals with relevant experience, to advise and support its work. James Parsons' development of our presence on social media goes from strength to strength.

Godfrey Robson, Convener

MEMBERSHIP

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">• <i>Godfrey Robson (Convener)</i>• <i>The Rt Revd Dr John Armes</i>• <i>The Revd Philip Blackledge</i>• <i>The Very Revd Frances Burberry,</i>• <i>Ian Kerry</i>• <i>Prebendary Bob King</i> | <ul style="list-style-type: none">• <i>Ian Lawson</i>• <i>Mrs Anne McAlister</i>• <i>David McLellan</i>• <i>Professor Patricia Peattie</i>• <i>Kenneth Ramage</i>• <i>Alex Stewart</i>• <i>Sean Wright</i> |
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BUILDINGS COMMITTEE

Annual Report 2019



The Diocesan Buildings Committee is charged with examining and deciding on applications for changes to “the structure, ecclesiastical furniture or ornaments, monuments, mural tablets or painted windows” of churches as required by Canon 35 and provides advice and guidance to vestries on property matters. The committee considers applications for grants from the Provincial Building Fund and from the Edinburgh Diocesan St Andrew’s Building Fund, receives and examines Quinquennial Reports from charges, commenting and seeking further information as required. The Committee undertakes inspections of vacant rectories prior to them being re-occupied to assess their condition and continued suitability for use as a Rectory.

The committee usually meets monthly (unless there is insufficient business to require a meeting) to ensure applications are dealt with in accordance with the timetable laid down in Canon 35 and visits churches and charges as necessary to deal with applications for change. The committee met on 6 occasions in the year and considered 9 applications under Canon 35. Of these 9 were granted consent. There were no applications deemed as not requiring consent under the Canon, and no applications were refused.

The Committee actively monitors the submission of Quinquennial surveys from Charges and issues reminders to those Charges from whom such surveys have not been received at the relevant time. 8 surveys were received and followed up during the year. It was agreed that greater emphasis would be placed on QQ reports from Charges conforming to the Pro-Forma report agreed by the DBC. The Committee wishes to remind Charges that quinquennial survey reports are required for all properties under the care of a Charge which are held in the name of the Diocesan Trustees.

The committee continues to be encouraged by the number of applications (8) for grant from the Provincial Building Fund, all but one of which were approved for submission to the fund and all of these received at least a proportion of the sum requested.

The committee was again disappointed with the number of applications received for grants from the St Andrew’s Fund. The Committee is awaiting the outcome of its recommendation that the funds accruing from the sale of St Paul’s church in Livingstone should be added to the capital of the Fund, to increase its effectiveness.

The Committee visited and inspected 8 vacant rectories during 2019, most of which were found to be satisfactory, although some did give concern either with regard to the facilities provided or to the physical condition of the building. As a result of its recommendation to the General Synod Office last year, a standard Occupancy Agreement (a tenancy agreement is not applicable between Rectors and Vestries) is under consideration by the GSO.

As a result of a committee visit to the building and discussions between the Vestry of St Philips and St James with the Bishop and Dean, the DBC has agreed to undertake the refurbishment and management of the rectory at 5 Wardie Road for the foreseeable future.

Following the liquidation during the year of the Craigmillar Arts charity, detailed consideration was given by the Diocese to the future of St Andrews church at Newcraighall. It was agreed that if possible it should continue to be used as a community facility for Craigmillar and neighbouring communities. Negotiations are currently under way with a newly formed community charity, "Craigmillar Now" to agree a lease to commence in July of this year. A representative of the Diocese will be a member of the Craigmillar Now board of Trustees. In the meantime a great deal of time and effort is being expended on clearing and returning the building to a condition suitable for re-letting.

Two long standing members of the committee retired during 2019, Bill Dodds and Rev. Allan Maclean, to whom a real debt is owed for their commitment and service to the DBC over many years. Lastly, but definitely not least, I would like to thank the current members of the Diocesan Buildings committee for their hard work and commitment to the work of the committee during another very busy year.

The current membership of the Committee is:

- Mr Alex Stewart (Convenor)
- The Dean
- Mr David Gibbon
- Mr Euan Leitch
- The Very Revd Jim Mein
- Mr Howard Thompson
- Mr Nicholas Uglow

Alex Stewart (Convenor)

PERSONNEL COMMITTEE

Annual Report 2019



The Committee met three times during the year.

We were pleased to welcome Mark Adderley to the Committee during the year. I am grateful to him, to Janet McGregor as our HR expert, and to Godfrey Robson and Frances Burberry in their ex-officio capacities, for all their contributions and wisdom in furthering the work of the Committee.

Whilst we hope to have another new member appointed during 2020, we are keen to have a practising HR professional join the committee and would welcome any proposals for consideration.

POLICIES

The Committee has continued to keep all policies under review. Updates to meet current legislative requirements have been approved to the Absence Policy, and guidance documents produced for the application of aspects of the pay policy.

STAFFING

Following the completion of the scoping role, interviews were held for the Administrative Assistant post to support Mission and Ministry. Two appointments were made from this process as the Administrative Assistant post for Finance and Management also become vacant at that time. Unfortunately, both these post holders resigned for personal reasons after only a few weeks. A fixed term appointment has been made to support the work of the office and we are also grateful for considerable voluntary support.

The 3-year role of Bishop's Enabler has been completed and work is ongoing to determine the new role required by the Diocese and make an appointment in 2020.

Once this is concluded the Committee will revisit the support needs in the office.

I would like to thank Simon Filsell for his support of the Committee throughout the year.

Professor Patricia Peattie OBE

This has been a significant year in Safeguarding. In June 2019, General Synod received the Provincial Safeguarding Audit Report. This contained the hugely-concerning statistic, across the whole province, that **62% of vestries** could not give a satisfactory answer to the question:

“if an allegation was made within your congregation, would you know what to do?”

As a diocese, although this was a province-wide statistic, we felt we could not display any sort of complacency. We therefore delivered some initiatives within the diocese.

First, we produced a short video (<https://edinburgh.anglican.org/safeguarding-video/>) giving some basic introductions to the subject, and where to get help. Second, we started a diocesan programme of training, with the first session in St John’s Princes Street on 11 January 2020. It was led by Ley-Anne Forsyth, the Youth & Children Officer for the Diocese of Moray, Ross & Caithness, who also delivers the training for the Glenalmond Provincial Youth Camp leaders. There was an overwhelming but hugely heartening attendance of over 80 people, covering 26 of our charges. We are now planning a repeat session in May 2020, to cover the charges not represented at the first session. After that, we will plan more in-depth sessions, covering the more detailed policy/process aspect of Safeguarding. Feedback on the first session has been encouraging, though:

- *“it seemed good to have clarity of terms and the interactive way of drawing out the issues”*
- *“I found it reassuring and useful to reflect on the way we form relationships in pastoral care”*
- *“I got a lot out of today's session - in other training days, I often came away a little unsure of what to do or say in these situations. Today really cleared this up for me.”*

All this is only a start. We have had 4 cases to deal with in the diocese this year, so we are not immune. Our aim, by the end of 2020, is to ensure that someone from every charge in the diocese has attended a basic training session this year, which enables them to respond to the question above with a confident “yes”.

Along with all the other annual diocesan forms, a PVG Annual Checklist was issued to PVG Coordinators in all charges. This asks for various confirmations, such as whether contact information for raising concerns was being publicly displayed, and the regularity of safeguarding being included on Vestry agendas.

I am very grateful to all the PVG Coordinators, who take on this critical coordination work voluntarily. Nevertheless, it remains a whole-Vestry responsibility, and the PVG Coordinator is just that – the coordinator.

At the time of compiling this report, the return rate of those forms was 94% (2018: 69%) with only **3 charges not submitting a return**. This, is a huge improvement.

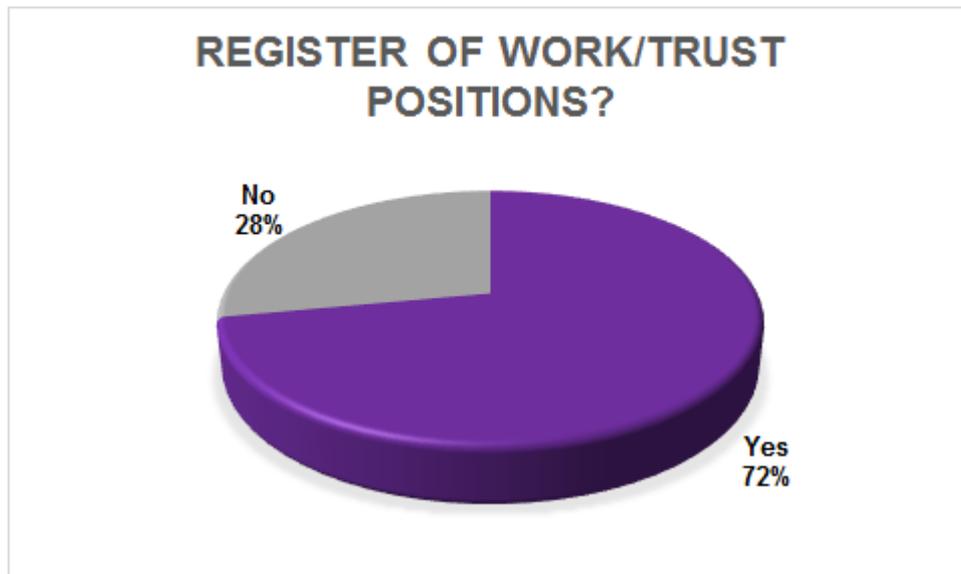
Key concerns from these 49 returns are:



This needs to be a regular item, partly to give the opportunity for issues to have a ready place to be reported but, perhaps more importantly, to keep it as a 'live' issue for all vestries, and to maintain the awareness of its importance.



One person on each Vestry (usually the Rector or Priest in Charge) must be nominated as the lead person on Vestry to have “*responsibility for the day-to-day training, supervision, management, review and appraisal of those doing regulated work with children and/or adults, and have the power to suspend or dismiss them.*”



Each charge **must** know who is doing “directed work” with vulnerable groups and who is in a “position of trust”.

This evidence continues to raise concerns, and could lead to Safeguarding incidents occurring, not being identified, or being wrongly handled. We are doing all we can, as a diocese, to help and support you, but each Vestry needs to understand its responsibility, and where to ask for help.

The Provincial website has some valuable information and resources for those involved in Safeguarding, and we encourage you to view what is available:

<https://www.scotland.anglican.org/who-we-are/organisation/safeguarding/>

Charges are reminded that the appointment of a new PVG Coordinator has to be approved in advance by the Bishop, via the Diocesan Protection Officer.

Simon Filsell
Diocesan Protection Officer

Elections to General Synod 2020

Eligible for re-election

CLERGY			
Name	Elected by	First Elected	End of term
The Very Revd Frances Burberry	Diocesan Synod	2017	2021
The Revd Markus Dünzkofer	Diocesan Synod	2014	2022
The Revd Diana Hall	Mid & East Area Council	2018	2022
VACANCY	Diocesan Synod		
The Revd Canon Ruth Innes	Edinburgh South Area Council	2019	2023
The Revd Canon Dean Fostekew	Diocesan Synod	2018	2022
The Revd Sophia Marriage	Diocesan Synod	2016	2020
The Revd Canon John McLuckie	Diocesan Synod	2013	2021
The Revd David Paton-Williams	Edinburgh East Area Council	2019	2023
The Revd Steve Butler	Edinburgh Forth Area Council	2019	2023
VACANCY	Edinburgh South West Area Council		
The Revd Sarah Shaw	Diocesan Synod	2016	2020
The Revd William Shaw	West Forth Area Council	2017	2021
The Revd Canon Dave Richards	Diocesan Synod	2019	2023
VACANCY	Borders Area Council		
The Revd Dr Jenny Wright	Diocesan Synod	2016	2020

Alternate

VACANCY	Diocesan Synod	
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LAY			
Name	Elected by	First Elected	End of term
Mrs Kate Campbell	Edinburgh South West Area Council	2016	2020
Ms Catherine Outram	Edinburgh East Area Council	2018	2022
VACANCY	Diocesan Synod	2017	2021
Mrs Karen Ellis	Borders Area Council	2017	2021
VACANCY	Diocesan Synod		
Dr Michael Green	Edinburgh South Area Council	2014	2022
VACANCY	Diocesan Synod		
Mr Chris Johnston	Diocesan Synod	2016	2020
Miss Sheila Kidney	Diocesan Synod	2013	2021
VACANCY	Diocesan Synod		
VACANCY	Diocesan Synod		
Mr Barnaby Miln	Edinburgh Forth Area Council	2016	2020
Mrs Wendy Pemble	West Forth Area Council	2018	2022
Mr Alex Stewart	Diocesan Synod	2014	2022
VACANCY	Mid & East Lothian Area Council		
Mrs Victoria Elliott	Diocesan Synod	2017	2021

Alternate

VACANCY	Diocesan Synod	
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Diocesan Members of Provincial Boards

* - Diocesan Appointments elected by Diocesan Synod for 4-year terms

Standing Committee: Mr Robert Gordon (Convener 2015-2020)

Faith and Order Board: The Right Revd Dr John Armes, The Revd Canon John McLuckie (2013-2021), **The Revd Canon Malcolm Round*** (2016-2020) Victoria Elliott* (2019-2023) and The Revd Canon Dr Anne Tomlinson, Pantonian Professor.

Mission Board: The Right Revd John Armes, **VACANCY*** (2020-)

Administration Board: **VACANCY*** (2020-)

Buildings Committee: David Gibbon, Howard Thompson

Scottish Episcopal Institute Council: The Revd Canon Dr Anne Tomlinson

Diocesan Members who are Conveners of Provincial Committees

Board of Studies: The Revd Canon Dr Anne Tomlinson

Clergy Discipline Tribunal: Lady Woolfe

Diaconate Working Group: The Rt Revd Dr John Armes

Inter-Faith Relations Committee: Cedric Blakey

Other Provincial Committees

Provincial Panel for Episcopal Elections: Mr Godfrey Robson* (2017-2020) and The Very Revd Frances Burberry (2020-2025)

Diocese Committees

Standing Committee Members (Diocesan Charity Trustees)

The Rt Revd John Armes, Bishop, Convener (*Ex-officio*)

The Very Revd Frances Burberry, Dean (*Ex-officio*)

Mr Godfrey Robson, Diocesan Secretary; Convener, Finance & Management Committee (2017-2022) (*Ex-officio*)

The Revd Rosie Addis (2019-2023)

Mrs Victoria Elliott (2017-2021)

Mr Ian Lawson, Diocesan Treasurer (*Ex-officio*)

The Revd Dr Sophia Marriage, Convener, Mission & Ministry Committee (2019-2023) (*Ex-officio*)

The Revd Canon Malcolm Round (2019-2023) (*Co-opted*)

Mrs Pippa Snell, Registrar (from October 2019) (*Ex-officio*)

Mr Neil Stewart (2017-2021)

One Clergy vacancy

Mission and Ministry Committee Members

The Revd Dr Sophia Marriage, Convenor (2019-2023)

The Bishop (*Ex-officio*)

The Dean (*Ex-officio*)

Diocesan Secretary (*Ex-officio*)

The Revd Philip Blackledge (2017-2021)

Mrs Helen Godfrey (2016-2020)

The Revd David Paton-Williams (2017-2021)

One Clergy vacancy

Two Lay vacancies

Finance and Management Committee Members

Mr Godfrey Robson, Diocesan Secretary & Convenor (2018-2022) (*Ex-officio*)

The Bishop (*Ex-officio*)

The Dean (*Ex-officio*)

Mr Ian Lawson - Diocesan Treasurer (*Ex-officio*)

VACANCY, Provincial Administration Board (2020-)

The Revd Philip Blackledge, Convenor, Information & Communications Committee

The Revd Prebendary Bob King (2018-2022)

Anne McAlister (2019-2023)

David McLellan (2017-2021)

Professor Patricia Peattie, Convenor, Personnel Committee

Mr Ken Ramage, Convenor, Congregational Accounts Committee

Mr Alex Stewart, Convenor, Buildings Committee

Two Clergy vacancies

One Lay vacancy

Cathedral Board

Mr Mark Godfrey

Diocesan Appointments

Diocesan Officers

Chancellor: Anna Poole QC (from May 2019)

Registrar: Mrs Pippa Snell (from October 2019)

Secretary: Mr Godfrey Robson (2017-2022)
Treasurer: Mr Ian Lawson (from 2018)
Synod Clerk: The Revd Canon Ruth Innes (2017-2022)

Diocesan Auditor

Chiene and Tait (Reappointed 2018-2023)

Diocesan Staff

Mrs Claire Benton-Evans, Youth and Children Officer (2013-)
Ms Samantha Campbell, Bishop's PA (2013-)
Mr Simon Filsell, Diocesan Administrator (2012-)
Miss Becky Fletcher, Administrative Assistant (2019-2020)
Mr James Parsons, Communications Coordinator (2018-)

MISSION & MINISTRY COMMITTEE Annual Report 2019



INTRODUCTION

The Diocesan Mission & Ministry Committee (DMMC) seeks to encourage and support the Mission and Ministry of the whole diocese, through local congregations. It does this through distinct areas of expertise, including supporting the faith and ministerial development of clergy and lay people, supporting and developing our links with international partners and especially through the work of the Bishop's Enabler of Mission and the Youth and Children's Officer. In 2019, it has concentrated on laying the foundations of work for the next few years. In the coming few months, we hope this will start to bear fruition in the membership of DMMC and in the support that clergy and congregations receive.

There has been much discussion about the priorities identified in the 2018 Roadshows, namely the need to concentrate and invest in our work of *Developing Disciples* and *Enabling Ministry*. This was emphasised by the report of the Personnel Committee to General Synod 2019 highlighting gaps in the care and support of clergy, and became increasingly obvious to DMMC through other events of 2019.

This report attempts to echo the Diocesan Five Marks of Mission, but as always there is cross over between the different prongs of our mission and ministry.

THE DIOCESE GROWING TOGETHER

The diocesan mission strategy developed in 2017-18 identified five areas of focus for our mission not only at diocesan level, but also in all the charges.

Serving our Communities

Engaging all Generations

Enabling Ministry

Developing Disciples

Sharing Faith

Building on the success of the Big Day in 2018, in June we held the Big Sing in the Cathedral. It was a day to celebrate the musical resources of the diocese and to join the voices of choirs and singers from many of the charges in a glorious massed choral evensong. The Cathedral, their musical director and choir welcomed and trained the different voices in this wonderful sharing of praise.

10 Days of Prayer, a worldwide initiative between Ascension Day and Pentecost, enabled the Diocese to commit to praying round the clock and round the diocese. For the 10 days, many charges were involved in specific prayer days, open churches and the commitment to pray. A wonderful opportunity to support each other and the life of the world in prayer.

DMMC has begun to articulate different foci for each year in our common life. In 2020, the life of the Anglican Communion will be focused on the Lambeth Conference, and DMMC is arranging ways for the diocese to Bishop John and Clare when they attend and for the diocese to be involved in the concerns of the conference. 2021 has been designated the Year of Pilgrimage for the Scottish Episcopal Church and we have been planning ways to co-ordinate and communicate the different ways we all pilgrim.

RESOURCES

The people of the diocese are our biggest resource for mission and ministry and the Bishop's Enabler of Mission supports the work of the diocese, bishop, dean and DMMC.

During 2019 DMMC was heavily dominated by the work required to review this role in the diocese and articulate the vision for the diocese for the next three years. This has been a complicated review for a number of reasons, and as the year progressed, we have sought to listen and respond to the growing need to support discipleship and to properly resource the welfare of those in authorised ministry. This has led to a number of changes in direction to reflect this.

The work of the DMMC and BEM was hugely aided by the appointment of a part time administrative assistant, Nathalie Mares. Her departure from the diocesan office has slowed progress with the work of the DMMC.

DMMC, through the work of the BEM and administrative assistant, has worked to share resources for local congregations, especially for church seasons and around specific themes. The website is building up a list of a variety of resources to help local charges.

DMMC is also responsible for the distribution of the St Hilda's Fund for Mission. This fund supports our three Mixed Mode students (see below) and supporting charges incurring extraordinary expenses in their training of curates. The other half of the income is for specific projects in individual charges. This year, St Anne's, Dunbar were awarded XX to set up a new debt counselling service along with their ecumenical colleagues.

SERVING OUR COMMUNITIES

A7 Centre of Mission

In 2018, the A7 Centre of Mission was developed and during 2019 it has been wonderful to watch this initiative grow from strength to strength. The Rev Simon Cake was instituted as Rector in

March and since then we have successfully advertised for and appointed a pioneer evangelist, Tim Hatton, who was licensed at the beginning of the year.

This is a significant stage for this area and we continue to pray for the work of the congregations and ministry team in the area.

Social Justice and the Environment: DMMC are aware that this is a central part of our faith and that all the charges of the diocese are heavily involved in challenging the structures of injustice – through food banks and lunch clubs, pastoral care and service, through involvement in bigger projects and especially in the Eco-Congregation movement. Currently, we have no one to co-ordinate this or help us share resources and ideas at a diocesan level. It is an omission we would like to address in the next year.

St Andrew's Church, Newcraighall: St Andrew's, Newcraighall is on the main roundabout at Fort Kinnaird and has been leased to Craigmillar Arts for the last 40 years. During the summer 2019, the lease came to an end and was not going to be renewed. During the autumn, along with Alex Stewart, we have been working out the future of the church building and are in the final stages of discussions about a lease to a new community arts and exhibition charity, Craigmillar Now. The new lease will ensure diocesan representation and the building will retain a diocesan presence and the opportunity to provide accommodation and presence for the Fort Kinnaird chaplaincy team. This is in its early stages, and it will be exciting to see how the project develops over the next few years.

ENGAGING ALL GENERATIONS

Our congregations have people of all generations. We are fortunate in the Diocese of Edinburgh to have such close links with Faith in Older People Project. They provide a good resource to many charges and to individuals as they seek to serve those of the older generation.

Youth and Children

The DMMC supports and encourages the work of the Youth and Children's Co-ordinator, Claire Benton-Evans. Her report follows this introduction, and it is encouraging to see the young people of our diocese gaining in numbers and in maturity as they encourage each other. The numbers of those taking part in the Glenalmond week, in Sleepovers and other diocesan initiatives is growing and the young people have also started to play their role in campaigning for social justice and in the political sphere, linking their faith with the wider community of Scotland. More details in the Y&C Report.

ENABLING MINISTRY

Enabling Ministry Group

The Enabling Ministry Group provides an opportunity for some of those from the Diocese who are involved in the discernment of authorised ministries, as well as our Warden of Lay Readers, IME 4-6 Coordinator, CMD Coordinator and the Bishop's Enabler of Mission to meet with Bishop John and reflect together on how we can better enable ministry in all its forms across the diocese.

Over the past year, the SEC introduced a new process of selection in which the work of the Provincial Director of Ordinands is supported by regional teams of Assistant Directors and Vocation Advisers. This has been reflected in a change to the makeup of the group.

In the coming year it is hoped to have someone overseeing CMD once again, while in the past year this work has been carried out by a number of different people on a relatively ad hoc basis.

Opportunities for those in authorised ministry included the annual stipendiary clergy conference, which this year explored faith through art with Dr Deborah Lewer, a workshop on the changes to the selection and training at the Scottish Episcopal Institute, and lunchtime discussions on a range of topics.

IME 4-6 is currently organised on an area basis across the province, with curates from Edinburgh (six curates), Glasgow and Galloway (three), Brechin (one), and St Andrews, Dunkeld and Dunblane (two) forming one group. This year's training days will cover 'Ageing and Spirituality' (led by Faith in Older People); 'Death Dying and Bereavement' (led by Marion Chatterley); 'Handling Power' (led by Bridge Builders) and 'Ministry and Mental Health' (led by Maxwell Reay, NHS chaplain). These is also a 24 hours away with Bishop John.

Mixed Mode Training

In this mode of training for ordination, the student works in a specific charge and on a specific project for three days each week (including Sundays) alongside their formation and academic training through the Scottish Episcopal Institute.

The diocese continues to support Jaime Wright and Beki Cansdale in their three year training through the Mixed Mode programme. In September 2019, Ross Jesmont started his training supported by the diocese and placed at St Salvador's, Stenhouse.

DEVELOPING DISCIPLES

Lay training

The co-ordination of lay learning in the diocese has been vacant for a number of years, however, we are aware that many different charges put much time and energy into the discipleship of all their members. They have been supported where necessary by advice from the Bishop's Enabler of Mission, who has also co-ordinated a course on mission at St Ninian's Comely Bank this year. The diocesan events of the Big Sing and the 10 days of prayer also involved growth in faith journeys of congregations as they met together with others in the diocese.

International

The international group has as yet not had need to meet this year however I am awaiting an October from the office for Bishop John to go to Finland and the group will meet after this.

There were several very successful visits from the Fins during the year. There were visits in May October and August. I note that many of them were deacons. It will be interesting to hear what they have to say about the nature of diaconal ministry. The Dean was over in Espo for the consecration of the new Bishop in February.

The Bishop undertook a visit to New Zealand in January and February.

The International group has sent a representative to the Ghana Scotland link meetings in Edinburgh and we are developing a relationship there.

SHARING FAITH

Communications

Communications in the Diocese of Edinburgh involves many different aspects of the life of the church, all centred and focussed on communicating the gospel.

Firstly there is the promotion of the Gospel and of the work of the SEC in the diocese, through media and social media channels. This has involved regular use of facebook and twitter, and the production of short videos for Holy Week and Advent etc. These videos have each reached many thousands of people.

Secondly there is supporting charges in their own methods of communicating the gospel to their local area through websites and social media, providing advice and help where possible.

Thirdly there is internal communication, between diocese and church, and facilitating better communication between charges. This will be our focus in the following year, with a short review of best practice and how to reach lay folk in churches as well as share good ideas and good practice.

We are in need of experienced and knowledgeable folk to be on the communications team. This is not a group that meets regularly but people with a skill and knowledge base in comms who might be able to undertake short term projects. If you know of anyone in your congregations who might be interested in this work, please contact Philip Blackledge on philipblackledge@gmail.com

Discussions at Synod last year

Each year, the diocese meets in Synod and this is an important occasion for our church. At these Synods, every charge is represented by their priest in charge or rector and a lay representative. These occasions emphasis to us that all of us are the 'diocese'; that a notion of central diocese is a false one and that it is together that we discuss and debate matters of importance for our church. One of the key moments in these Synods is the opportunity to discuss in groups. Because in Synod, we, the diocese, are meeting together, out of the local contexts with their concerns and pressures, we are able to look at our mission and ministry with fresh eyes and discover what others are doing as they face similar issues. We can share and reflect, encourage and be encouraged together and although the discussions can inform the priorities of the diocesan committees, that is not their main purpose and focus. In this way, we share our faith, our mission and our ministry with each other – growing together and in a certain way, holding each other accountable to the hope that is in us.

At the March Synod in 2019, we asked, *“How do we prayerfully, consciously and intentionally make mission in all its guises the heart of our life together?”*

The discussions were clearly wide-ranging. The list of different activities that individual charges are doing in the localities was very diverse. It included involvement in charities and social outreach; youth and family work; involvement and holding of music and the arts; prayer for our local

communities and a wide variety of different patterns for different groups within our communities; and offering sacred space for those of all faiths and none (in buildings and in gardens). It is inspiring to see the involvement of our diocese in so many ways in the local communities.

The wide variety of activities that the diocese is involved in reflects the multifaceted communities we serve. Communities are often transient, and for charges more so when they welcome many tourists in specific seasons. Comments from the discussion emphasised our desire to be inclusive, to embrace non-church people as well as our congregations and to nurture our ecumenical partnerships as we join together to proclaim God's love.

Many things are happening in individual charges, but at Synod we also dream. And last year, different conversations talked about moving our witness and involvement in community life to be more intentional, to have the courage to speak of our faith as well as do our faith. We are living in desperate times, especially in some charges, and a yearning to have the resources (time, energy and money) to reach deeper into the needs of the community, through food banks, welcoming refugees, standing alongside the homeless or helping with the debt crises many families face, were also discussed.

Our dreams also included being able to offer hospitality and worship at different times of the day and to keep our buildings alive and open through a range of activities. Different responses to this was discussed at the tables.

The last thing we discussed was how we venture on the road to realise some of these dreams. We spoke of the foundation of prayer, of understanding the needs and contexts really well, of being outward looking and learning to really love those we meet.

It was a time of great sharing, and it is clear that the diocese is serving the communities in which it is with great faithfulness. In line with the Anglican Communion, we articulated the need to foster the courage to be intentional in our faith and our proclamation, so that we are always able to speak of the hope that is in us in appropriate ways. A journey to go forward with.

REPORTS

This report serves as an introduction to the fuller reports prepared by both Revd Annie Naish and Claire Benton-Evans, covering the key areas of the work that the DMMC seeks to support and nourish.

THANKS

Over the year, there has been much discussion, review and research into the needs of the diocese for the next stage of the journey. Through all that, the support of the Bishop's Enabler of Mission, Annie Naish, has been unstinting. She has advised and encouraged the review as a new role has emerged as a priority for the use of our resources in the diocese. I would like to express my huge thanks for all she has done as Bishop's Enabler of Mission – taking forward so much the thinking and activities of the diocese, inspiring and encouraging so many different congregations, challenging and confronting when she saw our prime calling to mission taking a back seat. As a diocese, we are once

again moving into new waters, building on that foundation and ensuring we resource the people of this diocese to be the disciples they are called to be and to enable ministry in all its manifestations around the diocese. Many thanks to Annie.

And many thanks to the members of the DMMC (+John, the Dean, Godfrey Robson, Annie Naish, Claire Benton-Evans, David Paton-Williams, Helen Godfrey, Philip Blackledge, Tim Tunley, Pam Duggan) as I have learnt about its work, and to Annie and Claire for their work and encouragement. It has been a year of formalities and planning which I hope lays the foundation for an exciting journey ahead as all members of the diocese nurture and support each other in our discipleship, our ministry and our mission in whatever field and life God has given us.

*The Revd Dr Sophia Marriage
Convenor*

BISHOP'S ENABLER OF MISSION

Annual Report 2019



GROWING TOGETHER

In 2019 our journey of Growing Together as a Diocese continued, shaped by our vision of following Christ and sharing God's love, enabled by the five SEEDS priorities. For me this involved two significant events, co-ordinating our 10 Days of Prayer initiative and organising the Big Sing.



For the 10 days from Ascension to Pentecost 16 churches signed up for a specific period of either 12 or 24 hours in which to create opportunities for people to pray. I was delighted, therefore, that during the whole 240 hours (or 14,400 minutes), prayer was being offered to God

somewhere in one of our churches across the diocese. It was thrilling to hear of the variety and creativity exhibited by congregations; from labyrinths to compline, from outdoor activities to Taizé, from all age prayer stations to the Exposition of the Blessed Sacrament, together we demonstrated the wonderful diversity and multivalent nature of prayer. We heard exciting stories of the impact this has had on our congregations, and personally I will never forget the joy of gathering with about 8 others to pray in St Mary's Cathedral – at 4am! THANK YOU to everyone who was involved in planning, leading and praying.

Later in June I organised the Big Sing, where over 90 people came together as a choir for a day to learn, rehearse and sing a joyous Evensong. It was such a relief to me in the morning when the singing began that it already sounded so good, and by the end of the day, with the numbers swelled by the cathedral choir, the atmosphere of praise was glorious. Lunchtime workshops, food and chat all added to the sense of fun, and when about 90 more people joined us in the afternoon for tea, cake and worship, I knew that this was a very real expression of Growing Together. THANK YOU to the whole Cathedral team and everyone who took taking part, and I hope you enjoyed it as much as I did.

THE BIG SING

Training and Conferences

As I look back over the year, I have been involved in leading a variety of training events and helping organise a couple of conferences. Together with colleagues from the Church of Scotland, we have offered training on specific topics such as outreach in areas of new housing, forest church and fresh expressions, as well as two more general mission, evangelism and pioneering courses for a number of folk from a variety of our congregations. In October I helped plan and deliver the HeartEdge conference co-hosted by St John's Princes Street, and one of the more recent highlights of my work was leading the worship for the clergy conference. Drawing in other rectors, we sought to integrate the worship with



some themes arising from the talks on art and theology, and the resulting creativity was truly inspiring for many. Once again THANK YOU to those who worked with me.

CHURCH ACCOMPANIMENT

An important expectation of my role has been to accompany rectors and congregations to offer any support possible to encourage and enable them in their mission and ministry. This is always a delight and privilege. As well as countless meetings, conversations and prayer, in 2019 I preached and/or presided at a Sunday Eucharist at twelve different churches, led three vestry away days and was involved with various ecumenical services and events, such as preaching at a profound Good Friday service with South East Edinburgh Churches Acting Together.

Encouraging our small urban churches and their rectors has been one of the best parts of my time as Bishops Enabler of Mission. Meeting together about once a quarter I love the honest blether and prayer we have shared during these times. It has been an honour to help St Salvador's start messy church and to support St Barnabas in their partnership with the Bethany Trust. I have enjoyed the variety of this work such as facilitating discussions about building developments, advising on resources, and enabling new initiatives to flourish. One such initiative is the debt advice service recently begun by St Anne's Dunbar, part funded by a successful St Hilda's Fund application, with immense potential to change the lives of vulnerable individuals and families, and children. As the Diocesan trustee of the Mustard Seed it has been exciting to continue as part of their growth and life, and support both them and St Margaret's. With a good number of vacant charges in our Diocese, it was good to be able to offer help to some of them occasionally, and throughout the year I had the specific role of Interim Pastor at St Peter's Peebles and St Andrew's Innerleithen. Such a joy to travel with them through the vacancy, to support the process of appointing a new rector and finally to rejoice in the appointment of Andrew Taylor Cook, their new rector-to-be.

Back in March 2019 it was great to assist in the institution of the Revd. Simon Cate as Lead Evangelist/Priest in Charge of the Centre of Mission in Hawick, Selkirk and Galashiels, a new partnership between all three charges, the Diocese and the Church Army. As well as accompanying him in the ups and downs of this new and challenging role, my work has also been to help shape the process for employing a pioneer evangelist. Praise God for leading and guiding us to appoint Tim Hatton, who began this exciting ministry at the beginning of 2020.

WIDER NETWORKING

Keeping up to date with developments in mission and discipleship across the Province has been made easier with the creation of the Local Mission Resourcing Group, comprised of at least one person from every diocese in the SEC who has some responsibility for enabling mission. As well as continuing as the Diocesan Rep on the Provincial Mission Board, I have enjoyed being part of the Fresh Expressions Network Scotland (FENS), a gathering of people passionate about mission from almost all the established denominations across the country. It has been great to network with such ecumenical friends and colleagues. Building stronger relationships between the SEC and the Church of Scotland is the specific remit of the Our Common Calling group, and it has been a privilege to work with other members to reflect and discern how we might enable churches from both

denominations to work together better in mission both at grassroots and institution levels.

RESOURCES

One of the on-going tasks for me, has been researching and publishing lists of resources for mission, discipleship and ministry, both seasonal and thematic, as well as publicising the various events and opportunities offered by different churches and charities across the region. I hope you have found such things useful, and are familiar with the resources webpage here:

<https://edinburgh.anglican.org/mission-resources/>

LOOKING BACK

The last three and a half years have been a real rollercoaster, sometimes a white knuckle ride of having to trust God and sometimes a gentler log flume of being carried along by God's grace. Being the first person in a new role is never easy and I want to THANK from the very depth of my being all those who have journeyed with me along the way. The prayer, food, support, walks (usually wet!), challenges, wine, laughter, kindness, coffee and tears we have shared is what has made this a precious time of learning and growth for me. I have made many friends which I hope I will never lose and I hope along the way I have been faithful to the One who called me here.

It is very sad to be leaving the post of Bishop's Enabler of Mission, but as I move on to my next adventure I will continue to pray for the Spirit of God to inspire this Diocese as you seek to grow together in following Christ and sharing God's love.

The Revd Annie Naish

YOUTH & CHILDREN OFFICER

Annual Report 2019



ANNUAL YOUTH EVENTS

Young people in Edinburgh Diocese have been heavily involved in Provincial youth events this year. Around 50% of Glenalmond delegates and 5 leaders were from this Diocese. Many of our young people also travelled to be involved in youth events elsewhere in the Province, and the Diocese was well represented at sleepovers in Dundee, Glasgow and Kirkcaldy, as well as at the Provincial Youth Committee's 18+ Christmas Party in Glasgow.

In November, **St John's Princes St** welcomed over 40 young people and leaders from across the Province for the ColourFest Sleepover, where young people took part in every part of Sunday's worship. They also worked with the artist responsible for the famous murals outside St John's, to design and paint their own Provincial Youth Mural. As part of the collective that has created the murals at St John's over the last 30 years, they are all now officially Artists for Justice and Peace. Their work is featured in the Anglican Communion News Service here: <https://www.anglicannews.org/news/2019/11/teenage-hopes-expressed-through-painting-a-giant-mural-on-an-edinburgh-church.aspx>

MISSION & PARTICIPATION

This year has seen many young people standing up publicly for what they believe in.

Olivia Smith (18) from St Columba's-by-the-Castle is a Diocesan Youth rep on the PYC. She spoke at Diocesan and General Synod, where she challenged churches: "We must set aside time to think about the important issues facing our world today and what God wants us to do about them." Olivia has been appointed as the first Sheppard Scholar in Scotland. This is a prestigious mission and ministry role with HeartEdge, a network of churches initiated by St Martin-in-the-Fields in London. Olivia says: "My job is an outreach worker for St Cuthbert's Lothian Road and a Sheppard Scholar for St Martin-in-the-Fields. I assist with homeless and community outreach activities like Sunday dinners and I also help the church connect with art and business communities, in addition to training as a chaplain. As a Sheppard Scholar I meet with other scholars to discuss my experiences, listen to theirs, and we discuss the future of the church in society."

Sam Harris (18) from Dalkeith & Lasswade has been appointed as one of four young Co-Convenors of the Cross-Parliamentary Group on Children and Young People. Sam says: "For me, being a co-convenor is about giving people a voice that aren't usually heard, it's about getting a chance to take control of the future we are always promised but never given

a chance to have a say in, and finally it's about carving out a position for more young people to get a say in parliament and their future." He spoke recently at St Ninian's Comely Bank about his new role, reflecting on his experiences as a Glen delegate and a charity volunteer in South Africa.

Many of our young people have been involved in the school climate strikes. Glen delegate **Caitlin Conway** is the Coordinator of Media and Outreach for Scottish Youth Climate Strike (SYCS) and has sought my help in finding adult stewards for demonstrations. We are grateful to all those who have offered their support.

Edinburgh Diocese now has three youth reps on the PYC: **Olivia Smith** (18-25), **Phoebe Pryce** and **Freya Mcleman** (12-18). Phoebe spoke at General Synod about belonging to church: "We are part of the family, we enjoy our faith, we want to interact – whether in the sermon slot, or in prayers, or at home, we want some spaces for ourselves and some that we share with adults on an equal footing. We are the church ... and we care deeply about living our faith in our generation."

Collectively, our young people supported the **Thursdays in Black** campaign developed by the World Council of Churches. We all wore black on Thursday at Glenlamond to call for an end to rape and gender-based violence in the world, and to show our respect for women who are resilient in the face of injustice and abuse.

In December, young people aged 8-17 from Edinburgh Diocese, St Mary's Episcopal Cathedral and Palmerston Place Church took part in the **Wee Sleep Out 2019** to raise money for Social Bite's global campaign to end homelessness. We slept rough in the nave of St Mary's Cathedral, in solidarity with those who sleep on the streets. Our team, Edinburgh Ecumenical Youth, has raised an amazing £3,385.00 (plus Gift Aid: £4,136.25), which puts us in the top ten Wee Sleep Out fundraisers. None of this would have been possible without the support of the adults who helped lead this event, and the generous donations which have poured in. Thank you, everyone!

SUPPORTING CHARGES WITH YOUTH & CHILDREN'S WORK

I am increasingly being called upon to give individual support to charges. This is an important part of my role: I am always happy to offer direct help and support when asked. For example:

I have helped youth & children's leaders with:

- Funding applications (e.g. for a qualified play worker for a church toddler group)
- Difficult situations (e.g. breakdown in relationships within the church, managing conflict)

- General advice on safeguarding, health & safety in work with children and young people. *NB: if you have particular concerns, speak to the Diocesan/Provincial Safeguarding Officer.*
- Resources/training (e.g. how a church can be more inclusive of children with special needs)

I have helped Rectors/Vestries with the process of appointing a paid worker, in particular:

- Discerning exactly what kind of worker is needed
- Defining the job, deciding the hours (usually part-time) and creating a job description
- The responsibilities of Vestry as the employer, and guidance on how to manage a paid worker
- Help with advertising, shortlisting and interviewing
- I can also offer ongoing external support for the worker: a listening ear and source of advice can be especially useful when there is conflict or misunderstanding.

PLAY CHURCH

There is now a Play Church page on the Diocesan website (edinburgh.anglican.org/play-church/), featuring photographs and feedback from its continuing pilgrimage around the Diocese. It is one of the most visited pages on the website, in terms of numbers of views and unique visits. Play Church was also visited in person by the Children's Ministry Adviser for the Diocese of Durham, who has plans to create a Play Church for her own Diocese, based on our model. Play Church was hosted in 2019 by St Peter's Linlithgow, St Anne's Dunbar and Old St Paul's, and this unique resource continues to delight and inspire children and adults alike. Rev Diana Hall at St Anne's Dunbar shared this conversation about Play Church on Facebook: "Some children knocked on the rectory door earlier: 'Could we go into church to baptise our teddy, please?' 'Why, yes. Yes, you may!' " If your church would like to host Play Church, please get in touch with me.

GRANTS FOR WORK WITH CHILDREN AND YOUNG PEOPLE

In 2019, the following charges successfully applied for small grants:

- St Mungo's Balerno, for a contribution towards a marquee/mess tent for youth events
- St James' Leith, for worship/Sunday school resources, especially for use outside
- St Peter's Luton Place, towards food and entertainment at a Christmas family event
- St Peter's Linlithgow, for a contribution towards the cost of a Sunday School outing.

KEEPING IN TOUCH

I regularly publish a Youth and Children Newsletter on the Diocesan website, and send out

a link via email to all clergy and subscribers. If you would like to subscribe, please email youthandchildren@dioceseofedinburgh.org If you are on Facebook, please like and share posts from my page [Edinburgh Diocese Youth & Children](#), which features weekly news and updates.

Claire Benton-Evans
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Future financing of the Diocese



This paper is intended to stimulate discussion by lay and clergy members at the afternoon session of Synod on Saturday 14 March. It does not set out the views of Standing Committee; rather it is hoped that it will assist Members of Synod to reflect on key questions concerning the purpose of the Diocese, its future direction and how it should be funded.

Background

- The Diocese has made a succession of deficits on General Fund in recent years and the Fund is well below its target of three months' budgeted expenditure.
- Under the budget approved at the October 2019 Synod, the General Fund would have been fully depleted within 3 years.
- At the October Diocesan Synod we said we'd table the key funding issues at the March Synod for discussion.
- A reduction in budgeted mission costs is now proposed which will alleviate the immediate funding problem. Even so, the General Fund remains well below its target level.

Potential solutions

There are options for increasing Diocesan income, ranging from higher 'general taxation' (quota) to greater direct charging for services. There may be scope for seeking special funding or for reducing general expenditure. Some may take the view that we should cash in investments and spend our reserves; others that we simply shouldn't spend so much on mission centrally.

A General Increase in Quota

The net cost of the Diocese, after income from grants, investments and fees/donations, has traditionally been shared between its 52 Charges on the basis of their recurring income levels, a system referred to as Quota. If net costs rise faster than Quota, deficits are the result.

Currently Charges pay around 11% of their QAI (quota assessable income) in Quota. On average QAI is two-thirds of total charge income because exemptions are allowed for non-recurring items like special project fundraising and legacies. So,

again on average, quota is about 7.25% of charge income. This is a lower level than any other Diocese.

The Diocese’s income from Quota in 2019 was £512,000. Every 1% increase in quota therefore brings in just over £5,000 of additional income. The budget for 2020 as approved allows for an increase in quota of 3% just to cover normal cost increases. If congregations also increase their income by 3% then their quota cost will remain a static percentage of their total income. However, the General Fund at December 2019 was around £55,000 below target, and the gap is forecast to increase to around £100,000 by the end of 2023.

An increase of 7% in quota in 2021 (compared to the usual 3%) would reverse the decline in the General Fund and bring it back to target level by around 2025. See graph on next page. A congregation paying £6,000 would move to £6,490, for example. For a congregation with 3% income growth, this would mean quota rising from 11% of its income to 11.5%.

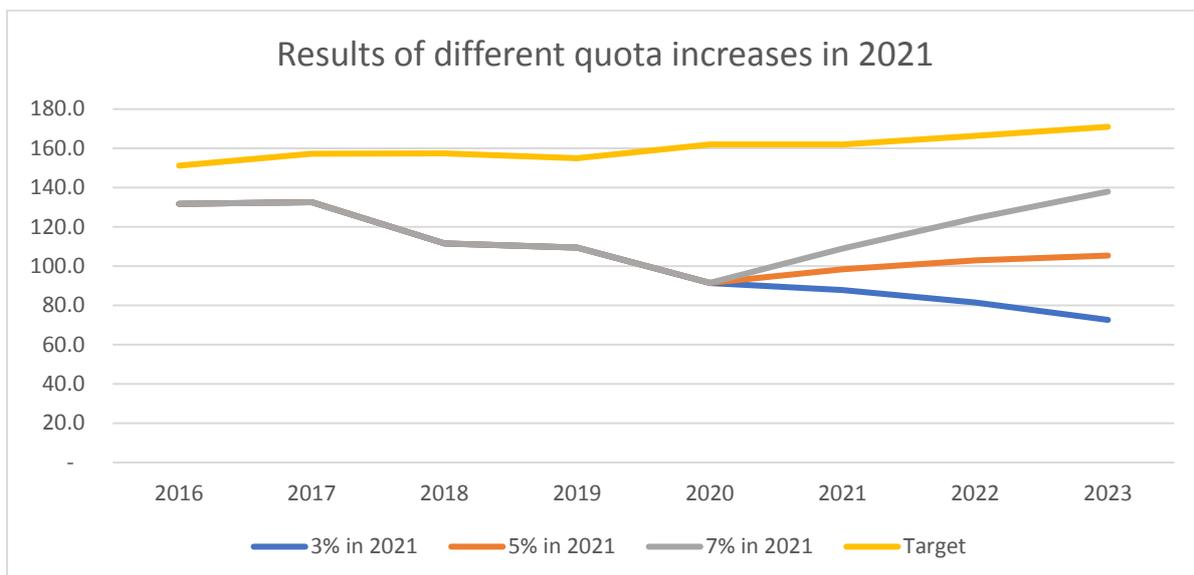


Table showing the General Fund balance in £'000 compared to target, between 2016 and projected forward to 2023; assuming a 3% increase in quota in each future year except 2021.

Quota is charged at a flat rate regardless of income levels within the charge. Even so, two charges (Balerno and Ps&Gs) between them contribute a shade under one-third of total Diocesan quota income. With the Cathedral, St John’s and Christ Church Morningside, these five charges pay half the total Diocesan quota. There is already a considerable degree of over-reliance on a few high-income charges to sustain Diocesan activity – and these charges are naturally the ones that rely least on Diocesan services, including mission support. Increasing quota all round would not make this any worse, but neither would it help to spread the load.

At the other end of the scale there are charges that would find it difficult to raise the additional funds required, and grant assistance may be requested.

Direct charging for services

At present, the Diocese charges for administrative services that congregations would otherwise have to perform in-house or buy in from external suppliers. The main services are copying and payroll administration.

Diocesan mission services are not of the same type. In recent years they have included developing policies, resources and events for all charges (SEEDS, Big Day, Big Sing) and assistance to specific Charges (A7, Berwickshire). Even so, it would be possible to request financial contributions from those that benefit, whether by fee or donation, from individuals participating in events. This could include fees for attendance at CMD events, and potentially for consultancy assistance given to individual Charges. It might be possible to operate a system similar to student loans, deferring a fee until such time as the Charge has made enough additional income through growth to enable it to be paid.

Other bases of assessing quota

Rather than seek new income entirely from a general increase in quota, there may be sources excluded from quota that could be tapped. Legacies are currently excluded, but most are given to Charges without any restrictions as to purpose. Would it be reasonable to raise a levy on them, probably in the year in which they were received rather than via the averaging system? The exclusion for legacies in 2018 totalled £270,700 in 24 Charges. A levy of 10% on this figure would provide funds equivalent to a general increase in quota of 5%.

Some Charges receive high levels of income from historic assets such as investments and property. This cushions a Charge from the need to raise all its income from members. Would it be reasonable to seek a higher level of quota from these sources because Charges with them should have the greater potential for increasing congregational income?

Currently there is an exclusion allowed in QAI calculations for 'costs of commercial activities'. This is so that Charges that, for example, run a charity shop, are assessed on the profit generated rather than the income. However, in practice the exclusion is mainly used by Charges that let their halls out. The claim for expenses of letting can vary widely between Charges, and methods of estimation are often broad brush. It may be reasonable to expect a greater degree of accuracy or apply a limit of (say) 25% of rental income – or even not allow any deduction.

Other sources of funding

There may be scope for some 'blue-sky thinking' here. It is possible that richer congregations looking for some opportunity for mission expenditure might be willing

to ‘buddy’ a neighbour in need of mission support to help it grow and develop. Or that encouragement for this could be given through a “When I needed a neighbour” scheme, helping to fund mission work and maybe sharing some congregation members in not-so-much a church plant as a church cross-pollination.

Reducing Diocesan expenditure

In the revised 2020 budget, central administration costs, excluding amounts recharged to congregations, are 28% of total Diocesan costs (excluding Provincial quota and the Lambeth conference). Combined with governance and communications, the figure is 35% compared with the direct costs of Mission & Ministries activities plus grants 47% and Central Clergy 18%:

	£'000	%
Mission etc	235	47%
Central clergy	88	18%
Admin etc	177	35%
	<u>500</u>	<u>100%</u>

There are some in Synod who feel we spend too much on administration and we should spend instead on mission and support. This may be a false impression, in that much of what is classed as admin is in fact support costs for the other two categories. 70% of admin costs represent staff costs (£78k) and office rent (£20k). These include the Bishop’s & Dean’s PA and other support for Mission and Clergy personnel; and rent for space occupied by Mission staff and Clergy.

Any significant reduction in administration costs would require more centralisation of functions to Provincial level and giving up office space in favour of hot-desking around church halls and rectories!

Finally, a major cost in the Diocese is Provincial quota. This is used in part to fund Provincial admin costs. Synod may suggest a need to review total costs across the SEC, including potential savings in office space and in rationalising the diocesan structure. However, it should be noted that this might remove from Edinburgh some of its economies of scale, for example if the costs of Bishops were to be met at Provincial level and shared between Dioceses on the basis of diocesan income.

Selling the family silver

After the last Synod I heard an opinion expressed that we had too much wealth, and that a Diocese ought to ‘travel light’. The implicit suggestion was that we should sell our financial investments and put the funds to more direct charitable use, spending on our charitable purposes and investing in our people.

It is true that the depletion of the General Fund could be remedied instantly by transferring funds from our Designated 'Capital' Reserves. At 31 December 2018 we had £1.8m in our Home and Overseas Mission Funds, designated by the Standing Committee to be retained in order to produce an annual income for the Diocese. They are not endowment funds, so the Standing Committee could decide to 'undesignate' them and sell the underlying investments to pay for many years of general fund deficits.

The problem of course is that the less we have in investment income the more we have to generate in other ways, or the bigger the deficits will become. Currently 20% of our costs (excluding Provincial quota) are funded by investment income. Quota paid by Charges (ie Diocesan plus Provincial quota) would have to rise by 20% to compensate. If mission activity stimulated growth in membership AND in levels of giving to the same degree, that would be fine. But at present, financial growth is seen as a potential side-effect of mission work rather than a co-equal end-product to be planned and aimed for.

Of course if we were really to travel light we'd also sell our expensive buildings and meet in hired halls, thereby freeing congregational resources to pay higher quota. But perhaps that is a step too far for the March 2020 Synod to consider.

Let's call the whole thing off

There may also be support in Synod for limiting central mission services with their associated costs. A point was made from the floor in October that congregations may have considerable other expenses to manage in keeping a roof over their heads; and therefore the less immediate and possibly dubious benefit of mission posts in the Diocese was low on their financial priorities. It seems wrong to ignore the challenge of church decline, though if Synod members felt this strongly it might push the Diocese towards accepting more of the financial risk, restricting or deferring any quota increase, and potentially including financial growth more overtly in the job specification for the new post.

Conclusion

Synod has, at its previous two meetings, debated and approved in principle an increase in Diocesan mission posts. However, the funding implications have given rise to some concerns. The March Synod will allow discussion of the future funding of Diocesan activities in the light of continuing General Fund deficits. I hope that the above paragraphs will stimulate some lively debate.

Ian Lawson
Treasurer
12 February 2020