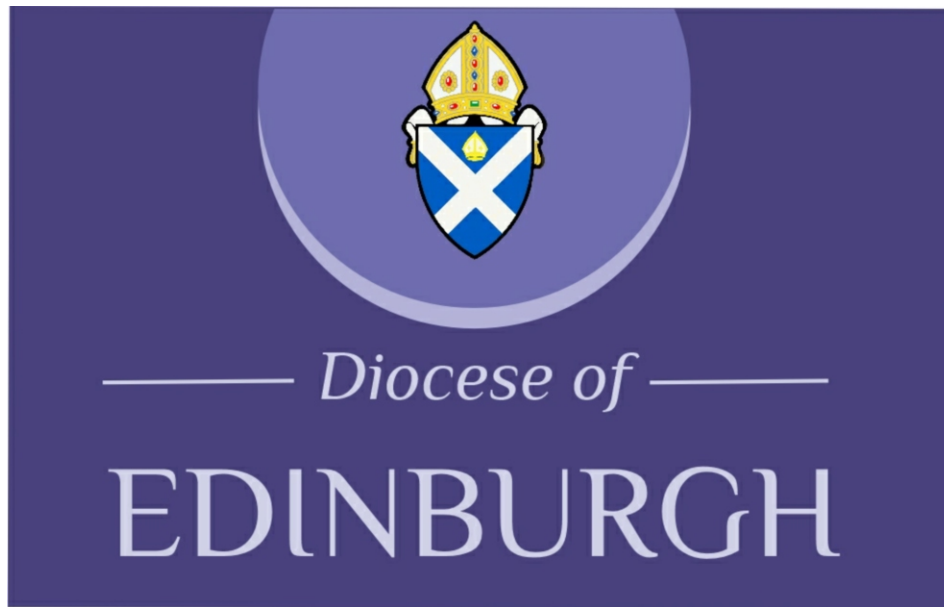


SCOTTISH EPISCOPAL CHURCH



DIOCESAN SYNOD

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

A meeting of the Edinburgh Diocesan Synod
will be held on **Saturday 13 March 2021**.
The Synod Eucharist and Meeting will take place online
starting with Eucharist at 8.30am

SIMON FILSELL
Diocesan Administrator

EDINBURGH DIOCESAN SYNOD

Saturday 13 March 2021

DIOCESAN SYNOD AGENDA & TIMETABLE

Venue: Online – all timings subject to minor alteration

<https://edinburgh.anglican.org/diocesan-synod-13-march-2021/>

8.30 am **Said Eucharist** – to be streamed from St Mary's Cathedral

9.00 am **BREAK** (10 mins)

9.10 am **Briefing from Sanctus Media** – use of Zoom during the meeting

9.20 am **Apologies and Notices** – including announcement of those new to Synod

9.20 am **Bishop's Address**

9.45 am **ADMINISTRATION** – Questions submitted in advance where possible
(all papers/reports will be circulated)

To approve the Minutes of the Synod held on 14 March 2020

To receive the Annual Reports from Committees and other bodies:

Diocesan Standing Committee

Godfrey Robson, Diocesan Secretary

Motion: This Synod approves the report of the Standing Committee

Diocesan Finance & Management Committee

Godfrey Robson, Convenor

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

Announcement of Election Results – Godfrey Robson, Diocesan Secretary

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

10.25 am **BREAK** (30 mins – *suggest you have a mid-morning snack at this point*)

10.55 am **SEC CANONS**

- Canon 4 Proposed Revisions
 - *Introduction by Bishop John*
 - *Reports back from Area Council Meetings*

11.40 am **MISSION & MINISTRY** *The Revd Dr Sophia Marriage (Convenor, Mission & Ministry Committee)*

- Mission & Ministry Committee Annual Report
 - 4 videos:
 - *The Revd Dr Sophia Marriage - introduction*
 - *Main video*
 - *Claire Benton-Evans (Youth & Children Officer)*
 - *Revd Jane MacLaren (Ministry Coordinator)*
 - *Concluding video – The Revd Dr Sophia Marriage*

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

12.10 pm **BREAK** (15 mins)

12.25 pm **FINANCE** - *Ian Lawson, Diocesan Treasurer*

- *Update on 2020 Accounts and current financial issues*

1.10 pm **Dean's Report**

1.20 pm **The Bishop confirms the Acts of Synod**

Minutes of the Edinburgh Diocesan Synod held on 14 March 2020 at St Paul's & St George's Church, Edinburgh

Synod commenced with Eucharist at 8.30am

*There were 73 attendees (35 Clergy - 47%; 38 Lay - 66%)
with apologies from 21 Clergy and 14 Lay*

SYNOD BUSINESS

At the start of the meeting it was asked whether the meeting should proceed because attendance had been affected by concerns about transmission of Coronavirus. After discussion from the floor, Synod was offered the choice of continuing with a full meeting or deferring business to a later date. The overwhelming majority indicated a wish to continue with a full meeting.

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

- Carol Byers, Member of congregation at St John's Selkirk
- Adrian Goldring, Alternate Lay Representative for North Berwick.
- Noreen Grieve, Lay Representative for Dalkeith
- Tim Hatton, Church Army Evangelist for the A7 Charges
- The Rev Dr Stephen Holmes, Rector of Edinburgh Holy Cross
- Liz Philip, Lay Representative for Edinburgh St Peters Lutton place.
- Donald Walker, Director of Communications, Scottish Episcopal Church

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

- Revd Canon Brian Hardy
- Revd Doreen Maybury
- Revd Margaret Raven
- Canon Trevor Williams

BISHOP'S ADDRESS

Bishop John began by asking Synod if it wished to send congratulations to the Rt Revd Kevin Pearson, Bishop of Argyll & The Isles, on his appointment as Bishop of Glasgow & Galloway. Synod **CONFIRMED** its wish to do so.

The coronavirus outbreak brought a chance to reflect, but presented a challenge to trust God and to care for others as well as ourselves, making sure those who were alone were not forgotten. Those same principles undergirded our safeguarding practices.

He reminded Synod that the principles of Safeguarding meant that we had to do all we could to keep others safe. There had been an excellent turnout at the diocesan-led Safeguarding training in January and the atmosphere had encouraged him to think that we no longer thought of Safeguarding as a tiresome chore but as an essential and joyful part of being disciples of Jesus Christ. He then spelled out his expectations – that all clergy and lay readers, all in ministerial leadership as well as safeguarding coordinators in each charge, should attend training every two to three years. It was emphasised that it was the responsibility of Vestries to provide safeguarding training for those working with vulnerable groups, and to offer appropriate supervision and pastoral care. All congregations should be aware that safeguarding, or the lack of it, was a serious risk, and there should be an awareness of 'safe recruitment'. No charge could merely claim to be a safe place, and each one must show that it had done everything to ensure that it was so.

Commenting on the Synod agenda, Bishop John acknowledged that a number of smaller congregations felt some financial insecurity but assured Synod that closure was never a first option. He noted that at the previous Synod, the Revd David Dixon, Priest-in-Charge of St Barnabas, Edinburgh had indicated an intention to propose a motion 'that this Synod agrees to keep St Barnabas Church, Moredun open for at least the next 10 years.' Whilst the Standing Committee was unwilling to include the motion on the agenda they did accept the spirit in which it was proposed, namely, that we need to look forward and plan for a future in which all our charges, whatever their size, whatever their context, may flourish. The Bishop believed that these concerns were clearly reflected in the agenda. 'A Diocese,' said the bishop, 'is not a loose collection of independent charges it is a family that supports all its members'.

The full text of the Bishop's address would be available online.

Bishop John then invited the beneficiaries of the Lent Appeal 2020 to explain a little of their work.

PROJECT EMBABAZI

Matthew Hill made a presentation to Synod, which emphasised that funds flowed through community associations in Uganda, and that no funds were spent in the UK. The work sponsored education, entertainment buildings, sponsored animals and providing grants for micro-enterprises.

OPEN DOOR

Simon Warr was unable to attend, but a video was shown, giving an insight into the social clubs and support services provided for older people within the Morningside area of Edinburgh, to reduce isolation and loneliness.

ADMINISTRATION

SYNOD MINUTES

Synod **CONFIRMED** the minutes of the meeting held on 24 October 2019. Subject to the following additions:

- The Rev Nick Bowry, Rector of Penicuik and West Linton, to be added to those introduced at their first Synod.
- The addition of a minute, at the end, stating that the Rev David Dixon, Priest In Charge of St Barnabas, Edinburgh, notified Synod of his intention to propose a Motion that *“this Synod agrees to keep St Barnabas Church Moredun open for at least the next 10 years”*

BERWICKSHIRE CHARGES

Synod formally **APPROVED** the linking of the charges of Coldstream, Duns and Eyemouth.

ANNUAL REPORTS

Diocesan Standing Committee

Godfrey Robson, Diocesan Secretary, presented the report, noting that the meetings provided a useful corrective guidance to the business of the diocese. He thanked the members of the Standing Committee for their time and diligence during the year.

The Motion that Synod approved the report of the Standing Committee was proposed by Godfrey Robson and seconded by Victoria Elliott. This was CARRIED UNANIMOUSLY.

Diocesan Finance & Management Committee

Godfrey Robson presented the report. He was grateful to the members, not just for attending, but for the rigorous discussions. A subgroup had been formed to closer monitor and regularly analyse the accounts during the year. The committee was looking at software to help charge treasurers and to make their job easier. The Diocesan Buildings Committee had noted the poor state of maintenance of some rectories, and was looking at ways to help charges with their upkeep.

The Rev David Dixon, Priest in Charge of Edinburgh St Barnabas

The accounts were showing a small surplus of £7k against a budgeted deficit of £74k. Over the previous 2 years, income was always seeming to be higher than budgeted and expenditure lower. Could this be explained?

The Rev Dr Stephen Holmes, Rector of Edinburgh, Holy Cross

The matter of occupancy agreements for rectories had been raised by the Diocesan Buildings Committee. He had recently moved into the Rectory at Holy Cross in Edinburgh, which was in good shape. Having moved from the Church of England, where the support and guidance was comprehensive, he noted that in the Scottish Episcopal Church it was minimal. Any occupancy agreement should cover the responsibilities of both rectors and vestries.

Prebendary Bob King, Rector of Kelso

He supported Stephen Holmes's comments and felt that this was a very important matter.

Alex Stewart, Convenor of the Diocesan Buildings Committee, responded.

The responsibility for rectories lay with both rectors and vestries. There was currently a lack of clarity and the committee was urging the province to compile a Rectory Occupancy Agreement, but which steered away from the perception that it was a lease.

The Motion that Synod approved the report of the Finance & Management Committee and its pendant committees was proposed by Godfrey Robson and seconded by the Revd Philip Blackledge. This was CARRIED UNANIMOUSLY.

CATHEDRAL ACCOUNTS

The Very Revd. John Conway, Provost of St Mary's Cathedral, presented the 2019 Cathedral Accounts. He was pleased to have the opportunity to speak about the finances of the diocese's cathedral. It was facing the same challenges as many other charges. There had been an increase of 10% in congregational giving after a sustained stewardship campaign, but the deficits of recent years could not be met by congregational giving alone. Funds had been raised in recent years for major organ work, but the Cathedral could now concentrate on other areas of need. The £127k deficit the previous year had been partly due to repairs at some of its residential properties. In addition, it had moved to the Living Wage level for its lay staff. The year had also seen the closure of the St Mary's Cathedral stone workshop. There was now a more robust budget process, and contactless donation facilities were being installed, alongside developing concert venue facilities. It was looking at innovative ways of supporting the choir and music expenditure, particularly to help students and scholars. There was a challenging balance to be struck between managing finances and proclaiming the kingdom.

ANNUAL SAFEGUARDING REPORT

Synod noted the report. Simon Filsell reflected on a very positive diocesan-led training session Edinburgh in January 2020 which focused on how to be aware of signs of abuse, how to deal with incidents and reports, and the contact points for passing those cases to the specialists in the Province. There would be a further training session, led by the Province, in May, to highlight the policy changes within the SEC and then a repeat of the diocesan-led session, but in the Borders, sometime later in the year. He then emphasised the importance of having Safeguarding as a standing item on all vestry agendas, to keep the subject live in each congregation.

ELECTIONS

The following were elected to current vacancies:

General Synod - Clergy

- The Very Revd John Conway
- The Revd Dr Stephen Holmes
- The Revd Dr Sophia Marriage (2nd term)
- The Revd Nicki McNelly
- The Revd Dr Jenny Wright (2nd term)

General Synod – Lay

- Mrs Anne Martin

Provincial Panel for Episcopal Elections

- The Very Revd Frances Burberry
- Godfrey Robson (re-elected)

Diocesan Mission & Ministry Committee

- Mrs Helen Godfrey
- The Revd Libby Talbot

Bishop John then handed the chair to the Dean

MISSION AND MINISTRY

Diocesan Mission & Ministry Committee Annual Report

The Revd. Dr Sophia Marriage, Convener of the Mission & Ministry Committee, presented the report. There had been several diocesan-wide events. There had been 10 Days of Prayer in May and June, which brought many innovative ways of praying. The Big Sing in the Cathedral saw over 100 people singing Evensong at the end of the day. There had been a number of grants from the St Hilda's Fund, which had enabled St Anne's Dunbar to open a debt advice service alongside the Salvation Army and the Methodists. She then invited Helen Mitchell to speak about the work enabled by Eco-Congregation Scotland at St Ninian's Comely Bank. The grant funds had been used to plant an orchard in the green space outside the church as a place to help restore physical and mental well-being.

There was then a panel discussion to highlight some of the challenges being faced by a range of charges:

The Rev Nicky McNelly, Rector of Edinburgh St Cuthbert's

She reflected that St Cuthbert's had an elderly congregation, and that many of them found it difficult to find ways of talking to the younger generation.

The Rev Canon David Richards, Rector of Edinburgh St Paul's and St George's

In an increasingly secular society, there was a need to find ways to show our faith to all, but in a respectful way.

The Rev David Dixon, Priest-in-Charge of Edinburgh St Barnabas'

It was increasingly difficult to get members of the congregation to fill the statutory vestry roles and to lead the congregation.

MISSION POST

The Revd. Dr Sophia Marriage reminded Synod that, 4 years ago, it had taken the brave step of approving the appointment of the Bishop's Enabler of Mission. The objective of the post was to help develop, implement and communicate the mission strategy of the Diocese. Annie Naish took up the three-year post in September 2016.

In 2018 Diana Hall was asked by the bishop to start a review of the post, to establish the next steps. As a result of all the reviews undertaken Synod was presented with a plan of action, which included limiting the job, which had grown beyond what was originally envisaged, to ensure that contractual issues were properly documented and in line with appropriate legislation and good practice.

The suggestion to Synod in March 2019 was to develop the role of Bishop's Enabler of Mission into a Director for Mission and, alongside, appoint a half-time role to lead on the ongoing training and development of individuals around the diocese – both clergy and lay. Although it was an expensive option, Synod agreed.

However, it subsequently became clear that Annie's advice was that the post as then envisaged was not one she felt would work. At the same time, General Synod in June received a worrying report of the state of clergy well-being, a trend that was becoming clear to the Bishop and the Dean as well in their work around the diocese.

At the October Synod, Synod was clearly concerned by any potential increase in financial commitments at a time when churches were struggling. At the November clergy conference, the need to urgently address the issue of clergy support was voiced loud and clear.

It became clear to the Mission & Ministry Committee, the Dean and the Bishop, that a new direction was needed. Revised proposals were taken to Standing Committee and then, in due course, to Personnel Committee. What emerged was a very different job for the diocese, a role that was more generic, which brought lay and clergy learning together intentionally, to grow disciples for mission. The new post sought to encourage and support the spiritual growth, development and well-being of diocesan clergy, and foster a sense of diocesan collegiality.

The focus of the role would move from a central diocesan focus to supporting the agents of mission – rectors and congregations – in their localities. It would bring people together for training and support rather than long-term work on specific issues and places. The post would be open to both lay and ordained, and would be an office holder within the diocesan office structure.

Robin Wilson, Lay Representative of Innerleithen St Andrew's

He wished to note the huge appreciation of Annie Naish's work within the congregations of Innerleithen and Peebles as their Interim Pastor. He was appalled by the way she had been treated by the diocese.

The Rev Libby Talbot, Associate Rector of Edinburgh St Pauls and St George's

Having looked at the role description, it seemed to overlap with the Bishop's and Dean's work. Also, it seemed very similar to the previous role of Bishop's Enabler of Mission.

The Rev Capt Simon Cake, Lead Evangelist of the A7 Charges

Would Area Councils have the opportunity to look at the job description?

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

It was heartening to see that 35% of the role was devoted to developing discipleship. Lay involvement was key, and concern was expressed at the lay vacancies on the Mission & Ministry Committee. Vestries should be encouraged to put forward nominations.

The Rev Canon Dr Marion Chatterley, Vice Provost of St Mary's Cathedral

The job description was an example that we never learn. One area is developed at the expense of others.

The Rev Canon David Richards, Rector Edinburgh St Paul's and St George's

He was sad at the way things had turned out, and reflected that making someone redundant was never easy. The method of communicating that had not been good. There was a sense of crossover with the previous job, and he questioned whether a lay person could deal with the matter of clergy well-being. There was also a question about the ability to legally advertise for a 3-year limited contract post, under employment law.

The Rev Sarah Shaw, Rector of Falkirk Christ Church

She wished to commend Annie Naish for the great work she had done and hoped that there will be an opportunity to thank her formally. There were concerns with the similarity of the new post to the previous one of Bishop's Enabler of Mission.

Helen Vincent, Lay Representative of Edinburgh St Mark's Portobello

Lay involvement within the role objectives was very important. There was a question about a 3-year post them being made redundant. Why was this not a 2-year post which simply ended, meaning there would be no need for redundancy?

The Rev Peter Harris, Rector of Dalkeith St Mary's and Lasswade St Leonard's

He had seen Annie Naish's good work. Had it ever been considered to take the Dean's role out of its joint part-time Rector arrangement?

The Rev Philip Blackledge, Rector of Melrose Holy Trinity

He knew of Annie Naish's frustrations over 3 years, and was glad to know that she had been involved in discussions for the new post. He questioned whether there was an ability to fix several matters within one person's role?

The Rev David Dixon, Rector of Edinburgh St Barnabas

In a time when there was a struggle to recruit clergy, Annie Naish had taken on the additional role of Interim Pastor at Peebles and Innerleithen. He felt that we were losing a great person.

The Very Rev John Conway, Provost of St Mary's Cathedral

He reminded Synod of 2 key items which were considered before the initial appointment 3 years ago. It was strongly articulated that, first, when the funds were agreed for the post everyone should buy in to the principles of mission and work collaboratively. Second, the no one was a 'Messiah' figure and could only be a catalyst for that collaborative working. Discussions recently had become slightly fragmented. There was a need to be clear what it could be expected for one person to achieve. Collegiality was important and how the new job linked with other roles.

The Rev Canon Malcolm Round, Rector of Balerno St Mungo

He was amazed at what Annie Naish had done. He urged everyone to speak honestly, but emphasised that we must be gracious to one another and show respect. The Rev Dr Sophia Marriage was working on her own as a busy Rector as well. We were all in it together.

The Rev Dr Sophia Marriage responded.

There had been a huge amount of appreciation for Annie Naish and the diocese was now in a very different place through her amazing and inspiring work. The Personnel Committee had discussed both job descriptions in detail and the training and support for clergy well-being was incorporated within the new role. Clearly there was a new area of focus. The job description had then been through the Standing Committee and Personnel Committee. There was a desire to hold the new job within clear

boundaries. There had been an effort to fit the post within the synodical structure, and it would have more responsibility than the previous post towards the Mission & Ministry Committee and, ultimately, Diocesan Synod. It was indeed sad to lose a friend and colleague, and she urged everyone to pray for Annie Naish as she faced her changes and new challenges.

CORONAVIRUS RESPONSE

Victoria Elliott, Lay Member of General Synod, reported that, following the outbreak of the Coronavirus and the response to it, a small ecumenical team had been formed to compile online resources for churches and members of congregations. These would cover liturgical and theological aspects. She was looking for help with that work and for help with disseminating and publicising those resources.

After the lunch break, Synod paid tribute to the work of the Rev Annie Naish as she finished her time as Bishop's Enabler of Mission. There was long applause and a standing ovation.

YOUTH & CHILDREN OFFICER'S REPORT

Claire Benton-Evans, Diocesan Youth & Children Officer, reported the involvement in the Church & Society Sleepover at St John's Princes Street, with attendance from within the diocese and the wider Province. There had been a group of young people who had painted the mural at the end of St John's Church, depicting the issues important to young people. Olivia Smith, who had addressed Synod in 2019, was now working for the HeartEdge charity at St Martin's-in-the-Field Church in London. Sam Harris had been working at the Scottish Parliament as Co-Convenor of the Cross-Party Group on Children & Young People and had chaired a meeting of over 100 people. Caitlin Conway had been Co-ordinator for Media & Outreach for the Scottish Youth Climate Strike. There were now several diocesan representatives on the Provincial Youth Committee. A sum of £4.1k had been raised at the 'Wee Sleepout' and a special award had been received from Social Bite. Play Church continued to be popular.

Claire reported that she was increasingly being asked to give direct help to charges, and to advise on resources and recruitment. She was due to hold a lunch for all the employed youth workers in the diocese, as a celebration of their work, and to provide a time to network and engage in cross-collaboration and share each other's

experiences and resources. She then presented a video by St Anne's Dunbar, which was an example of direct mission through youth work.

The Rev Dr Sophia Marriage proposed a vote of thanks to Claire for all she did to inspire us in the diocese. She also thanked the members of the Mission & Ministry Committee for their hard work and support.

The motion that synod approved the reports of the Mission & Ministry Committee and its pendant committees was proposed by The Revd. Dr. Sophia Marriage and seconded by Godfrey Robson. This motion was CARRIED BY A MAJORITY WITH ONE ABSTENTION.

The Dean proposed a vote of thanks to Sophia for steering the diocese through a very busy and challenging year.

The Dean handed the chair back to the Bishop

FUTURE FINANCES

Ian Lawson, the Diocesan Treasurer, presented a paper to Synod. He was looking for discussion, but also to follow up and canvass views from those not able to attend. He reminded Synod that the General Fund was gradually reducing and that had to be addressed. The matter had been raised at the October 2019 Diocesan Synod. A continued 3% increase in quota would not address the decline in the General Fund balance, based on current expenditure plans. Currently, charges paid 11% of their assessable income as quota. If diocesan quota increased by 7% in future years, the assessable income level would rise so that charges would pay 11.8% of that income.

Other options for addressing this issue included charging for diocesan services, a levy on legacies, reducing expenditure, selling investments, and seeking voluntary contributions. He then set out 5 questions for consideration and discussion:

1. *Should the reserves be rebuilt to, at least, the target level?*
2. *Is the standard quota assessable income percentage fair?*
3. *Should the diocese and province seek to reduce central costs?*
4. *Should investments be realised?*
5. *Should voluntary contributions be invited?*
6. *Any other options suggested?*

The Rev Canon Malcolm Round, Rector of Balerno

He wished to remind Synod that members should not vote for anything they were not prepared to do themselves, and should not look solely to others to resolve the issues.

The Rev Philip Blackledge, Rector of Melrose

He commended the very helpful paper. There were many things that could be done with quota. It might be helpful to standardise policy across the diocese, so that charges did not sit on large capital funds rather than encouraging congregational giving. We should look wider at what the diocese wants to be. We often expect those who work part time hours to deliver full-time work.

Ian Kerry, Lay Representative of West Linton St Mungo's

The Bishop's Enabler of Mission had helped the diocese with spiritual growth, but there should also now be help with stewardship to promote financial growth.

Wendy Pemble, Lay Representative of Falkirk Christ Church

There was concern at the legacy levy proposals. The roof work at Christ Church Falkirk had been mostly funded by a legacy and any levy on them might discourage those donations.

Alex Stewart, General Synod Lay Member

There was a challenge in getting charges to identify as being part of a wider diocese, and there was a sense of some being remote. All charities were encouraged by OSCR to develop a reserves policy and charges needed help with exploring that. Those with reserves above a certain level could be assessed for quota on that additional amount.

The Rev Markus Dünzkofer, Rector of Edinburgh St John's Princes Street

Synod could not have those discussions outside the discussions on mission as well.

The Rev Mike Parker, Edinburgh St Pauls and St Georges.

He commended Ian Lawson for the very detailed paper. The simplification of central structures needed to be looked at, both within the diocese and at provincial level.

The Rev Dr Stephen Holmes, Rector of Edinburgh Holy Cross

In the Church of England clergy stipends and housing were all provided and managed centrally. In Truro diocese quota had increased by 20% and the central diocesan operation was not viewed well. Centralisation opened up a dangerous avenue if charges refused to pay their quota and left the diocese and other congregations financially vulnerable.

The Rev Dr Canon Marion Chatterley, Vice Provost of St Mary's Cathedral

A quota on legacies was worthwhile as it was generally the richer charges which were more likely to see significant legacies.

Bishop John thanked Ian Lawson for the helpful clarity of the paper and for his work in steering the finances of the diocese.

DEAN'S REPORT

The Very Rev Frances Burberry reported on her year. She hoped her report would give a sense of the calls on her time and energy during the previous year, and a taste of what was involved in her working alongside Bishop John. This included institutions, the Chrism Mass with thoughts of the disastrous fire at Notre Dame in Paris, a pilgrimage to Ravenna, visitations to 13 charges, a visit from Espoo Diocese, the 25th anniversary of the first ordination of women, and a forward look to her sabbatical in 2020.

Bishop John thanked the Dean for her report which highlighted all the work which she did, but also thanked her for the huge amount of work which supported him and enabled his own work in the diocese.

The Bishop confirmed the Acts of Synod

STANDING COMMITTEE

Annual Report 2020



REMIT

The Standing Committee's purposes are set out in the Diocese's Administrative Scheme. The main two are:

1. to act as the executive committee of Synod, taking necessary decisions between Synod meetings, and
2. to receive reports from and oversee the work of the other main Committees of the Diocese.

MEMBERSHIP

The Committee's membership has been constant throughout the past year, except for the retirement of The Revd Canon Malcolm Round following the November meeting.

A list of members is included at the end of this report.

MEETINGS

The Committee will, by 13 March 2021 and since the March 2020 Synod, have met six times.

BUSINESS CONDUCTED

The regular or "normal" business of the Committee has reflected the main concerns in-year of the Finance & Management and of the Mission & Ministry Committees, and is recorded in detail in the reports of those Committees.

The main matters in which the Standing Committee became proactively involved were

- the strategic decision, notwithstanding our weak financial position, to reduce quota requirement for the current year by 10%, and to support the F&M Committee's recommendation to establish the hardship fund
- the decision to proceed with the appointment of the Ministry Coordinator, on a one-year basis, the main issues for consideration being current financial constraints, the pressures and strains on clergy arising from lockdown, and the need for creative thinking about the likely problems post-covid, and
- the special arrangements required in place of the normal October Synod, and the arrangements for this March Synod.

Godfrey Robson
Diocesan Secretary

COMMITTEE MEMBERSHIP

- The Right Revd Dr John Armes
- The Very Revd Frances Burberry
- The Revd Rosemary Addis
- Mrs Victoria Elliott
- Mr Ian Lawson
- The Revd Dr Sophia Marriage
- Mr Godfrey Robson
- The Revd Canon Malcolm Round
- Ms Philippa Snell
- Mr Neil Stewart

FINANCE & MANAGEMENT COMMITTEE Annual Report 2020



COMMITTEE MEMBERSHIP

All members of the Committee who were in post at the time of the March 2020 Synod have stayed the course throughout the year. In addition, we had the pleasure of welcoming two new members in November 2020 – Mark Harris (Mustard Seed and recently appointed to the Provincial Administration Board) and Rev Dr Stephen Holmes (Holy Cross Davidson's Mains, Edinburgh who returns both to the Diocese and to the Committee).

A full list of members can be found at the end of the report. I am immensely grateful to all members for their valuable participation and advice throughout a challenging year. Particular thanks and appreciation is due to the Diocesan Treasurer, Ian Lawson.

MEETINGS

The Committee will, by 13 March 2021 and since the March 2020 Synod, have met six times.

BUSINESS CONDUCTED

The Committee has continued with what might be considered its “normal” business throughout the year. Main matters to bring to attention are as follows.

- the 2020 Accounts were successfully completed and audited and the Committee monitored quarterly results as the year progressed.
- the usual annual accounts review was undertaken of Charge Accounts, this time by the Treasurer and two other qualified accountant members of the Committee, and in conjunction with the review of financial schedules. The purpose of this is to gain early warning of problems, and to be able to offer help. The Treasurer had follow-up discussions with several Charges.
- A budget for 2021 was prepared for discussion with Area Councils via Zoom, in lieu of the normal October Synod
- Continuing efforts are being made by accountant members of the Committee to find ways of simplifying procedures for and easing demands on Vestry Treasurers.

- The Personnel Subcommittee (*separate report*) has completed its review of diocesan HR policies and personnel procedures, which should now basically be good for a number of years
- The Buildings Subcommittee (*also separate report*) apart from its normal diet of Canon 35 applications etc, dealt with two major projects – the significant recovery and refurbishment of the St Philip & St James Rectory in Wardie Road Edinburgh, diocesan costs now to be recovered through rental, and the improvement and refurbishment of St Andrew's Newcraighall, now leased to a new community group
- The Communications Subcommittee has not found new members. We are now embarking on an external review of our communications arrangements. In the meantime, the Convenor remains able to advise, and the Communications Coordinator reports directly into the Diocesan Office.

COVID

Having said all that, the predominant concern of the Committee has obviously been with the consequences of Covid, the first lockdown having come just after last March's Synod.

The Committee (principally via the Diocesan Treasurer) immediately stepped up its communication with Vestry Treasurers to keep its finger on the pulse. The early indication was that that most charges were coping through 2020, albeit with difficulty.

Significant cashflow problems arose with two major charges. In the first case, the charge with our agreement deferred quota payments for two months but was then able quickly to make its own arrangements to recover. The second found itself in more serious difficulties and they and the Committee have now agreed a credible plan for financial recovery and payment of deferred 2020 quota within an agreed timescale.

For current year 2021, all charges are benefiting from the 10% overall reduction in quota, made possible by a corresponding reduction in Provincial quota and by rigorous efforts by the Committee to prune our own diocesan budget.

Notwithstanding, the Committee has recognised that the current year will be very difficult for some charges – probably more so than 2020 - and in response:

- we are about to become more proactive (within the boundaries of our personnel resources and the constraints of lockdown) in maintaining contact with charges and identifying financial problems early, and
- we are creating a special fund to support charges in difficulty, and are very grateful to those Vestries who have donated or committed to supporting this.

CONCLUSION

We expect a busy year ahead, supporting the Diocese through current difficulties while helping it to maintain such “normal” activities and support of Church members as is possible.

Godfrey Robson
Convenor & Diocesan Secretary

COMMITTEE MEMBERS:

- Godfrey Robson (Convenor)
- The Right Revd John Armes
- The Revd Philip Blackledge
- The Very Revd Frances Burberry
- Mark Harris
- The Revd Dr Stephen Holmes
- Ian Kerry
- Prebendary Bob King
- Ian Lawson
- Anne McAlister
- David McLellan
- Patricia Peattie
- Kenneth Ramage
- Alex Stewart
- Sean Wright

BUILDINGS COMMITTEE

Annual Report 2020



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 5 occasions in the year, three of these being virtual meetings held on line, and considered 6 applications under Canon 35. All were granted consent

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. 6 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. Regrettably, the committee continues to receive too many quinquennial reports which do not conform to the agreed format, and the Finance & Management Committee has agreed that the Dean will write to Charges reminding them of the need to submit QQ reports in the format previously advised. 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 for grant from the Provincial Building Fund. 2 applications were received during 2020 both of which were approved for submission to the PBF and both received funding in full or in part.

The committee was again disappointed with the number of applications received for grants from the St Andrews Fund, of which only 1 was submitted. The Committee is awaiting the outcome of its recommendation that the funds accruing from the sale of St Paul's church in Livingston should be added to the capital of the Fund which would allow an increase in the level of grants which can be made.

The Committee visited and inspected 4 vacant rectories during 2020, all of which were found to be satisfactory.

The refurbishment of the St Philip's & St James' Rectory at 5 Wardie Road Edinburgh was completed and the property was let in October 2020. The Diocese, through the DBC, will retain responsibility for the property until such time as it is required again for use as a rectory.

The clearance and limited refurbishment of St Andrew's Church at Newcraighall was completed and the building let to the new community body, Craigmillar Now, in November for an initial period of ten years. CN are themselves continuing to refurbish and improve the building with grant assistance. The Rector of St Mark's in Portobello is a trustee of Craigmillar Now and space for a base for the Industrial Chaplain at Fort Kinnaird Retail Park is provided as part of the lease agreement.

The Committee has continued to oversee the maintenance of, repair and any necessary replacements to the Bishop's Residence.

I would like to take this opportunity to thank the members of the Committee for their commitment and pragmatism in keeping the work of the DBC functioning during what has been a rather unusual but nevertheless full year of activity.

The current membership of the Committee is:

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

PERSONNEL COMMITTEE

Annual Report 2020



The Committee met twice, early in 2020, subsequently dealing with matters requiring attention by email or telephone consultation as required due the restrictions arising from the pandemic. A Zoom meeting was held in early 2021 at which a formal update and record of deliberations was made.

The Revd. Nicholas Bowry joined the Committee at the beginning of the year. Mark Adderley resigned in March. I am grateful for all the contributions of members during these difficult times, and for the support of Simon Filsell to the Committee throughout the year.

POLICIES

All the HR policies were subject to the full five-year review over the summer. I am grateful to Nick and Simon for carrying out the detailed work, which ensures that they are compliant with all relevant current legislation, incorporate implementation guidelines and related policies are linked together for ease of use.

STAFFING

Advice has been offered on appointments to support the Administration and Mission & Ministry functions. The needs of the Diocese will be kept under review as the impact of the pandemic on requirements are identified.

Professor Patricia Peattie OBE
Convenor

MEMBERSHIP

- Professor Patricia Peattie
- The Very Revd Frances Burberry
- The Revd Nick Bowry
- Janet McGregor
- Godfrey Robson

SAFEGUARDING

Annual Report 2020



In 2020, we responded to a particular outcome of the Provincial Safeguarding Audit Report – namely, 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?”

On 11 January 2020, at St John’s Princes Street, Ley-Anne Forsyth, the Youth & Children Officer for the Diocese of Moray, Ross & Caithness, delivered an engaging training session, attended by over 80 people, covering 26 of our charges. The feedback was overwhelmingly positive, and we had hoped to arrange more training sessions during the year. With the lockdown in March, this clearly became unfeasible. Nevertheless, one of the major safeguarding gaps identified in the Audit had been addressed, and attendees felt more confident in handling an allegation and the onward reporting process to enable the Provincial Protection Officer to investigate. Going forward, those Charges with Audit responses generating ‘Red Flags’ are being contacted individually by The Dean and myself, to discuss the areas identified, and to provide support in helping to address them. Claire Benton-Evans is supporting us in doing that, particularly where there is a youth and children aspect.

The work in charges was, of course, almost entirely unconventional in 2020, and the focus for safeguarding quickly switched to an emphasis on online safety. Claire Benton-Evans, our Youth & Children Officer compiled some excellent resources for keeping young people safe when engaging in online activities within congregations.

The questions in the Province Office’s Annual PVG Checklist were therefore somewhat different to those in 2019. Results from a few of the key questions were:

- Has your Church building re-opened for public worship at any point since lockdown? **44 “Yes” [88%]**
- Has your Church been involved in any community outreach projects during lockdown? **25 “Yes” [50%]**
- Has your Church developed any other new initiatives because of Covid-19? **38 “Yes” [76%]**
- Does your Church have a pastoral visiting team? **36 “Yes” [72%]**
- Does your Church provide youth & children's activities? **34 “Yes” [68%]**

One important question was:

- Would you/others in your church be able to take part in Safeguarding Training by Zoom? **48 “Yes” [96%]**

Clearly, there is both a need and an appetite for more training, and online delivery seems feasible. At the October 2020 meeting of the Diocesan Protection Officers, it was confirmed that Daphne Audsley was working on a training presentation which focused on the new safeguarding policy. As soon as we have any dates for that training, they will be widely publicised.

At the time of compiling this report, the return rate of the PVG Checklists was 94% (2019: also 94%) with only 3 charges not submitting a return. This, is a huge improvement on 2018 when it was only 69%.

During 2020, I was pleased to confirm (on behalf of the Bishop) the appointments of new PVG Coordinators at:

1. Edinburgh, St Fillan's
2. Edinburgh, St James' Leith
3. Edinburgh, St Michael & All Saints
4. Edinburgh, St Ninian's
5. Jedburgh
6. Musselburgh
7. North Berwick
8. West Linton

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.

Simon Filsell
Diocesan Protection Officer

MISSION & MINISTRY COMMITTEE Annual Report 2020



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 through the work of the Youth and Children's Officer.

In 2019, the committee undertook a comprehensive review of the post of Bishop's Enabler of Mission, which had come to the end of its contract, and at Synod in March 2020, we presented the conclusions of that review, as we sought to appoint a full time Mission and Ministry Co-ordinator. Within a week of Synod, the pandemic closed churches and work went online.

The lockdown placed financial uncertainties on individual charges as well as on the diocese, and revealed new needs and skills set for any DMMC appointment. At the same time, advertising and appointment was inappropriate.

As with all of life, Covid 19 transformed church life enormously and people around the diocese – both lay and ordained rapidly re-skilled as their ministry and church life changed drastically – this included the distribution of service sheets, prayers for the home as well as different online worship provision. The increased use of video conferencing gave rise to informal support groups and the bishop gathered with the clergy weekly to share experiences and practices.

It was clear that the financial uncertainties and the new experience of ministry meant that any appointment to support and resource the mission and ministry of the diocese would need to be re-envisioned. In October the results of that discernment were sent to Area Councils in lieu of Synod and proposed the appointment of a pared down post, concentrating on the support and ongoing development of those in authorised ministry. The Ministry Co-ordinator is on a fixed term (1 year) and part time basis, during this time of change. This post recognised the considerable challenges of ordained ministry around the diocese, and the uncertain needs of the diocese as we emerge from pandemic. During this coming year, the post holder will contribute to the work of DMMC as we discern the needs of the diocese as we emerge from lockdown.

Rev Jane MacLaren was appointed at the end of October and started as Ministry Co-ordinator during the online clergy conference in November.

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

Throughout the pandemic, God has been working and the clergy and people of the diocese have experienced huge transformations to faith – in our understanding and our practices. Many of this is at a local level.

SERVING OUR COMMUNITIES

Social Justice and the Environment: The pandemic has exacerbated the inequalities of our society and many churches have been involved in food banks and the delivery of essential items to the housebound or shielding. Others have welcomed people into their gardens and outdoor spaces.

ENGAGING ALL GENERATIONS

During the pandemic, many of the older members of congregations have learnt new IT skills so that they can worship with their local congregation. At the same time, other older members without internet connection, have received regular letters and service sheets. Many congregations have given out 'goodie bags' to encourage faithful practice at home.

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 this year, her work has concentrated on supporting paid youth and children's workers across the diocese as well as individual young people through this exceptionally difficult year.

DMMC is also grateful to Claire for collating and reviewing seasonal resources suitable for all ages and making these available online.

ENABLING MINISTRY

On-going Development for those in Authorised Ministry

Before lockdown, a number of informal lunchtime meetings for those in authorised ministry covered spirituality of older people and working with young people. During the first few months of the pandemic, other planned events were cancelled. The annual Stipendiary Clergy Conference took place online in November with David Runcorn as the main speaker.

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, and the Ministry Coordinator to meet with Bishop John and reflect together on how we can better enable ministry in all its forms across the diocese.

The work of vocational discernment has continued on line but with extra challenges, especially where the discernment process started after face-to face meetings were possible. IME 4-6 has adapted to shorter, evening sessions rather than training days, though the format has reinforced the importance of participative and interactive styles of learning and reflection. Jane MacLaren, the Ministry Coordinator, has been very proactive in talking to the clergy of the diocese and arranging new opportunities for clergy support and development.

The annual stipendiary clergy conference was also held online. Reflections were offered by the Revd David Runcorn on the theme of "Singing in a Strange Land". Social interaction and mutual support were of course restricted by the format, although assisted by breakout groups and an online "bar"!

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.

In 2020, Beki Cansdale (St John's Princes Street) was ordained after her training through the Mixed Mode Programme and is serving her title in Oban. The diocese continues to support Jaime Wright (at St Columba's by the Castle, until March 2021) and Ross Jesmont (at St Salvador's, Stenhouse).

DEVELOPING DISCIPLES

Lay training

The proposal agreed by Synod in March 2020 for a Mission and Ministry Co-ordinator included the co-ordination of lay learning in the diocese – a position that has been vacant for a number of years. Due to financial constraints during pandemic, DMMC decided to concentrate limited and uncertain resources on the support of those in authorised ministry so that they could encourage their local congregations in new ministries and discipleship.

The committee is aware of many new learnings around the diocese, especially as congregations have rallied to support each other and their communities. Rev Dr Richard Tiplady (SEI) has run a number of courses on Pioneer Ministry that have been undertaken by clergy and laity from the diocese. We look forward to seeing the fruits of reflection and thinking.

International

International travel has been impossible during the last year, but links with our partner churches have continued online. Some of the Diocesan Office staff have been enhancing links with their counterparts in the Diocese of Dunedin, New Zealand, by holding meetings by Zoom during the year.

SHARING FAITH

Communications

During the lockdown, the use of digital media has become ever more important in the way we live out our mission as a diocese and as a church. As well as providing advice and technical help, our Communications Officer James Parsons has been working with the province to provide online

worship for all those who are unable to go into their churches, as well as facilitating an increased profile for the Bishop online.

Things are obviously in flux for all of us at the moment, and a small review of the communication needs of the diocese will be taking place shortly to assess how we work together better in the future for online mission, and how we can help one another in a better provision of resources for all churches.

REPORTS

This report serves as an introduction to the fuller reports prepared by both Revd Jane MacLaren and Claire Benton-Evans, covering the key areas of the work that the DMMC seeks to support and nourish. Revd MacLaren took up post in November, and her report therefore covers two months of 2020.

THANKS

The challenges of the last year have been felt by everyone in the diocese and because the committee is made up mostly of volunteers, the committee work of DMMC was halted during the first few months of the pandemic. At the March 2020 synod, we were hopeful of a new appointment that would resource the diocese. Events of 2020 changed this radically and necessitated new discernment at the time of huge change.

I would like to express my huge thanks to Claire Benton-Evans for her hard work and encouragement of so many in the diocese during this year and to Rev Jane MacLaren for the speed and wisdom with which she took up the new post in November. Also many thanks to the whole committee for their thinking and work during the year (+John, the Dean, Godfrey Robson, Claire Benton-Evans, David Paton-Williams, Helen Godfrey, Philip Blackledge, Tim Tunley, Libby Talbot, Jane MacLaren). It has been an unsettled year in so many ways and this uncertainty is likely to continue for many months to come as we discern how best to support, nurture and encourage the people and clergy of this diocese in God's mission and ministry.

The Revd Dr Sophia Marriage
Convenor

MINISTRY CO-ORDINATOR

Annual Report 2020



The Bishop announced my appointment at the Clergy Conference in November, giving me a good launchpad for the role. Since then my priority has been 1:1 meetings with diocesan clergy, focussing on support networks and resourcing alongside a listening ear on how people are finding these very challenging times. This has enabled us to point people to more tailored support where appropriate. I'm now in the process of collating the common themes that have emerged from these meetings, particularly looking at clergy views on support and resourcing. This will inform ongoing planning and discussion with the Bishop and Dean and planning of the CMD programme.

As common strands have emerged from the clergy meetings, we have started a number of initiatives including a group for clergy recently come from the C of E, some informal groupings of clergy for mutual support, a seminar on leading a church through uncertain times, and a course for incumbents on Pioneer Ministry, currently in progress. Coming soon is a session for incumbents and key vestry members on Governance, Diocesan and Provincial structures and clergy-vestry relations. More initiatives will follow.

Revd Jane MacLaren Feb 2021

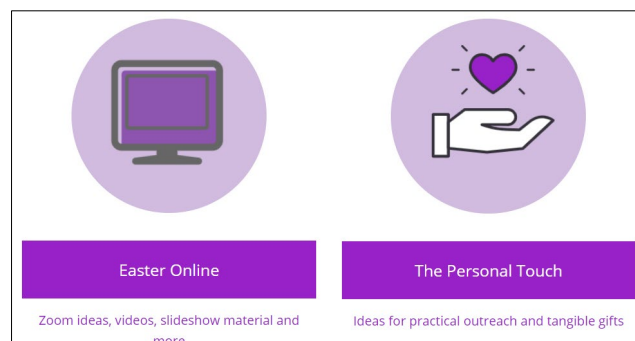
YOUTH & CHILDREN OFFICER Annual Report 2020



2020 has been a year of working from home and providing socially-distanced support for children, young people and those who work with them.

Support for charges

- I have been meeting regularly via Zoom with the salaried youth and children's workers in the Diocese (currently 10 charges employ at least one person either full- or part-time), so that we can share ideas, discuss concerns and support each other as a group. These meetings also act as a focus group which provides me with a snapshot of youth and children's ministry across a range of churches.
- I remain "on-call" for all charges as we try to manage youth and children's ministry within changing Government guidelines. This includes advice on risk assessment as and when places of worship and associated children's activities are allowed to reopen.
- The annual Youth & Children's Work grants have supported some charges with providing 'Faith at home' packages for families; I have also given grants to churches that are making plans for post-lockdown provision, such as an outdoor play area for toddlers at St Margaret's Easter Road and a refreshed crèche facility at St James' Leith.



Resourcing and celebrating

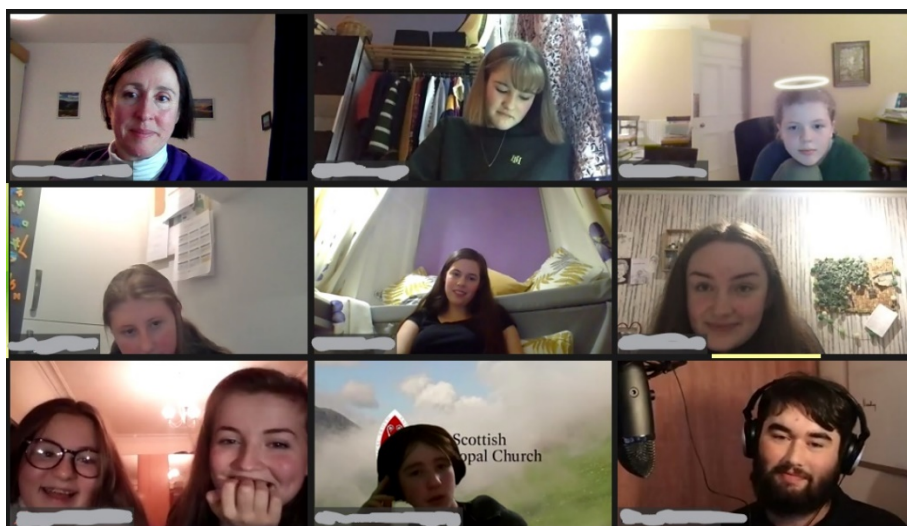
- **Covid Christmas resources:** the 'Covid Christmas' infographic and resources page on the Diocesan website was heavily used: it was wonderful to see evidence over Christmas of churches that had (for example) sent out Advent parcels to families, or filmed a Lockdown Nativity, or knitted angels for their local community to find.
- **Lockdown Lent and Easter** My focus now is to resource and support charges as we prepare for the coming season under lockdown restrictions: the Covid Christmas web page has been repurposed for Lent and Easter and will be filling up over the coming weeks with the brightest ideas and best resources I can recommend.
- **Newsletters** The quarterly Youth and Children Newsletter has been a great place to celebrate what people have been



able to do during lockdown; it's also been a gathering place for ideas, resources and encouragement. If you'd like to receive this Newsletter directly, please email me to be added to my mailing list: youthandchildren@dicoeseofedinburgh.org

Online activities for children and young people

- **Glen Online:** the annual Provincial Youth Week met online for the first time in its history, proving that nothing can stop Glen! We did many of the things that make the Provincial Youth Week so special. We learnt that no matter what, we can still see each other's faces, talk, laugh, explore our faith, have fun and worship together.
- **Winter Wonderland Sleepover:** Since Edinburgh Diocese usually hosts a popular youth sleepover event in the autumn, we hosted the online 'Winter Wonderland Sleepover' in late November. It was well attended from across the Province and featured the usual fun and games, feasting, prayer and worship, plus a Blessing of the Pets.
- **Youth participation:** December saw the generation and delivery of a great deal of online content by and for young people in Edinburgh Diocese and beyond. Our two under-18 youth representatives on the Provincial Youth Committee made excellent video contributions to the PYC's presentation to General Synod, and two young people from this diocese were part of the youth team that created the Provincial Youth Nativity Service, which was introduced by Bishop John and streamed on Christmas Eve. The Diocese was also well represented at the Provincial Youth Christmas Dinner, held via Zoom one lunchtime after Christmas.



Plans for 2021

- Edinburgh Diocesan youth leaders are involved in leading a **Provincial Youth programme of online support** for young people of High School age: email ClaireBE@scotland.anglican.org for details.
- **Glen 21 will go ahead** between Sunday 1st August and Saturday 7th August! We just don't yet know quite what form it will take: in person, online, or a blend of the two – more information to follow.

- Edinburgh Diocese will help to lead the **Children's Chapel**, a new initiative from the Provincial Mission Board to provide a short online act of worship every week for very young children and their families.
- **Lego Lent Challenge!** A Bible passage and a build challenge to help children engage with the story of Easter: starting 15 March on the Diocesan Youth & Children Facebook Page.