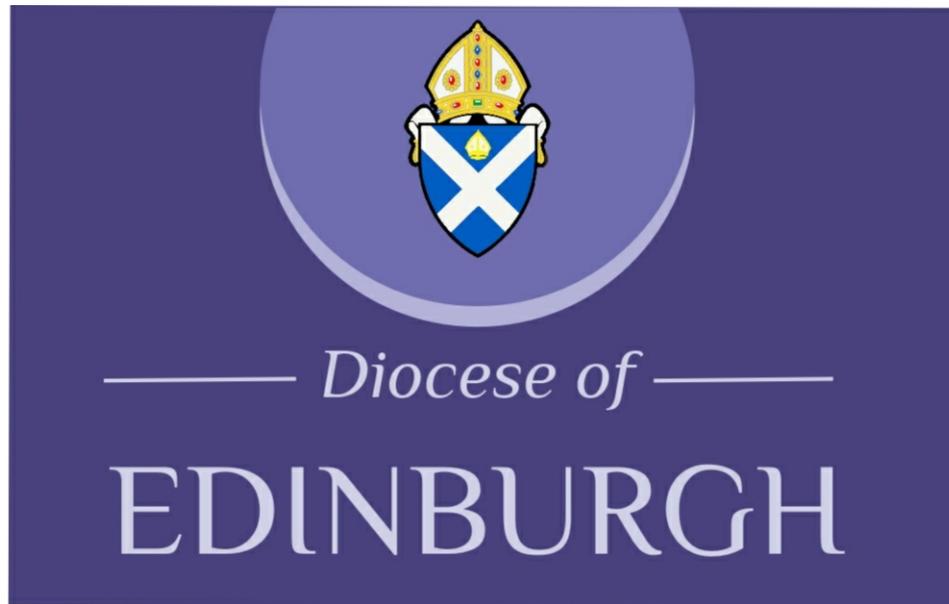


SCOTTISH EPISCOPAL CHURCH



DIOCESAN SYNOD

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

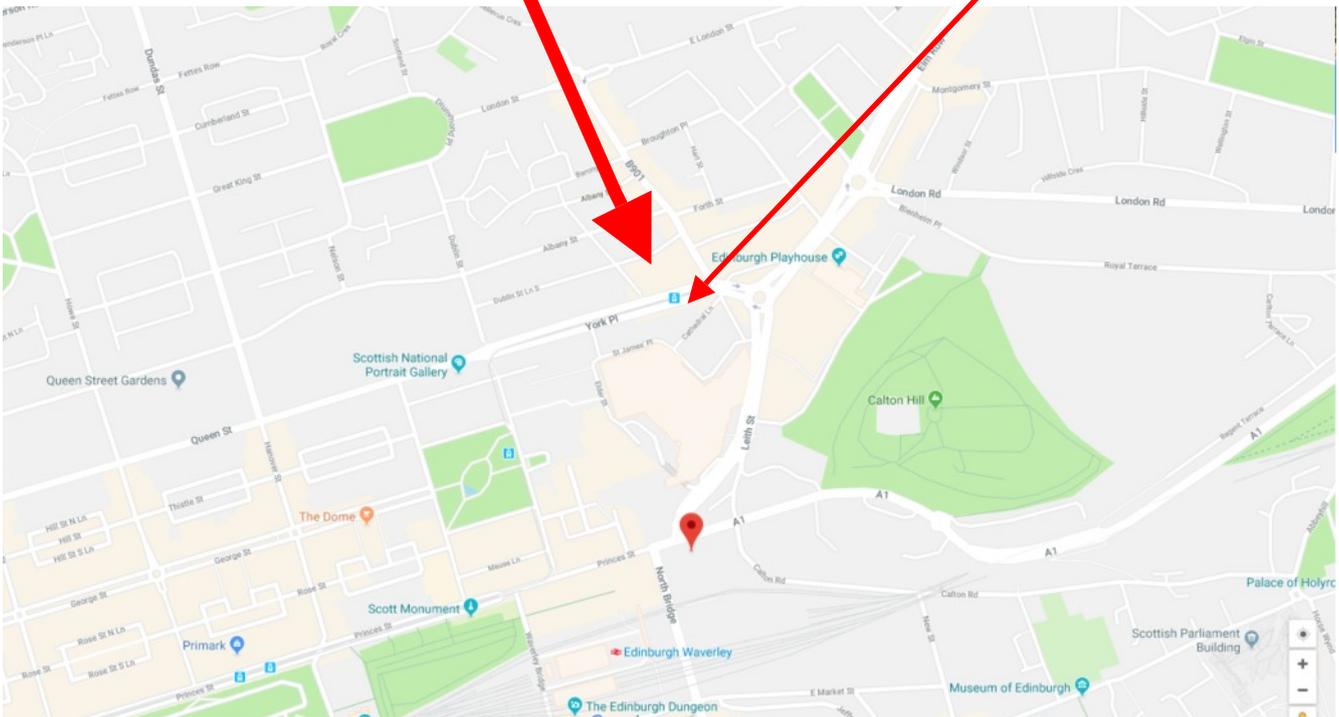
A meeting of the Edinburgh Diocesan Synod
will be held on **Saturday 12 March 2022.**

The Synod Eucharist and Meeting will take place at
St Paul's & St George's, Edinburgh, starting with Eucharist at 8.30am

SIMON FILSELL
Diocesan Administrator



York Place
Edinburgh
EH1 3RH



EDINBURGH DIOCESAN SYNOD

Saturday 12 March 2022

DIOCESAN SYNOD AGENDA

Venue: St Paul's & St George's, York Place, Edinburgh

8.30 am **Said Eucharist**

9.00 am **Coffee/tea**

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

9.40 am **Bishop's Address & Lent Appeal 2022**

10.10 am **ADMINISTRATION** – *Questions submitted in advance where possible*

To approve the Minutes of the Synod held on 21 October 2021 [p4]

To receive the Annual Reports from Committees and other bodies:

Diocesan Standing Committee [p10]

Godfrey Robson, Diocesan Secretary

Motion: This Synod approves the report of the Standing Committee

Diocesan Finance & Management Committee [p12]

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 [p16]

Simon Filsell, Diocesan Protection Officer

Elections – *Godfrey Robson, Diocesan Secretary*

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

10.30 am **GENERAL SYNOD BUSINESS**

- Alterations to the Scottish Liturgy 1982 [p17]
(The Revd Rosie Addis, Provincial Liturgy Committee)
- Carbon Neutral
General Synod's commitment to carbon neutral by 2030 – way forward for our diocese

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

- Mission & Ministry Committee Annual Report *(to include presentations by Ministry Development Officer and Youth & Children Officer)* [p19]

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

12.30 pm **Lunch** *(please bring your own sandwiches etc. - drinks & biscuits provided)*

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

- *Update on 2021 Accounts and current financial issues* [p25]

2.15 pm **Dean's Report**

2.30 pm **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 21 October 2021

The meeting used the Zoom online conferencing platform in order to conform with Government safety regulations during the COVID-19 global pandemic.

Synod commenced with Eucharist at 5.30pm – a live stream from St Mary’s Cathedral, Edinburgh

*There were 73 attendees – 51% (35 Clergy - 46%; 38 Lay - 58%)
with apologies from 12 Clergy and 5 Lay*

SYNOD BUSINESS

The Very Rev Frances Burberry welcomed the new members of Synod:

- Mervyn Anthony, Lay Representative at Holy Trinity Melrose
- The Revd Russell Duncan, Curate, Church of the Good Shepherd, Murrayfield, Edinburgh
- The Revd Iain Lothian, Rector, St James’ Leith, Edinburgh
- The Revd Claire Nicholson, Curate, Holy Trinity, Melrose
- Alison Tams, Lay Representative, St Ebba’s Eyemouth
- The Revd David Todd, Curate, St Mark’s Portobello, Edinburgh
- The Revd John Vincent, Priest in Charge, St Martin of Tours, Edinburgh
- Dr Michael Wood, General Synod Representative

Bishop John asked Synod for a moment of silence to remember those who had died since the last Synod meeting

- Isla Shanks, Lay Reader Emeritus, St Matthews Roslin

BISHOP'S ADDRESS

Bishop John reflected that the people in exile in Babylon had been asked to sing the Lord's song in a foreign land. We were perhaps living in a land which we did not recognise ourselves, but should trust that God would walk with us. Nevertheless, in a season of pilgrimage we were constantly reminded that we were a people on the move, but trusting that God walked with us. In the face of a pandemic, many of us were weary, fatigued and unable, as yet, to discern our destination. He repeated his thanks to clergy, vestries and all in the diocese for their resolve, patience and kindness.

With COP26 looming, and with deep questions about social, trade and climate justice, it was not a time to be faint-hearted. It was clearly not a 'business as usual' Synod and whilst the agenda, with its elections and accounts and budget had a reassuring familiarity, we were embarked on a journey in which we, as Christ's people, reached out our hands in support and solidarity. It should have been no surprise that our Standing Committee had given much thought to how to support our charges. He asked Synod to remember that in those matters we were all seeking to do our best and to be faithful, and finished with the words of St Paul - 'Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labour is not in vain.'

(The full text of the address was made available on the diocesan website)

ADMINISTRATION

SYNOD MINUTES

The minutes of Diocesan Synod held on Saturday, 13 March 2021 were **CONFIRMED**

ELECTIONS

Godfrey Robson presented the candidates as follows:

- **Synod Clerk** - The Rev Nicki McNelly, proposed by The Revd Jane MacLaren and seconded by The Rev Dr Stephen Holmes, and The Rev Sarah Shaw proposed by The Rev Canon Marion Chatterley and seconded by The Rev Canon Andrew Bain. The votes were cast by the voting Presbyters and Deacons present in the meeting.

- **Chapter Canon** - The Rev Markus Dünzkofer, proposed by The Rev Grace Redpath and seconded by The Rev Nicki McNelly, and The Rev Dr Sophia Marriage proposed by The Rev Jane MacLaren seconded by The Rev Liz O’Ryan. The votes were cast by all voting members present in the meeting.

FINANCE & MANAGEMENT

DIOCESAN ACCOUNTS FOR 2020

Ian Lawson, Diocesan Treasurer, reported that the accounts had been signed off with no significant changes following the audit. The accounts have been filed with OSCR. The general fund surplus of £34k in 2020 had been mostly due to reduced activities. When combined with the designated and restricted funds, the surplus was £44k. The performance of the Unit Trust Pool investments had been excellent, and the dividends had provided 15% of the diocese's income.

The Motion that Synod noted the Diocesan Accounts for 2020 was proposed by Godfrey Robson and seconded by The Very Rev Frances Burberry. The motion was CARRIED by a majority with no abstentions

DIOCESAN FINANCIAL POSITION 2021

The position to 30th September saw the accounts running at a likely surplus of £49k. However, some expenditure - such as for the Clergy Conference - only appeared in the latter part of the year. Other expenditure was on target, but the Support Costs line was only showing 62% due to several office staff vacancies which were not filled for extended periods during the year. Overall, this was a saving of around £20k. The introduction of the additional office technology efficiencies was producing a sustainable reduction of £6k per annum.

DIOCESAN BUDGET FOR 2022

Ian Lawson presented the Budget. Provincial Quota would be rising by 11% from the 2021 level, which had been reduced by 10% in response to Covid. Diocesan plans for 2022 included filling four part-time vacancies – these were not new posts but three had been left vacant for part of the current year. Some items were estimated as likely receivables.

The 2021 surplus, however, would carry over and allow the Diocesan Quota increase for 2022 to be kept to 2% while still allowing break-even. It was hoped that the Unit Trust Pool performance would continue into 2022. The planned

expenditure levels were very close to those seen in 2021, with a small increase of £4k to £98k. Ian Lawson also highlighted the creation of the Diocesan Covid Relief Fund, where £36k had been assembled through a mix of existing diocesan funds and some generous voluntary contributions from a number of charges, to help those elsewhere in the diocese with more limited financial resources. This had enabled grants of £16k to be made to a number of charges earlier in the year, with consideration of further grants already underway.

The Rev Dr Sophia Marriage then presented the proposal provided for in the budget for the appointment for a revised post of Ministerial Development Officer. There had been a proposal, after the 2019 review of the Bishop's Enabler of Mission role, for the funding of 3 mission posts. However, following discussion at Synod, this was scaled back to 2 posts - a Mission & Ministry Coordinator and an Administrative Assistant. Shortly afterwards, the country went into lockdown leading to recognition of the added burden on those in authorised Ministry, in supporting their communities. An interim contracted post was therefore created, and The Rev Jane MacLaren started as a half-time Ministry Coordinator, developing and supporting clergy in their roles. Jane MacLaren had already completed one-to-one meetings with almost all the clergy, as well as starting the new Ministerial Review process. The Mission & Ministry Committee was therefore proposing a three-year salaried half-time post of Ministerial Development Officer, plus the reappointment of the half-time Administrative Assistant.

Questions & Comments:

Valerie Hale, Lay Representative, St Anne's Dunbar

Given the urgency of the climate change agenda, there is surprise that there is no provision in the 2022 Budget for any costs of achieving the SEC's 2030 carbon-neutral target.

The Rev Peter Harris, Rector of Dalkeith & Lasswade

The previous question was echoed and centrally-cascaded guidance was needed as to how the target should be achieved.

The Rev Nick Wills, Rector of St Peters Luton Place, Edinburgh

Consideration should be given to the diocese investing in a parcel of land for tree planting. The Finance & Management Committee could take not only an ethical view of its investments but also an ecological view.

The Rev Diana Hall, Rector of St Anne's, Dunbar

The General Synod declaration on climate change now gives just 9 years to achieve the net-zero position, but no subsequent guidance has been made

available. It is important for the diocese to support individual congregations with advice.

Godfrey Robson, Diocesan Secretary, responded that the diocese was tuned in to the climate crisis. The proposed way forward was

- To await clarification of the Province's intentions
- To take a first view on diocesan priorities and needs – where we could make the most effective interventions – and establish some terms of reference for future work
- And on that basis, set up a small advisory group encompassing the appropriate advisory skills and expertise

The Rev Peter Harris, Rector of Dalkeith & Lasswade

It had been suggested previously that a fundraiser be engaged by the diocese. There was clearly a need for professional help in sourcing funding for climate change initiatives.

Bishop John responded that it might be possible to approach the Province for funding towards the cost of engaging professionals.

Helen Tyrell, Lay Representative for Old St Pauls, Edinburgh

There was reassurance in the responses to the climate change questions, but a small diocesan group to work on the challenges should be set up as soon as possible.

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

Clarification should be given as to whether existing church members with appropriate climate change skills were being sought or whether it was purely external professionals.

Godfrey Robson, Diocesan Secretary, confirmed that there was no plan to employ professional consultants. The search was amongst existing church members or friends with relevant skills. There was a need to get this right and to identify where practical progress could be made.

Andy Milner, Lay Representative of St Vincent's Stockbridge, Edinburgh

Noting the current position of the General Fund, has it recovered from the position it was in four years ago?

Ian Lawson, Diocesan Treasurer, responded that by the end of 2021 the General Fund would have returned to the target level of having between 3 - 6 months expenditure within the Fund.

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

Has there been any consideration of combining some of the part-time staff posts to make single full-time ones? It could be that the post of Dean of the Diocese was combined with that of the Synod Clerk.

Bishop John responded that the combining of posts had not been considered, but it was clear that the skills needed for the Dean and the Synod Clerk positions were distinct. In addition, the appointment of Dean was in the gift of the Bishop, and he felt that it would not be good for him to influence the elected Synod Clerk office.

Bishop John thanked Godfrey Robson and Ian Lawson for their significant amount of work in keeping the diocesan finances in good order and in presenting the information with great clarity.

The Motion that Synod approves the Diocesan Budget for 2022 was proposed by Godfrey Robson and seconded by The Very Rev Frances Burberry. The motion was CARRIED by a majority with 5 abstentions

ELECTION RESULTS

The Very Rev Frances Burberry then announced the results of the voting in the elections as follows:

- **The Rev Sarah Shaw** was duly elected as Synod Clerk
- **The Rev Dr Sophia Marriage** was duly elected as Chapter Canon

Bishop John then asked Synod to pray for all the candidates who had put themselves forward for election.

Bishop John also recorded the sincere thanks of Diocesan Synod to Patricia Peattie (Convenor) and Janet McGregor for their work as members of the Diocesan Personnel Committee. Both had recently retired from the committee, and their contributions over many years had been significant in so many of the formal and structural aspects of the personnel work.

Bishop John confirmed the Acts of Synod.

Standing Committee

Annual Report 2021



REMIT

The Standing Committee's purposes are set out in the Diocese's Administrative Scheme and are principally

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

MEMBERSHIP

The Committee's membership at year end is listed at the end of the report. In the course of the year Neil Stewart left and Rev David Dixon joined.

MEETINGS

The Committee met four times during the year.

BUSINESS CONDUCTED

As with the rest of the Diocese, the Committee was much preoccupied with Covid, lockdown and prospects for recovery.

It took final responsibility for signing off the 2020 annual report and accounts – not just a formality.

It addressed and offered guidance and support on the following main issues.

- Clergy wellbeing and support – the Committee engaged in the appointment of the (one-year post of) Ministry Coordinator, actually appointed in November 2020 but with the main work in the year under review, and leading by the end 2021 to the creation of the three-year post of Ministry Development Officer
- Guidance and support on the various financial initiatives referred to in the Finance & Management Committee's report
- Safeguarding - where there were concerns that not all Vestries were sufficiently engaged with this key issue – some chasing up was required on safeguarding returns, and there has been a long hiatus in the provision of training – now beginning to be remedied. This remains a priority area for attention.

- Climate change. At the Committee's initiative an advisory group has been established – this is dealt with elsewhere on the Synod agenda.

*Godfrey Robson
Diocesan Secretary*

MEMBERSHIP:

The Right Reverend Dr John Armes (Convenor)

The Reverend Rosemary Addis

The Very Reverend Frances Burberry

The Reverend David Dixon

Mrs Victoria Elliott

Mr Ian Lawson

The Reverend Dr Sophia Marriage

Mr Godfrey Robson

Ms Philippa Snell

Finance & Management Committee

Annual Report 2021



MEETINGS

The Committee held five full meetings in the course of the year. In addition, The Buildings Sub-Committee met regularly. The Personnel Sub-Committee, having completed a major review of personnel policies and procedures, is currently in abeyance. The Communications Sub-Committee is in process of being reconstituted.

Much detailed work for the main committee was done by sub-groups of members.

MEMBERSHIP

A full list of members in place at year end can be found at the end of the report. Sean Wright left during the year, on moving away from the Diocese. Patricia Peattie (Convenor) left on the completion of the Personnel Sub-Committee's work.

BUSINESS CONDUCTED

2021 was an exceptionally busy year for the Committee (or at least we hope that it was exceptional). The continuing effects of Covid lockdowns coloured much of the Committee's concern and activity. The main annually-recurring work carried out was review and finalisation, early in the year, of the Annual Accounts for 2020

Review and analysis, in the first quarter, of congregational accounts which would have been submitted by end January. Detailed work on this was carried out by a sub-group of the Committee. Its purpose, each year, is not to second guess the work of Treasurers and auditors, but to get under the skin of accounts, detect trends, identify nascent problems early, and where necessary lead to discussion with individual Vestries and Treasurers who might need help.

A budget was prepared for 2022 and agreed by the October Synod and quota allocations for the current year were determined.

In addition, the following main work was undertaken:

Administration of a Covid Relief Scheme. Some £36k was assembled, through congregational donations (£12k) and other means, to provide a source of assistance to congregations who might find themselves in particular financial difficulties arising from Covid, and without other means of help. £16k was distributed to 8 congregations by mid-year. A second analysis in November produced no further recommendations for support, and bearing in mind that Covid consequences would spill over into 2022, £20k remains available.

Administration of the Province's Renewal & Recovery Scheme. This scheme, announced by the Province in May 2021 and requiring submissions by late August, was designed to help congregations with longer term recovery from Covid (and so was distinguished from the

Diocese's own Covid Relief Scheme, aimed simply at short-term help with immediate financial difficulties). Vestries were consulted and 24 submissions received. A very generous sum of £61k was received from the Province, leaving the Diocese to make its own distribution decisions, which required only minor trimming of bids. Vestries are due to spend this money on the proposed purposes (or failing which, report on progress) by the end of March 2022.

The Committee has embarked on a review of Diocesan investments. It is too early to predict what recommendations might emerge from this, but it is being undertaken in the context of recovery from Covid and perhaps freeing resources for longer term projects to sustain the Diocese and its future development.

A review is under way of our Risk Register.

Proposals are being developed by the Committee and the Buildings Sub-Committee to earmark some resources and devise some new arrangements to help Vestries deal with building issues, particularly the commissioning and follow-up to quinquennial reviews.

CONCLUSION

As noted, this was a busy year for the Committee but a satisfying one during which progress was made on a number of important issues. Paradoxically, while Covid and lockdown have done the Church no obvious good, the experience has led this Committee – along with many others – to embark on some (we hope) creative thinking. The two sets of new funding have both helped both practically and in raising spirits. We appreciate the Province's generous funding.

None of this would have happened without the serious and dedicated commitment of, first the Diocesan Treasurer Ian Lawson, but also all the members of the Committee who have engaged so constructively. My warm thanks to them all.

Godfrey Robson
Diocesan Secretary and Convenor, F & M Committee

Membership:

The Rt Revd Dr John Armes	Ian Lawson
The Very Revd Frances Burberry	Anne McAlister
Mark Harris	David McLellan
The Revd Dr Stephen Holmes	Kenneth Ramage
Ian Kerry	Godfrey Robson
The Revd Canon Bob King	Alex Stewart

Buildings Committee

Annual Report 2021



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, all of these being virtual meetings held on line, and considered 12 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. Three of the eight surveys due in 2021 were received and followed up during the year. Strong Guidance was issued regarding completion of QQ reports using the template provided by the Diocese such that any QQ reports submitted which do not confirm with the template are likely to be returned to the relevant Charge for completion in the recommended format.

The Committee has been considering what assistance might be offered to Vestries who have difficulty in meeting the cost of quinquennial reports and/or lack the expertise or experience within the congregation/vestry to appreciate the contents and recommendations of the report and to develop a programme to cover those recommendations. A system has now been agreed in principle with the Finance & Management Committee and the Buildings Committee is drawing up the details and principles for its implementation.

The committee continues to be encouraged by the number of applications for grants from the Provincial Building Fund. Three applications were received during 2021 all of which were approved for submission to the PBF and all of which 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 two were submitted.

The DBC was able to hand back the Rectory at 5 Wardie Road to the Vestry of St Philips and St James in Edinburgh, who are now in a position to manage it themselves.

The lease between the Diocese and Taylor Wimpey for the car park at St Andrews Newcraighall was agreed and the sub-lease between the Diocese and its tenant, Craigmillar Now, is being concluded.

The Committee has continued to oversee the maintenance of, repair and any necessary replacements to the Bishop's residence. The committee continues to manage the rectories at Hawick and Selkirk which are currently let.

A member of the Committee is now a member of the recently formed Diocesan Carbon Neutral group.

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 another unusual but nevertheless full year of activity.

The current membership of the Committee is:

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

*Alex Stewart
Convenor*

SAFEGUARDING

Annual Report 2021



2021 presented unique challenges for safeguarding at all levels, but particularly within congregations which were seldom able to meet as a body of people, face to face. Claire Benton-Evans, our Youth & Children Officer, produced guidelines to not only deliver children's liturgy online, but also how to keep them safe with their increased online activities.

Further dialogue and work with individual charges, following the results of the Provincial Safeguarding Audit Report, was continued by the Dean.

The Annual Safeguarding Checklist for charges in 2021 reverted to a more familiar set of questions, as lockdown had gradually eased during the year, and congregations began to gather in churches once more, and non-liturgical activities also re-started.

At the point of writing this report, we have 2 checklists still to be returned by individual charges. Once received, I will be in a position to analyse them all, report to the Provincial Protection Officers, and offer support to any PVG Coordinators facing any challenges or difficulties.

We were heartened by the recent re-commencement of training delivered by the Province, covering the new SEC Policy, and other PVG matters.

During 2021, I was pleased to confirm (on behalf of the Bishop) the appointments of new PVG Coordinators at:

1. St Mary's Cathedral
2. Balerno
3. Edinburgh St Barnabas
4. Edinburgh St Mark
5. Edinburgh St Paul's & St George's
6. Galashiels

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

Scottish Liturgy 1982

with Alternative Eucharistic Prayers (Revised 2021)

This new edition of Scottish Liturgy 1982 incorporates changes in language both in reference to humans and to God in order to reflect the changes in English usage that have come about since 1982 and to improve on and make formal the changes to gendered language permitted since 2010.

Genesis tells us that humankind (*adam*) was created 'in the image of God', and that God created humankind 'male and female' (Gen. 1. 27). The implication is that God's image encompasses both male and female. In Hebrew, all nouns have grammatical gender (masculine or feminine), which does not correspond to biological sex. Greek grammar additionally includes the neuter grammatical gender. In modern English, grammatical gender is largely reduced to pronouns, and largely conforms to biological sex or lack thereof, except in figurative language. Nevertheless, words that conveyed no connotations of biological sex at earlier stages in the development of English have come to do so in modern English, 'man' being the archetypal example. Assumptions based on contemporary English usage can therefore be misleading, if permitted to define appropriation of concepts developed in other languages and cultures. The use of gendered pronouns in English in relation to the Triune God (rather than the individual persons of the Holy Trinity), or to the Holy Spirit, can therefore be misleading in current usage, implying a biological sex identity. For example, the Hebrew word for Spirit, *ruach*, is grammatically feminine, while the Greek *pneuma* is neuter, and Greek *paraklētos* (paraclete) is masculine. This implies neither that the ancient Hebrews regarded the Spirit of God as female, nor that Greek-speaking Jews and Christians perceived the Spirit as an inanimate object, or the Paraclete as male. Nor was there any assumption either that a manifestation or emanation of the implicitly male creator god must share that masculinity, or that the partner in the creative work of God must have been female, even where figurative language is resonant with sexual imagery. In the light of these considerations, recent liturgical writing and theological discourse generally have sought to avoid gender-specific references to God wherever possible. There are, in fact, few if any contexts where the imagery and scriptural allusions demand masculine or feminine forms in relation to the Holy Spirit. The use of neuter pronouns inevitably sounds harsh and crude and conveys to modern anglophone congregations connotations of inanimacy. It may be that the English language is in flux, and that new conventions to address these issues may take shape in the future. Meanwhile creative and imaginative ways are being found to express what needs to be said without irritating repetition caused by the avoidance of pronouns.

Some of the changes offered have been adopted from the document, *Praying Together* (published by the English Language Liturgical Consultation in 1988), an ecumenical document that was the result of wide-ranging scholarly consideration of the common texts used by the churches in their Eucharistic liturgies.

Additional Eucharistic Prayers for Christmas and Epiphany

The Alternative Eucharistic Prayers added to the Scottish Liturgy 1982 in 1996 are seasonal prayers suitable for use during Advent (II), Lent (III), and Easter (IV). Christmas and Epiphany now also enjoy special provision in this way in Alternative Eucharistic Prayers IIa and IIb. These two new Eucharistic Prayers express and emphasise the mystery of the Incarnation, which is given Trinitarian exposition in the pre-Sanctus sections. They also allude to the vulnerability of human birth, and the particularly straitened circumstances recounted in the Gospel narratives, juxtaposing the human and divine natures of Christ, his Jewish royal pedigree with his manifestation to the nations, and make appropriate allusions to the Baptism of Jesus and the wedding at Cana. Like the other alternative Eucharistic Prayers, use is suggestive and not prescriptive. The nature of Prayer IIb means that it might appropriately be used at other times, for example, on the Sundays between Epiphany and Candlemas.

Mission and Ministry Committee Annual Report 2021



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 the ministry of and with our young people.

In 2021, DMMC met five times on Zoom. In spring 2021, the committee welcomed the Revd Libby Talbot, elected at Synod in March and co-opted the Revd Nicki McNelly who has extensive experience of Mission and Ministry in the Diocese of Argyll and the Isles. In Spring 2021, the Revd Liz O’Ryan was appointed as the diocesan representative to the Provincial Mission Board and was invited to attend DMMC meetings. This has brought good communications and links with Provincial work. After many years of dedicated service to the lay learning and lay development in the diocese, Helen Godfrey resigned in spring 2021. We would like to express our huge thanks for all Helen contributed to this important work for so long.

The appointment of the Revd Jane MacLaren as Ministry Co-ordinator at the end of 2020 enabled DMMC to start to gather information about what kind of support would aid those in authorised ministry in their daily lives. The huge change of working practices, and the strains of Covid have affected many in ministry deeply. Her work alongside all the stipendiary clergy, and then establishing a series of small groups and courses has been welcomed by many. Alongside this one-year appointment, DMMC has been assessing the next stage of its work and was delighted when Synod agreed to the appointment of a three-year post of Ministry Development Officer. This offers the opportunity to consolidate the work of CMD provision and support in the diocese, as those in authorised ministry are inspired and encouraged in their work of mission and ministry.

The work of DMMC continues to focus around the five parts of our mission strategy developed in 2017-18.

Serving our Communities

Engaging all Generations

Enabling Ministry

Developing Disciples

Sharing Faith

Despite the travel restrictions of Covid, many charges in the diocese have celebrated the Season of Pilgrimage and explored the issues. The Revd Willie Shaw convenes a Working Group which has brought together a number of experts and interested people to co-ordinate the diocesan response. In October 2021, many churches in the diocese welcomed the COP26 pilgrims as they made their way from Dunbar to Glasgow. The diocesan group are organising a number of events in this year.

General Synod in 2020 agreed that the Province would work towards being Carbon Neutral by 2030. This is an ambitious vision and, in the autumn, a Working Group was established convened by Dr Bethany Nelson. We look forward to their inspiration, encouragement and help for the diocese and all the charges as we move towards achieving this goal.

During lockdown, many people became proficient at Zoom and other online platforms. This has huge benefits for the delivery of training and other ministerial development. The Revd Dr Richard Tiplady led a number of courses for clergy of the diocese on Pioneer Ministry and this is starting to bear fruit in small ways around the diocese.

2021 also enabled the DMMC to concentrate on updating and collating resources on the diocesan website. Many of the resource pages were very out of date, and a process has started to enable clergy and congregations to find information and resources more easily. This is on-going work.

The clergy conference in 2020 was held online and despite this, was valued by the clergy. However, it was a blessing that in November 2021 the stipendiary clergy of the diocese could be gather in person for spiritual nourishment and the support of colleagues. This proved a hugely beneficial conference, with inspiring input from the Revd Richard Carter.

DMMC Officers

The diocese is hugely blessed by two officers reporting to DMMC. Claire Benton-Evans, our Youth and Children's Officer (see below) and the Revd Jane MacLaren. Jane was appointed for a year to scope the needs of the diocese and to help DMMC articulate for the future. At the end of the contracted post, it was clear that there was a need for a longer-term appointment, and this was advertised in the autumn. Jane was appointed half term Ministry Development Officer in December. Alongside Jane's appointment, DMMC appointed a half time Administrative Assistant, Joanna Morris, who started work at the beginning of December. This has created a fully functioning and productive team.

Sophia Marriage, Convenor

MINISTRY CO-ORDINATOR'S REPORT

The role was launched at the 2020 clergy conference (Nov) giving a useful springboard for the role: establishing a clear vision for the post with colleagues, and starting to build relationships. The first phase of the post (c.Nov-March) were spent primarily on one-to-

one interviews with all the full time incumbents and associates. The second phase (since March) has been acting on this information to set up CMD opportunities, groups, planning and reports.

The work for the year split into four distinct areas:

Consultation and networking

- 1:1 one-hour interviews with 42 full-time incumbents and associates;
 - listening to their concerns and support needs
 - discussing training and resourcing: what they would like to/ need to receive and what they can offer to others.
 - Asking about their experience of Ministerial Review and how we might improve this.
 - This led to the identification of specific ministry training / support needs – both at an individual and at a diocesan level and has initially informed the provision of regular meetings bringing people together.
 - At the same time, I worked closely with the Bishop and Dean to support specific confidential situations

CMD Opportunities and Small Groups

- The establishment of some small groups for peer support
- Establishing a group of clergy who had moved from the Church of England to the SEC group to share common experience and issues
- The running of two 3-week courses on Pioneer Ministry and the establishment of Support Groups to keep the conversation and connections going.
- Suitable counselling supervision for individual clergy needing extra support

Reports and Reviews

- The writing and design of a Handbook to the Diocese for new clergy coming from the C of E with help from the C of E to SEC clergy group
- Summary Report for the Bishop, Dean and Chair of DMMC about clergy training needs as a result of the one to one interviews
- Setting up a monthly Mission and Ministry Mailchimp newsletter – to ensure proper communication and foster diocesan buy-in

Longer term planning and arrangement

- The organisation of a Vestry and incumbent training day (delivered in January 2022 because of Covid)
- The re-establishment of a programme of lunchtime events, which started monthly on Zoom in May 2021
- Involvement in the planning and organisation of the Clergy conference with Bishop John, with all the concerns of Covid restrictions

- Involvement in the review of this contract position and planning for the future needs of the diocese in Ministerial Development.
- Starting to plan re-implementation of Ministerial Review

At the end of the 1-year contract, DMMC saw the need for a continued post concentrating on ministerial development and support in the diocese. This post was advertised in November 2021 and I took up position at the beginning of January 2022. The key tasks for this first year are:

Relaunch the Ministerial Review

This is a key factor in professional development for clergy, helping us to reflect on our ministry within the context of ongoing personal growth. It enables us to step back, celebrate our successes, examine our challenges and plan for the training and support we need. The new phase of Ministerial Review will include an annual review for all incumbents and associates with a reviewer, the opportunity to reflect further with the Bishop, and a bit less paper than last time! A new, smaller team of reviewers is currently being recruited, with a focus on peer support and training as needed. The first reviews will happen after Easter, with the hope that all incumbents and associates can have a first review under the new system in the following 12 months, with a rolling annual programme thereafter.

Events for clergy and laity

These include the Pilgrimage Conference (26th Feb), the Big Walk (28th May) and the Rector and Vestries Training. This happened in January with Gareth Morgan from Kubernesis as our main speaker, alongside input from the Bishop, Dean and Diocesan Secretary. We looked at charity law and the responsibilities of charity trustees, how this applies in our SEC context, working relationships between Vestry and Rector, an overview of the Diocese, the requirements of the quinquennial and Dean's visitation, and the challenge of finding the right people for key roles, plus small group discussion and plenary questions. Over 70 Vestry members and Rectors from 16 charges attended on Zoom. We will run this event again later in the year for other charges.

CMD programme for 2022

We plan to have 3 in-person training days on key issues, the first of which will be on 24th March looking at 'working with volunteers'. We continue to hold the 'Thursday Topic' online in the last week of each month. We are offering the Place for Hope Course on 'Working well with differences' to all incumbents in the Diocese this year. Planning is in progress for future events and more dates will be advertised soon. The clergy conference is planned for early November as usual. There are various small groups for clergy that meet regularly for sharing of ideas and peer support. These include the C of E to SEC group and the Pioneer Ministry group which formed after the courses we ran last year.

Improve Communication

We are gradually updating the Mission and Ministry areas of the website and hope in time to have a working library of up to date resources. We will continue with the monthly

CMD newsletters for clergy, started last year. This aims to gather in one place information about training opportunities, grants, clergy gatherings and other useful information for clergy serving in our Diocese.

Organising any sort of event in this Covid world is still a challenge, we but are hopeful that there can be more opportunities for making connections in-person this year. In all of this, our new DMMC Admin Assistant, Joanna Morris, is a key player and it's great to have her as part of the team.

Jane MacLaren

YOUTH AND CHILDREN'S OFFICER REPORT

Overview

The Youth and Children Officer has been supporting and resourcing youth and children's ministry during this second year of pandemic. Claire Benton-Evans would like to pay tribute to the clergy, workers and volunteers across the Diocese who have continually come up with creative and imaginative ways to stay connected with children, young people and families. The all-age seasonal resources listed on the diocesan website have been well used: these included a wealth of material for a Covid Christmas and Lockdown Lent and Easter. All the 2021 grant funding for youth & children's work was awarded last year, supporting a number of worthwhile projects across the Diocese. These included some start-up funds for an exciting new Godly Play ministry at Mustard Seed.

Children

The Diocesan Play Church rested during lockdown, but moved to Holy Cross Davidson's Mains in Advent 2021. Anyone interested in hosting is invited to contact the Youth & Children Officer. Edinburgh Diocese has contributed throughout the year to the Province's online Children's Chapel. The worship leaders have been ably assisted by children's leaders, clergy, church musicians, young families, Sunday Schools and Bishop John, who all helped to lead Children's Chapel from the Diocese.

Youth

Teenagers were invited to engage with the Provincial Youth programme of online support, whose weekly activities the Youth and Children Officer and diocesan youth leaders helped to facilitate. A hybrid Provincial Youth Week ("Glen") in August included a well-attended in-person gathering for Edinburgh delegates. Glen 22 is currently being planned and will hopefully be held in person. Young people met with diocesan youth leaders in the Autumn to plan an in-person diocesan youth event, which will take place as soon as Covid restrictions allow.

Claire Benton-Evans

With many thanks to the committee:

The Bishop

The Dean

The Diocesan Secretary

Claire Benton-Evans

Revd Philip Blackledge

Revd Dr Sophia Marriage

Revd Nicki McNelly

Revd Liz O-Ryan

Revd David Paton-Williams

Revd Libby Talbot

Revd Tim Tunley

Diocesan Treasurer's report to Synod

12 March 2022

Draft unaudited accounts year to 31 December 2021

I attach the draft Statement of Financial Activities ("SOFA") for the year, a detailed income and expenditure account, and the Balance Sheet as at the year-end date. Key features:

- An operating surplus of £93,000, and
- A further growth in investment values of £527,000 leading to
- Net Assets of £7,344,000.

The audit will take place at the end of March. The full Accounts will be approved by Standing Committee in May and presented to Synod in October.

Operating surplus

The surplus for the year arises across all three categories of Diocesan Funds:

	General Fund	Designated Funds		Restricted Funds		Total
	£'000	St Hilda £'000	Other £'000	Province £'000	Other £'000	£'000
Income	587	42	7	104	37	777
Expenditure	-514	-35	-1	-101	-32	-684
Transfer	-3		3			0
Surplus	70	6	9	3	5	93

General Fund

The General Fund surplus of £70,000 compares with a budgeted net zero, and arose for two main reasons:

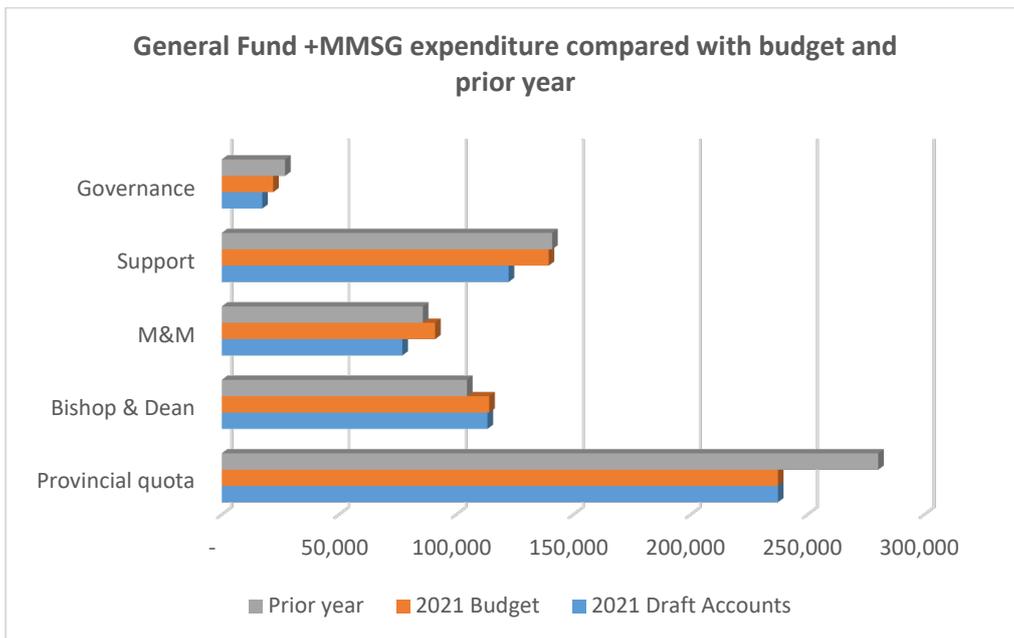
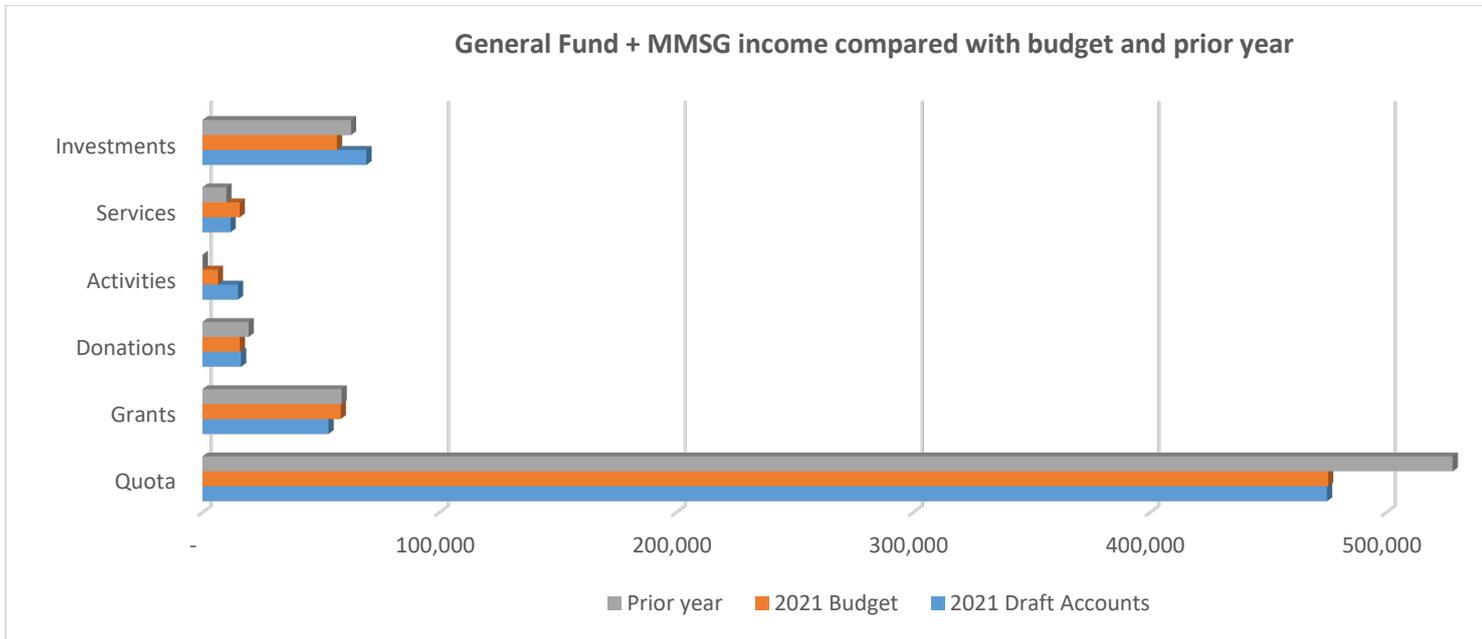
1. **The pandemic.** The budget was prepared in September 2020 in the hope that we might be able to resume more normal activities in 2021. This, of course, was not the case. Planned activities were deferred, travel costs and grants were reduced, support staff and other office costs were saved.

	£'000
Delayed staff appointments	19
Planned events not held or deferred	13
Savings in travel costs (including grants)	11
Office cost savings: cleaning, heating etc	5
	<hr/>
	48

2. **The Unit Trust Pool.** The UTP distribution for the year was 65p per unit compared with 58p in 2020 and a budgeted 53p (which was set at double the half-year distribution received in August 2020). This gave us £12,000 additional income in 2021 compared to budget.

Other budget savings included international relations (£2k), legal fees (£4k) and a general contingency of £10k which was only partly utilised (on extending the Clergy Conference to three days and incurring repair costs on the Bishop's residence). The surplus has been used in part to fund activities deferred to 2022.

A full picture of General Fund income and expenditure compared with budget and with the prior year is given by the charts below. Note that in this case the data includes Provincial Grants received in support of our everyday expenditure, specifically the Ministry and Mission Support Grant (MMSG - £41k) and grants towards the costs of Bishop and Dean (£11k). In the Draft Accounts these items are shown in the 'Restricted' column because their purposes are specific.



Designated Funds

The St Hilda’s Fund for mission continues to support the two new borders groupings – Berwickshire and the A7 Charges. This year those costs were met from current income, mainly UTP distributions, without recourse to accumulated past reserves, because there was little call for other congregational mission grants.

Other designated funds use income from investments to pay buildings and other grants, and again there was little demand in the year. (Note that our accounts exclude the substantial grants paid to congregations directly from the Provincial Buildings Grants Fund.)

Restricted Funds

Provincial Grants are given for specific purposes and so are treated in the Draft Accounts as restricted. Those that support our regular activities (the MMSG and grants towards Bishop's stipend and Dean's expenses) are included in the graphs above. Other Provincial grants were for Charges with curates - £36.7k (2020: £18k) – and the new Recovery and Renewal Grants (£61k). These were fully paid to congregations in the year. Dunderdale grants for 'needy' congregations were partly utilised to provide Covid support, leaving a balance of £3k to carry forward.

Other restricted income includes voluntary additional quota from congregations (£12.5k) and grants from the Walker Fund for the Cathedral and to assist with Mixed Mode Student training costs (£12.7k), both fully expended. The surplus of £5k on other restricted funds is largely unspent investment income from UTP holdings in a variety of historic funds. Steps are being taken to make appropriate use of these accumulations.

Growth in investment value

The UTP unit price increased by 9.6% over the year. Though not as much as the FTSE 100 index's 13%, the two-year increase of almost 50% compares with a fall in the FTSE over the same period of 4%. Much of the year's increase was lost in the month of January 2022, and given the current world situation, greater volatility may be ahead.

The Diocese holds UTP units for their future income generating potential, which helps keep quota down. Alternative strategies are being considered, in case a future need arises for investment in mission or funding the costs of meeting climate change targets.

Balance Sheet

The draft balance sheet shows:

Fixed Assets – no movement other than depreciation. The Bishop's residence is carried at cost.

Investments – no purchases or sales; just the increase in value in the year.

Debtors – all quota due for 2021 was paid before the end of the year, although an amount of 2020 quota remains outstanding, converted to a loan repayable in 2023. Two substantial loans for Rectory improvements were repaid during the year, partly from letting income. The largest element of debtors is the UTP distribution in respect of the second half of 2021 (£67k), received in February 2022.

Cash – the Diocese holds relatively high cash balances because of the uncertain times, and the low level of return obtainable from low-risk fixed interest securities.

Creditors – significant items are cash held for (and due to) Trust Funds (£19k); a St Hilda's grant awarded but not yet paid (£5k); quota received in advance (£4k) and routine accruals (£7K).

Any questions?

Please get in touch (treasurer@dioceseofedinburgh.org) if you have any questions or comments.

Ian Lawson
Diocesan Treasurer
28 February 2022

DRAFT Unaudited Statement of Financial Activities

Year ended 31 December 2021

	Note	<i>Unrestricted Funds</i>			<i>Total Funds</i>	
		<i>General Fund</i>	<i>Designated Funds</i>	<i>Restricted Funds</i>	<i>2021</i>	<i>2020</i>
		£	£	£	£	£
<i>Income from</i>						
Donations and legacies	3	16,249	558	16,583	33,390	23,324
Charitable activities						
Quota receivable from Charges		474,849	-	-	474,849	528,128
General Synod grant funding		-	-	157,364	157,364	76,691
Other grants and funding		-	-	13,617	13,617	17,600
Other charitable activities	3	14,987	-	-	14,987	118
		489,836	-	170,981	660,817	622,537
Trading activities	3	11,840	-	-	11,840	10,095
Investment income	3	69,194	48,264	6,624	124,082	111,671
Total income		587,119	48,822	194,188	830,129	767,627
<i>Expenditure on:</i>						
Raising funds						
		-	-	-	-	-
Charitable activities						
Quota payable to General Synod		237,360	-	-	237,360	280,278
Office of Bishop and Dean		101,898	-	11,440	113,338	104,603
Mission and ministry activities		30,997	-	44,559	75,556	81,449
Grants and bursaries	4	4,300	36,390	130,584	171,274	89,318
Information and communications		8,969	-	-	8,969	15,826
Support costs		113,388	-	-	113,388	125,128
Governance		17,247	-	-	17,247	26,986
		514,159	36,390	186,583	737,132	723,588
Total expenditure		514,159	36,390	186,583	737,132	723,588
Net operating income/(expenditure)		72,960	12,432	7,605	92,997	44,039
Gains/(losses) on investment assets		7,315	491,745	28,166	527,226	1,457,599
Net income/expenditure		80,275	504,177	35,771	620,223	1,501,638
Transfers between funds		(3,000)	3,000	-	-	-
Net movement in funds		77,275	507,177	35,771	620,223	1,501,638
<i>Reconciliation of funds</i>						
Total funds at 1 January 2021		180,705	6,162,793	380,882	6,724,380	5,222,742
Total funds at 31 December 2021		257,980	6,669,970	416,653	7,344,603	6,724,380

All income and expenditure derive from continuing activities.
All income, gains, expenditure and losses recognised in the period are included above.

Comparative information for all fund values presented above is given in note 14.

The notes on pages 13 to 22 form part of these accounts

DRAFT detailed income and expenditure account

	<i>Unrestricted Funds</i>			<i>Total Funds</i>	
	<i>General Fund</i>	<i>Designated Funds</i>	<i>Restricted Funds</i>	<i>2021</i>	<i>2020</i>
	£	£	£	£	£
ANALYSIS OF INCOME					
Income from donations and legacies					
Donations and gifts					
Allchurches trust	12,689	-	-	12,689	15,835
Other donations	3,560	558	16,583	20,701	7,489
	<u>16,249</u>	<u>558</u>	<u>16,583</u>	<u>33,390</u>	<u>23,324</u>
<i>Year ended 31 December 2020</i>	<u>19,464</u>	<u>1,000</u>	<u>2,860</u>	<u>23,324</u>	
Income from charitable activities					
Quota due by charges					
	<u>474,849</u>	<u>-</u>	<u>-</u>	<u>474,849</u>	<u>528,128</u>
General Synod grant funding					
Mission and ministry support	-	-	41,722	41,722	40,897
Recovery & renewal grants	-	-	61,117	61,117	-
Curate support	-	-	36,685	36,685	17,954
Dunderdale funds for:	-	-	-	-	-
Charges	-	-	6,400	6,400	6,400
Bishoprics	-	-	9,320	9,320	9,320
Dean's allowance	-	-	2,120	2,120	2,120
	<u>-</u>	<u>-</u>	<u>157,364</u>	<u>157,364</u>	<u>76,691</u>
Other grants and funding					
Walker Trust	-	-	12,717	12,717	16,700
Youth & Children	-	-	900	900	900
	<u>-</u>	<u>-</u>	<u>13,617</u>	<u>13,617</u>	<u>17,600</u>
Other charitable activities					
IME course fees	-	-	-	-	118
Clergy conference	9,987	-	-	9,987	-
Rent from Newcraighall	5,000	-	-	5,000	-
Diocesan retreat	-	-	-	-	-
	<u>14,987</u>	<u>-</u>	<u>-</u>	<u>14,987</u>	<u>118</u>
	<u>489,836</u>	<u>-</u>	<u>170,981</u>	<u>660,817</u>	<u>622,537</u>
Fund totals 2020					
<i>Quota due by charges</i>	<i>528,128</i>	<i>-</i>	<i>-</i>	<i>528,128</i>	
<i>General Synod grant funding</i>	<i>-</i>	<i>-</i>	<i>76,691</i>	<i>76,691</i>	
<i>Other grants and funding</i>	<i>-</i>	<i>-</i>	<i>17,600</i>	<i>17,600</i>	
<i>Other charitable activities</i>	<i>118</i>	<i>-</i>	<i>-</i>	<i>118</i>	
	<u>528,246</u>	<u>-</u>	<u>94,291</u>	<u>622,537</u>	
Income from other trading activities					
Charges for printing, payroll etc	<u>11,840</u>	<u>-</u>	<u>-</u>	<u>11,840</u>	<u>10,095</u>
<i>Year ended 31 December 2020</i>	<u>10,095</u>	<u>-</u>	<u>-</u>	<u>10,095</u>	

DRAFT detailed income and expenditure account (continued)

	<i>Unrestricted Funds</i>			<i>Total Funds</i>	
	<i>General</i>	<i>Designated</i>	<i>Restricted</i>	<i>2021</i>	<i>2020</i>
	<i>Fund</i>	<i>Funds</i>	<i>Funds</i>	<i>2021</i>	<i>2020</i>
	£	£	£	£	£
ANALYSIS OF INCOME (continued)					
Income from investments					
Listed securities and unit trusts	69,106	48,264	6,624	123,995	110,642
Investment properties	-	-	-	-	666
Cash deposits	86	-	-	86	363
	<u>69,193</u>	<u>48,264</u>	<u>6,624</u>	<u>124,082</u>	<u>111,671</u>
<i>Year ended 31 December 2020</i>	<u>62,693</u>	<u>43,067</u>	<u>5,911</u>	<u>111,671</u>	
TOTAL INCOME	<u>587,119</u>	<u>48,822</u>	<u>194,188</u>	<u>830,129</u>	<u>767,628</u>
ANALYSIS OF EXPENDITURE					
Expenditure on charitable activities					
Quota paid to General Synod	<u>237,360</u>	<u>-</u>	<u>-</u>	<u>237,360</u>	<u>280,278</u>
Mission and ministry activities					
Ministry development					
Contractor costs	12,689	-	811	13,500	21,482
Other costs			4,584	4,584	13,714
Clergy conference	17,557	-	5,401	22,958	2,119
Diocesan retreat	-	-	-	-	-
Youth and children					
Salaries	-	-	24,870	24,870	24,209
Other costs	-	-	442	442	665
National and international links	750	-	-	750	-
Craigmillar chaplaincy development	-	-	3,164	3,164	14,355
Other chaplaincies	-	-	2,451	2,451	2,305
Other clergy support	-	-	2,838	2,838	2,600
	<u>30,996</u>	<u>-</u>	<u>44,560</u>	<u>75,556</u>	<u>81,449</u>
Grants and bursaries					
Provincial curate grants	-	-	36,685	36,685	17,954
Training grant: mixed mode curates	-	2,856	3,894	6,750	11,825
Grants for stipend support	-	31,421	-	31,421	33,171
Walker Trust cathedral grant	-	-	9,538	9,538	12,500
Walker Trust individual bursaries	-	-	-	-	101
Provincial Recovery & Renewal grants	-	-	61,117	61,117	-
Covid relief grants to congregations	-	-	16,000	16,000	-
Other grants for congregations	4,300	2,113	600	7,013	7,737
Other	-	-	2,750	2,750	6,030
	<u>4,300</u>	<u>36,390</u>	<u>130,584</u>	<u>171,274</u>	<u>89,318</u>
Information and communications					
Staff costs	4,070	-	-	4,070	14,078
Website	4,899	-	-	4,899	1,748
	<u>8,969</u>	<u>-</u>	<u>-</u>	<u>8,969</u>	<u>15,826</u>
Carry forward totals	<u>281,625</u>	<u>36,390</u>	<u>175,144</u>	<u>493,158</u>	<u>466,871</u>

DRAFT detailed income and expenditure account (continued)

	<i>Unrestricted Funds</i>			<i>Total Funds</i>	
	<i>General</i>	<i>Designated</i>	<i>Restricted</i>		
	<i>Fund</i>	<i>Funds</i>	<i>Funds</i>	<i>2021</i>	<i>2020</i>
	£	£	£	£	£
ANALYSIS OF EXPENDITURE (continued)					
Brought forward totals	281,625	36,390	175,144	493,158	466,871
Office of Bishop and Dean					
Bishop's stipend	42,865	-	9,320	52,185	52,219
Bishop's residence	13,906	-	-	13,906	7,356
Bishop's expenses	3,206	-	-	3,206	3,421
Dean's expenses and congregational allowance	13,296	-	2,120	15,416	14,432
Secretarial support	28,625	-	-	28,625	27,176
	<u>101,898</u>	<u>-</u>	<u>11,440</u>	<u>113,338</u>	<u>104,603</u>
Diocesan office costs					
Support staff salaries	55,411	-	-	55,411	48,764
Training and expenses	781	-	-	781	242
Premises costs	28,450	-	-	28,450	28,214
Administration expenses	24,712	-	-	24,712	34,793
Equipment maintenance	1,937	-	-	1,937	9,580
Equipment depreciation	2,099	-	-	2,099	3,535
	<u>113,390</u>	<u>-</u>	<u>-</u>	<u>113,390</u>	<u>125,128</u>
Governance					
Synod and committee expenses	1,247	-	-	1,247	299
Payments to diocesan officials	12,000	-	-	12,000	12,000
Auditor's remuneration	4,000	-	-	4,000	3,900
Legal fees and expenses	-	-	-	-	10,787
	<u>17,247</u>	<u>-</u>	<u>-</u>	<u>17,247</u>	<u>26,986</u>
	<u>514,160</u>	<u>36,390</u>	<u>186,584</u>	<u>737,133</u>	<u>723,588</u>
<i>Year ended 31 December 2020</i>					
Quota paid to General Synod	280,278			280,278	
Mission and ministry activities	40,552		40,897	81,449	
Grants and bursaries	4,324	52,075	32,919	89,318	
Information and communications	15,826	-	-	15,826	
Office of Bishop and Dean	65,987	-	11,440	77,427	
Diocesan office costs	152,304	-	-	152,304	
Governance	26,986	-	-	26,986	
	<u>586,257</u>	<u>52,075</u>	<u>85,256</u>	<u>723,588</u>	
SURPLUS OF INCOME OVER EXPENDITURE					
	<u>72,959</u>	<u>12,432</u>	<u>7,604</u>	<u>92,996</u>	<u>44,040</u>

DRAFT Unaudited Balance Sheet

As at 31 December 2021

	<i>Note</i>	2021 £	2021 £	2020 £
Fixed assets				
Tangible assets	8		931,997	934,096
Investments	9		6,007,488	5,480,263
			<u>6,939,485</u>	<u>6,414,359</u>
Current assets				
Debtors	10	97,153		149,954
Cash at bank and in hand		346,967		222,371
		<u>444,120</u>		<u>372,325</u>
Liabilities				
Creditors: amounts falling due within one year	11	39,002		62,304
Net current assets			<u>405,118</u>	<u>310,021</u>
Total net assets			<u>7,344,603</u>	<u>6,724,380</u>
Diocesan funds	12			
Restricted funds			416,653	380,882
Unrestricted funds				
Designated funds			6,669,970	6,162,793
General fund			257,980	180,705
			<u>7,344,603</u>	<u>6,724,380</u>
Total funds			<u>7,344,603</u>	<u>6,724,380</u>