

SCOTTISH EPISCOPAL CHURCH



— *Diocese of* —

EDINBURGH

DIOCESAN SYNOD

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

A meeting of the Edinburgh Diocesan Synod
will be held on **Thursday 27 October 2022**.

The meeting will take place at St Paul's & St George's Church, Edinburgh
starting with Eucharist at 5.30pm

SIMON FILSELL
Diocesan Administrator

EDINBURGH DIOCESAN SYNOD

Thursday 27 October 2022

AGENDA & TIMETABLE

To be held at St Paul's & St George's Church, Edinburgh
(Timings subject to adjustment)

5.30pm Synod Eucharist

6.00pm Refreshments available

6.30pm Apologies & Notices *including welcome of those new to Synod*

Remembrance *of those who have died since the last Synod*

6.35pm Bishop's Address

ADMINISTRATION

- **Synod Minutes** – *to confirm the minutes of the meeting held on 12 March 2022 (attached - p3)*
- **Environmental Group** – *to receive an update on the work of the Group since its formation (Bethany Nelson, Convenor)*

7.00pm FINANCE & MANAGEMENT *(Ian Lawson, Diocesan Treasurer)*

- **Diocesan Accounts for 2021:** *To note the 2021 Audited Accounts (Published on the Diocesan website:
<https://edinburgh.anglican.org/resources-diocesan-office-finance/>)*
- **Diocesan Financial Position 2022** *(paper attached - p12)*
- **Diocesan Budget for 2023** *(paper attached - p13)*

Motion One:

This Synod notes the Diocesan Accounts for 2021

Motion Two:

This Synod approves the Diocesan Budget for 2023

7.30pm

FUTURE PLANNING (*Godfrey Robson, Diocesan Secretary*)

- **Diocesan Strategy & Investing in the Future (p15)**
-

8.30pm

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

Date of next Diocesan Synod - Saturday 25th February 2023

The Bishop confirms the Acts of Synod

Minutes of the Edinburgh Diocesan Synod held on 12 March 2022

at St Paul's & St George's Church, York Place, Edinburgh

The meeting was in-person as well as being live-streamed

Synod commenced with Eucharist at 8.30am

*There were 73 attendees (37 Clergy - 51%; 36 Lay - 68%)
with apologies from 15 Clergy and 11 Lay*

STANDING ITEMS

The Dean, The Very Rev Frances Burberry, called Synod to Order. Bishop John had contracted Covid, and had been required to remain in isolation. Although he was absent, he sent his best wishes to all Synod members.

The Dean then announced that the Cathedral Chapter accepted the nomination of former Synod Clerk, The Revd Ruth Innes, as an Honorary Canon. This was approved by Standing Committee and she was installed on 27 February. The Dean asked that the decision be homologated by Synod. This was **UNANIMOUSLY accepted**.

A moment of silence was held for all those who had died since the last Diocesan Synod:

- Dennis Wood
- The Rev Isabel Ryrie
- Bernard Hill
- The Rev Canon Jack Trimble
- The Rev Jack Denham

The Rev Canon Sarah Shaw, Synod Clerk, introduced members new to Diocesan Synod:

- The Rev Lesley Penny - Curate, Edinburgh St Cuthbert's
- Christine Little - Lay representative, Kelso
- James Bryce - Alternate Lay Representative, Edinburgh St Pauls & St George's
- Roddy Simson - Alternate Lay Representative, Edinburgh St Peters
- Steven Gillespie - Alternate Lay Representative, South Queensferry
- Helen Parker – Lay Representative, St Mary's Cathedral
- Robin Quinn - Lay Representative, Edinburgh, Christ Church
- Heather Barcroft – Lay Representative, Gullane
- The Rev Iain Lothian - Rector, Edinburgh St James's Leith
- The Rev Jaime Wright - Curate, Edinburgh Old St Pauls
- Neville Long – Alternate Lay Representative, Edinburgh Holy Cross
- The Rev John Vincent, Priest in Charge, Edinburgh St Martin of Tours
- David Stevens, Lay Representative, Edinburgh Old St Pauls
- Ann Donoghue - Dalmahoy
- Bethany Nelson - Lay Assistant, Edinburgh St Pauls & St George's
- The Rev Paul Burrows - Edinburgh Old St Pauls
- Alison Wilson - Alternate Lay Representative, Balerno St Mungo's.

Bishop's Address

A video address, recorded by Bishop John, was played to Synod.

He was sorry not to be in attendance, due to his isolation with Covid. He reflected that it was likely to be our uncomfortable companion for the foreseeable future, but also that we had to learn new ways to do things – communicating through video being only one example of this. He reflected on the War in Ukraine and our response to it – theological and practical – and that his Lent Appeal for The Welcoming seemed even more pertinent as we looked to receive Ukrainian refugees. The world we now lived in was unstable and fluid, and the ‘new normal’ talked about was a long way off, which might test our deepest Christian convictions and require us to stand up for what we believe in new and unexpected ways.

As a Diocese, we were exploring ways to release some new funds for mission – for example, modest support for charges where there was potential for growth or looking at mission in a different way.

We needed to learn both to pace ourselves and to live with the world as it now was. To endure. To be a people who do justice, act with kindness and walk humbly with the God we know in Jesus Christ.

The full text of the address is available on the Diocesan website

Bishop's Lent appeal 2022

Synod received a presentation from The Welcoming charity, which aimed to support 'New Sots' – refugees and asylum seekers – to access support and services so that all felt welcome and part of a diverse Scotland.

Synod **APPROVED** the minutes of the meeting held on 21 October 2021.

ADMINISTRATION

ANNUAL REPORTS

Standing Committee

Godfrey Robson, Diocesan Secretary, presented the report of the Diocesan Standing Committee. He remarked that, although it was a brief report, this was not due to lack of business, but partly due to the Standing Committee being a receiving body for reports from pendant committees. The appointment of the Ministry Coordinator in 2021 was welcomed, particularly as it promoted collegiality amongst clergy. The Carbon Neutral Group had been established following the challenge handed down from General Synod, to be carbon neutral by 2030. The work of the group reported to Standing Committee directly. Safeguarding remained on the agenda as an important subject.

The motion that Synod approved the report of the Standing Committee was proposed by Godfrey Robson and seconded by Ian Lawson, and was CARRIED unanimously

Finance & Management Committee

Godfrey Robson, Convener of the Finance & Management Committee, presented the report. He noted that it had been an exceptionally busy year. The standard business had been to submit the 2020 audited accounts. A review of the individual accounts of charges had been carried out, with much work done by Kenneth Ramage and Anne McAlister. He noted that this was not an intention to police the accounts, but to

keep a finger on the overall pulse of the Diocese and to therefore focus support where it was needed. The 2022 budget had been approved at the October 2021 Diocesan Synod. A Covid relief scheme had been established to help charges with any financial difficulties and limited resources. Two distributions to various charges had been made in 2021. The committee had also managed the Provincial Recovery & Renewal Fund applications, and was a conduit for the distribution of grants from it. The committee was also looking at the longer-term financial picture, including the use of investments. Godfrey Robson also highlighted the often-thankless tasks undertaken by the Diocesan Buildings Committee, but which were nevertheless very important.

Questions

Helen Vincent - St Marks Portobello. What recommendations might emerge from the review of the use of investments?

Godfrey Robson responded that the Diocese had a high proportion of its investments in the Provincial Unit Trust Pool (UTP). Some of the investments had restricted uses, but most were intended for producing income for the General Fund, which funded the normal annual day-to-day expenditure. The committee was looking at whether a proportion of those funds could be called in to support growth in the Diocese, whilst making a minimal impact on future income and preserving levels of reserves. It was hoped that a proposal might be possible to bring to the next Diocesan Synod. It was emphasised that this initiative was not intended as a quota-saving exercise.

The motion that Synod approved the report of the Finance & Management Committee was proposed by Godfrey Robson and seconded by Ian Lawson and was CARRIED unanimously

Cathedral Accounts

The Very Rev John Conway, Provost of St Mary's Cathedral, presented the accounts for 2021. He reported that the full accounts were available from the Cathedral office. It was noted that activity had been restricted by Covid. It had been a challenging time, and it was difficult to make comparisons with previous years. However, the recovery from a deficit financial position was continuing, and there were signs of hope. There had been a drop-in visitor numbers and consequent donations, but there had been an increase in giving through standing orders. There had been an increased use of the buildings and premises by external organisations, and this had brought in additional income. There had been a grant from the Friends of Cathedral Music to help the paid Layclerks during the Covid lockdown. The work to overhaul the Cathedral organ had now been completed. He concluded by stating that the

congregation was very much looking forward to welcoming the Diocese back into its Cathedral.

Safeguarding

Simon Filsell, Diocesan Administrator & Protection Officer, presented the annual safeguarding report. He thanked all the volunteer PVG Coordinators for their hard work, and for completing the Annual Checklists. He emphasised the benefits of having Safeguarding on all Vestry and AGM agendas, to keep the subject regularly in mind, and maintain the culture of keeping those vulnerable children and adults safe. There was a degree of uncertainty about Regulated Work and appointing a Regulated Work Employer, and he would be sending out some specific help to those who were unsure about such matters.

Elections

Godfrey Robson, Diocesan Secretary, reported that there had been no nominations for any of the 4 Clergy vacancies or the 3 Lay vacancies on General Synod. It was confirmed that the Rev Canon Dean Fostekew had been re-elected for a second term as a clergy member on General Synod. The Rev Canon Bob King had completed one term of the Finance and Management committee and he was duly re-elected for a second term. It was noted that there were three Lay vacancies on the Mission & Ministry Committee, and further thought would be given to how those might be filled.

The Very Rev Frances Burberry reported that Godfrey Robson had now completed his five-year term as Diocesan Secretary. He was willing to continue for a second term, but did not feel able to commit to a full five years. Again, his reappointment was unanimously confirmed, whilst noting that a search for a successor needed to start immediately. He was sincerely thanked for the energy and commitment he brought to the role, which had turned out to be a far greater commitment than the two days per week he had been led to believe at the outset.

General Synod business

The Rev Rosie Addis presented a proposal by the Provincial Liturgical Committee on changes to the Scottish Liturgy 1982. It was noted that this had been through the General Synod for the first time in 2021, and Diocesan Synods were now being asked for their views before it returned to General Synod in 2022. The new edition included changes to language where there were references to humans and to God, with formal changes to gendered language.

Questions/comments were from:

The Revd Canon Dave Richards, Rector, Edinburgh St Pauls & St Georges -

The Revd Peter Harris, Rector, Dalkeith & Lasswade

The Revd Canon Marion Chatterley, Vice Provost, St Mary's Cathedral

The Revd Philip Blackledge, Rector, Melrose

The Revd David Paton-Williams, Rector, Edinburgh, St Columba's

Victoria Elliott, Lay Member of General Synod

The Revd Diana Hall, Rector, Dunbar

Robin Quinn, Christ Church Morningside, Edinburgh

The Revd Canon Bob King, Rector, Kelso

The Rev Rosie Addis thanked Synod for the comments, which she would take back to the Provincial Liturgical Committee

Carbon Neutral

Bethany Nelson, Lay Ministry Assistant, Edinburgh St Pauls & St George's and leader of the Diocesan Environmental Group introduced this item, which took forward the challenge of General Synod for congregations "to be carbon neutral by 2030".

Bethany explained that her own background was in ecology and hydrology and the climate change effects on Scottish seabird colonies. Her international travel had informed her thoughts on climate change and its relations with Christian faith. The Diocesan Carbon Neutral Group had already met twice and was keen to begin work on communicating and sharing resources. There had been a request for a representative to be appointed in each congregation, and there had been 16 representatives confirmed so far. However, it was recognised that there were small congregations around the Diocese, and they should not be concerned if they could not appoint a representative individually, as this matter could be shared across groups of charges. The SEC toolkit was being produced and Robert Woodford, a member of the Diocesan Environmental Group, was also on the Provincial Environmental Group and was working hard to get it completed and distributed. It would include an online emissions calculator to help charges understand their carbon footprint. A dedicated page on the Diocesan website was being developed so that resources and ideas could be shared.

Mission & Ministry

The Rev Canon Dr Sophia Marriage presented the Mission & Ministry Committee annual report. Business had been dominated by Covid, and how to rebuild after the

lockdown. There had been appointments of a Ministerial Development Officer and a part-time Administrative Assistant. A special tribute was paid to Helen Godfrey, who had stepped down from the committee in April 2021 after many years of dedicated service on the committee. There was now an aim to set future priorities and vision, but this needed collaboration across the Diocese. The Season of Pilgrimage had started, with pilgrimages happening from several churches. The season would incorporate a pilgrimage towards carbon neutral. Five mission principles were established in 2018, but limited resources had meant that only two of them could be given priority at the current time, namely Enabling Ministry and Developing Disciples. The Ministerial Development Officer, the Rev Jane McLaren, was leading a new Ministerial Review process, with 18 trained to undertake reviews with each member of the clergy. In tandem with that, several Continuing Ministerial Development events were being planned to support that work.

Claire Benton-Evans, Youth & Children Officer, then introduced her report. Many churches were wondering where their young people and children had gone during the pandemic. There was a need to build and rebuild relationships with our young people. There were many examples of this across the Diocese and there was a need to share those and to demonstrate that "we have not forgotten you". It was hoped that the Provincial Youth Camp at Glenalmond in 2022 could once more take place in person. Claire encouraged all congregations to send delegates, even where there was just one young person within a congregation, so that they could link up with the network of young people across the Diocese.

Discussions were then encouraged around the tables of Synod members, considering the following questions:

1. What one thing has encouraged / blessed you in the life of your church in the last year?
2. What one thing are you doing to build relationship with the young people in your church / community?
3. What can you – personally and as a local congregation – do to encourage each other / other churches around in faith and ministry?

Questions

The Rev Peter Harris, Rector of Dalkeith & Lasswade - How could we help members to see other ways of doing 'church'?

The Rev Canon Dr Sophia Marriage responded. It was clear that there was a gap in lay ministry, and this was also identified in the lack of lay members on the Mission and Ministry committee. She hopes that this could become a priority in the committee's work, once current priorities had been completed. All congregations

were encouraged to put forward names of people who might serve on the committee and help to achieve all of the priorities. There was also a need for people to serve on short-term project groups, which would have a lesser commitment.

The Motion that Synod approved the reports of the Mission & Ministry Committee and pendant committees was proposed by the Rev Canon Dr Sophia marriage and seconded by the Revd Liz O’Ryan and was CARRIED unanimously.

The Very Rev Frances Burberry then led a moment of silence and a prayer for the people of Ukraine.

The chair was handed to Godfrey Robson, Diocesan Secretary

Finance

Ian Lawson, Diocesan Treasurer, updated Synod on the 2021 Accounts and the current financial position. The accounts for 2021 were fully drafted and the audit was due very soon. He then presented the end of year financial position, noting an operating surplus of £93k. The General Fund balance had increased to £258k, which funded the day-to-day operation of the Diocese. This increase in the Fund balance was above the projected recovery target, following a series of deficit years. The increases had been partly a result of increased Unit Trust Pool dividends, a sequence of Diocesan Office staff vacancies, deferred events and savings in travel costs. The capital value of the Unit Trust Pool investments had increased, and had outperformed the FTSE. This provided the environment for a discussion about the potential for realising some assets to support direct growth projects in the diocese. This was an ongoing body of work by the Finance & Management Committee.

Questions were from:

The Rev Rosie Addis, Edinburgh St John's. Many charges, as individual charities, tended to look to draw insufficient income to execute their basic functions. How might we get to a position of a vision for the next 3 to 5 years in the Diocese? Could the Mission & Ministry Committee and the Finance & Management Committee discuss this together?

Ian Lawson responded to say that the Standing Committee had discussed it and it was very aware of the issue and the opportunities presented.

Robin Quinn, Christ Church Morningside, Edinburgh - Were the unit trust pool investments invested in funds which operated in eco-friendly industries?

Elaine Vincent, St Mark's Portobello. Is there something we can do as a Synod to think about what we can do holistically as a diocese? There are new housing developments across Edinburgh and the diocese and need to be seen as mission opportunities.

Val Hale, Lay Rep, Dunbar & the Rev Diana Hall, Rector, Dunbar. It was likely that local charges would not be able to fully fund the costs of reaching carbon neutral by 2030, and grant funding would need to be considered.

Godfrey Robson thanked Ian Lawson for all his hard work in keeping the Diocesan finances in good order.

Dean's Report

The Very Rev Frances Burberry presented her report. Several institutions of new rectors still went ahead in 2021, despite the Covid restrictions. The General Synod went ahead, but was purely online. She had attended a conference at Launde Abbey with delegates from the Church of England, entitled 'Reconciling Mission', part of an 18-month programme. A visit to St Mary's Coldstream had collided with cyclists on the Tour of Britain race. December saw the interviews for the Ministry Development Officer, which was a key moment in supporting our clergy. She was looking forward to resuming normal duties which had been on hold during the pandemic lockdown, in particular being able to meet with charges through visitations once more.

The Dean confirmed the acts of Synod

Diocese of Edinburgh

Income & Expenditure Summary (by Fund)

Fund: G01 General | **Financial Year:** 2022 | **Date:** 30/09/2022 | **Transaction Group:** No filtering | **Projections:** Hidden | **Categories Displayed:** Category Groups Only | **Date Groups:** Totals Only

Income

	Actual Income	Total Budget	Budget Received
1000 Voluntary	3,532.78	3,020.00	117%
2100 Quota	363,260.00	484,816.00	75%
2200 SEC Grants	42,359.50	56,420.00	75%
2300 Other grants	0.00	10,000.00	0%
2400 Other charitable activities	3,750.50	5,000.00	75%
3000 Charges for services	3,822.69	4,324.00	88%
4000 Investment income	53,564.64	67,279.00	80%
Total	470,290.11	630,859.00	75%

Expenditure

	Actual Expenditure	Total Budget	Budget Spent
1000 Quota and the wider church	203,980.92	270,688.00	75%
2000 Central Clergy costs	80,143.44	118,397.00	68%
3100 M&M clergy in training	1,234.59	1,400.00	88%
3200 M&M Authorised ministry support	33,390.93	37,547.00	89%
3300 M&M pastoral care	1,268.05	1,500.00	85%
3400 M&M central activities	4,189.53	8,039.00	52%
3500 Youth and Children's support	13,909.85	26,666.00	52%
3600 M&M support costs	11,111.61	14,058.00	79%
4100 Grants to congregations	89.99	3,300.00	3%
4200 Grants - individuals	2,975.00	5,500.00	54%
5100 Support staff costs	48,846.34	74,705.00	65%
5200 Office premises	21,984.06	31,890.00	69%
5300 Office support services	16,192.60	19,647.00	82%
5400 Communications and Media	1,673.73	2,000.00	84%
5500 Finance costs	829.95	2,460.00	34%
6000 Governance	10,640.57	18,000.00	59%
Total	452,461.16	635,797.00	71%

Diocese of Edinburgh

Note on Draft Budget for 2023

At the October Synod I have the task of presenting on the Diocese's finances across the three years 2021 to 2023. The Audited Accounts for the year ended 31 December 2021 have been available for inspection on the Diocesan website for some time, but need to be 'noted' by the Synod. The other formal item of business is to approve the budget for 2023.

A summary of the budget is attached, which also includes my projected outturn for the current year, based on an extrapolation of the actual results to 30 June. The focus is on the General Fund, because this contains the day-to-day diocesan expenditure that is largely funded by quota. However, for completeness, a footnote shows the grant expenditure met by the St Hilda's Fund.

Standing Committee is proposing in this budget an increase in overall quota in 2023 of 2.5%.

This is, of course, well below the current rate of inflation and reflects the Committee's desire to relieve all congregations and their members of some of the financial pressures they will face in the coming year. From the Diocese's perspective, it is below our anticipated increase in costs of 8% overall, and results in a budgeted deficit for 2023 of £37,000.

The proposed increase has to be seen in the context of the reduction of 10% in 2021, funded by the Province, and intended to support congregations suffering income loss through Covid. Though Provincial quota is now returning to its original level, the Diocese is able to limit its increases in quota thanks to a surplus recorded in the 2021 accounts, when Covid restricted our activities, staff departing weren't immediately replaced, and costs were substantially reduced.

Although all congregations will face cost increases in 2023, some will be more seriously impacted than others. A special Provincial grant has been made available to the Diocese for 2023, and a lesser extent in 2024, specifically to help vestries faced with unexpected stipend increases. As a restricted grant, this is not shown in the attached budget. The Finance and Management Committee will determine at its November meeting the most appropriate way to allocate these new funds between Charges that have stipendiary clergy.

I will expound further on the recent results, the current financial position, and the budget at the Synod. If anyone has any questions in advance, please send them to me by email.

Ian Lawson
Diocesan Treasurer
treasurer@dioceseofedinburgh.org

DIOCESE of EDINBURGH

General Fund: Projected 2022 results and 2023 Budget

2021 Actual £'000	2022 Budget £'000	INCOME	Projected 12 months £'000	Projected budget use	2023 Budget £'000	Comments re budget figures
3.6	3.0	Donations	3.0	99%	3.3	
474.8	484.8	Quota from congregations	484.8	100%	496.9	Proposed increase of 2.5%
53.2	56.4	Provincial grants for Gen Fund costs	56.5	100%	62.7	Assume increases in line with stipend
12.7	10.0	Benefact grant (formerly AllChurches)	9.5	95%	8.4	As advised by Benefact, if application successful
5.0	5.0	Income from charitable activities	5.0	100%	5.3	Newcraighall rent £5k plus some event charges
4.5	4.3	Income from Diocesan services	6.2	143%	10.1	Income from Walker Fund and more printing
69.2	67.3	Investment income (UTP)	71.3	106%	71.6	Assumes same level as 2022
622.9	630.9	TOTAL INCOME	636.4	101%	658.4	
EXPENDITURE						
238.1	270.7	Provincial quota and wider church involvement	271.5	100%	284.7	As advised by Province
113.3	118.4	Office of Bishop and Dean	113.1	96%	124.4	Stipend increase
66.3	98.0	Mission and Ministry	100.0	102%	100.3	
115.0	130.7	Support Costs	122.6	94%	148.7	Assumes full staff complement in 2023
17.2	18.0	Governance	17.5	97%	17.3	
550.0	635.8	TOTAL EXPENDITURE	624.7	98%	675.4	
73.0	(4.9)	Net income/(expenditure)	11.7		(17.0)	
	20.0	Contingency	10.0		20.0	
73.0	(24.9)	Surplus/deficit	1.7		(37.0)	As last year.

St Hilda's Fund: Projected 2022 results and 2023 Budget

2021 Actual £'000	2022 Budget £'000		Projected 12 months £'000	Projected budget use	2023 Budget £'000	Comments re budget figures
41.7	41.1	Income Investment income	42.4	103%	42.4	Assumes same level as 2022
31.5	29.0	Costs Stipend support for congregations	24.5	84%	19.2	Only Berwickshire while A7 vacant
1.0	15.0	Mission grants for congregations	15.0	100%	15.0	Regular provision
2.9	12.1	Mixed mode training grants	-	0%	-	Now met by Province
35.4	56.1	Total cost	39.5		34.2	
6.3	(15.0)	Surplus/(deficit)	2.9		8.2	

TOWARDS A DIOCESAN STRATEGY INVESTING IN THE FUTURE



INTRODUCTION

In the light of some recent discussion about the Diocese's strategy and direction of travel, it may be useful to bring together and set out in a single paper, what is underway and in prospect to

- Keep the show on the road while we continue to discern future direction and need
- Invest in recovery of congregations in current difficulty
- Expand our footprint into areas of significant population growth,
- And continue to serve in areas of particular social need.

WHAT WE ARE DOING

Our starting point is that Covid and lockdown has been a cathartic experience for society as a whole, including the Church, and we may not really understand the full or permanent consequences for some time yet. For the Church the obvious points so far are

- Some congregations have weathered the Covid storm very well, proving their resilience and developing new ways of working, for example offering hybrid worship or new patterns of pastoral care. For some, numbers are increasing again and new members showing up. So, signs of hope, but nevertheless others are experiencing
- loss of members and of Sunday attendance
- consequent loss of revenue
- tiredness and loss of energy, among both clergy and laity, especially vestry members.
It is true that

* due to our small scale, we are not experiencing the degree of crisis that is affecting the Church of Scotland (nor, be it perhaps said, the degree of urgency with which they are addressing their problems)

Against that background, the need seems less for a long-term strategy for which we would need to able to identify end gaols, but a program to keep the show on the road, supporting charges where there is either short-term need or long-term development prospects, while discerning as best we can how things may develop.

So, expressed in general terms, keeping the Church going and enabling it for a positive future.

The major strands of operation to achieve that, and which are under way, are –

- first, two limited term grant schemes were established in 2021 to help charges in the short term. These were the Covid Support Scheme organised and funded in the Diocese to provide urgent short-term financial support to charges in special difficulty, and the Province's generous Recovery & Renewal Scheme, providing significant funding used principally in our diocese to install streaming and other communication facilities in charges. The latter will clearly have a significant continuing role to play in outreach
- supporting clergy in their personal welfare and development, enabling/strengthening their skills and commitment as leaders of their charges. This emerged from a long (four year) process of development and thinking, and has resulted in the present appointment of the Ministry Development Officer, and her dedicated administrative assistance. This is already resulting in the reestablishment of the annual ministerial review process.
- Vestries who are struggling to find members willing or able to carry out office bearer functions. We will be proposing a scheme offering practical and/or financial help for vestry bookkeeping and accounting, and the Buildings Committee has a parallel strand of investigation on the possibility of diocesan help (where needed) with quinquennial reviews
- we have provided focussed help in kind, via clergy appointments and practical help by members of the Diocesan Finance & Management Committee to help revive and reenergise two Edinburgh city charges
- we are in active discussion with the three A7 Vestries on future arrangements there, where the existing Centre of Mission arrangement has for various reasons not been a success, but where the diocese has confirmed a continuing commitment. This may well morph into wider discussion about longer-term team ministry plans for a wider Borders area
- Recognising that a number of charges are in transition from one pattern of organisation and pastoral care to another, in some cases a short-term appointment of a skilled priest with clear objectives may assist this transition and prepare the ground for a longer-term appointment. Several of our clergy have attended the Provincial training course on transitional ministry.

- we are planning to draw down significant sums from diocesan investments to assist new church development or (more likely) support and development of existing charges where there is significant population growth and so prospects for church development, and where there is energy and vision to drive new development. This might take different forms in relation to local plans, but might include injection through central funding of additional clergy and possibly other personnel resources to fund three to five-year development plans Preliminary discussions are under way, with a view to having at least one such project under way in this calendar year. The Annex (*at the end of this document*) provides more detail behind the thinking
- We are committed to supporting and developing congregations both in areas of social need within the city and in more rural parts of the Diocese. We believe this is essential if we wish to claim to be a national church. Some of this ministry may need long-term financial and personnel support from the wider Diocese. The way in which this support is offered will be context specific.
- We are now through our budgeting process for 2023, and with Provincial help, facing up to further rigorous financial challenges to congregations arising from the stipend increase, fuel costs and other inflationary pressures.

COMMENT

This approach encompasses initial “steady as she goes” with expanding ambition. But success is not assured.

The drawing down (as envisaged) of up to £750k of investments over five years depends on a hope that the value of remaining investments will recover significantly over the period. That is not guaranteed. Otherwise, revenue will need to be preserved or recovered via a mixture of quota increase and cost reduction elsewhere.

Risk can be mitigated through careful monitoring, having a range of different projects, learning lessons as we go, and willingness to abandon projects which are manifestly not working.

But the key issue apart from money will be finding sufficient people to commit, and with the right experience. It will need a special kind of clergy, able to organise and inspire, but also committed others with a team effort for any major projects. These people may not be easy to find.

*Diocese of Edinburgh
October 2022*

THE WAY AHEAD FOR THE DIOCESE

INVESTING IN THE FUTURE

We assume that the long-term consequences of the Covid crisis for the Church, may take time to emerge. So far, not too bad. But it won't be surprising if we have a long-term drop in membership, and in financial support. We have learned some lessons which will stand us in good stead – including better use of Information Technology.

The relatively small scale of our Church seems – so far – not to require the rather savage retrenchment that the Church of Scotland is going through.

But still, if we want to sustain and build our Church, we might start preparing ourselves. There are two ways –

- We can reasonably assume that some charges will struggle to maintain members and remain viable. But we also know from recent/current experience that in the right circumstances, these can sometimes be turned around. An excellent example of this is St Anne's Dunbar. St Salvador's in Edinburgh has also been experiencing a bit of a renaissance. On the other hand, after three years, the A7 Centre of Mission has not worked well, and is being rethought. The Berwickshire grouping is working better. The Livingston UP has lost momentum. There are different factors at play in each of these cases. There is a general issue of aging and diminishing congregations. And it is proving difficult to find priests willing to serve in rural areas, or to subsist on half stipend – far less both of these things.

On the other side of the balance, we see no reason for deep pessimism.

- The evident development of a more communitarian society, and one looking for more spiritual guidance and support, might just signal a longer-term change in attitude and openness to the Church, or at least to the Gospel message
- In our own Diocese, we find (including in – perhaps especially in – rural charges) an impressive sense of community and involvement in Church life. The problems are more with finding willing priests and lay people with time and (remaining) energy to take on Vestry responsibilities. As with the A7 and Berwickshire, there will be cases where (subject to the detail of each case and the preparation of credible plans) the development support of Diocesan finance for a limited period, could give breathing space to turn things round.
- We are well aware of charges, currently just ambling along, where major housing development offers – or will soon – a big opportunity for mission – beyond the

capacity of the current incumbent and Vestry, but possible with central support. Current examples in addition to Dunbar are the Priory South Queensferry and Roslin.

- And there is of course the possibility of “planting”.
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WHAT MIGHT ALL OF THIS LOOK LIKE?

First, costs.

If we were to pay for, let's say, an upgrading from part to full time costs of a Priest in Charge, that would be c£20kpa. He/she might need other support – admin help, general expenses. Let's say in total up to £40k pa, for up to five years.

A Church plant would be more expensive – full time stipend with NIC and pension, c£40k plus full on costs – accommodation etc, and admin support also. Probably up to £75k pa.

Could we support, say, three such projects? Assuming two support packages to develop existing charges, and one “plant”, that would add up to c£155k pa, for up to five years – total c£775.

How would we fund it? We propose using the Home Mission Endowment Fund. Use of this is unrestricted (though we would need to check and confirm). Capital value at end 2021 was £3m, though this will have declined since then.

This raises some questions needing further study –

- At the moment, as an unrestricted fund, it produces a revenue stream of dividends supporting general Diocesan expenses. If a full £775k had been withdrawn at 1 Jan 2021, the lost income for that year would have been £16k.
- Would we cash in the investment now and hold the funds for the planned expenditure? Probably, the best solution meantime, given uncertain stockmarket prospects, would be just to earmark the investments, but draw down as required. This would obviously reduce the short-term revenue loss, and of course in the meantime capital value might recover. But for discussion.
- Obviously, we need credible projects, and a credible process for identifying them.
- More thought might also be given to testing different approaches, which would anyway be needed to meet different circumstances. We would also need to think further about monitoring and evaluation (not formal enough, on reflection, in the current Borders cases, though also disrupted by Covid).

If this proposal seems a runner, and subject to the Committee's views, next steps would be

- Validate the financial figures
- Consult the Standing Committee
- Establish a forum and process to recommend projects.

Could we hope to have all this in place by the end of 2022?