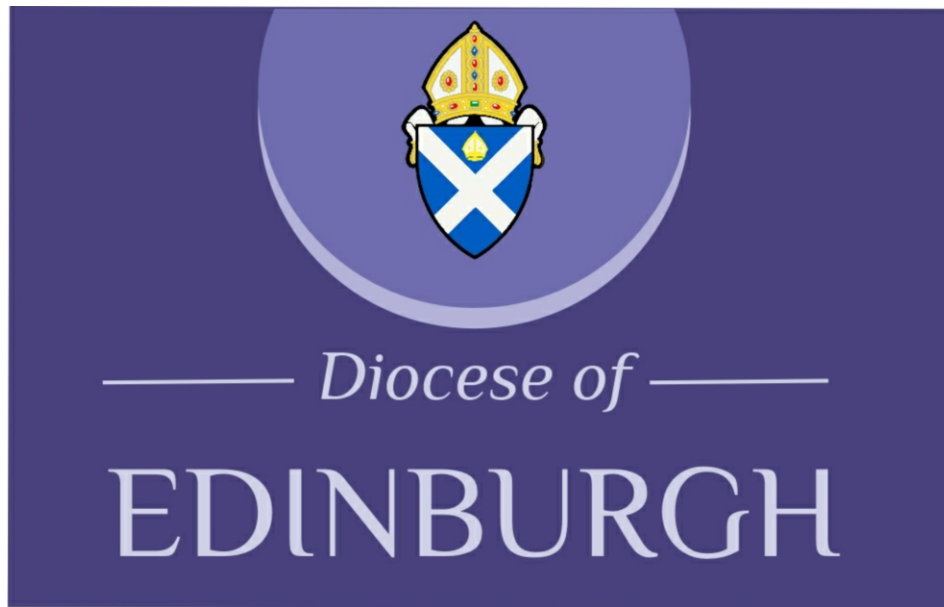


# SCOTTISH EPISCOPAL CHURCH



## DIOCESAN SYNOD

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

A meeting of the Edinburgh Diocesan Synod  
will be held on **Thursday 26 October 2023**

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 26 October 2023

## AGENDA & TIMETABLE

*To be held at St Paul's & St George's Church, Edinburgh*

**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**

**6.45pm**                    **ADMINISTRATION**

- **Synod Minutes** – *to confirm the minutes of the meeting held on 25 February 2023 (attached)*
- **Diocesan Environmental Group** – *to receive an update on the work of the Group*

**7.15pm**                    **FINANCE & MANAGEMENT** *(Ian Lawson, Diocesan Treasurer)*

- **Diocesan Accounts for 2022:** *To note the 2022 Audited Accounts (Published on the Diocesan website: <https://edinburgh.anglican.org/resources-diocesan-office-finance/>)*
- **Diocesan Financial Position 2023** *(paper due)*
- **Diocesan Budget for 2024** *(paper due)*

***Motion One: This Synod notes the Diocesan Accounts for 2022***

***Motion Two: This Synod approves the Diocesan Budget for 2024***

7.45pm

## INVESTING IN THE FUTURE

- *Progress and next steps*

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8.30pm

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

**The Bishop confirms the Acts of Synod**



# Minutes of the Edinburgh Diocesan Synod held on 25 February 2022

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

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

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## Synod commenced with Eucharist at 8.30am

Clergy (73 Members)	Lay (63 Members)
• Attended – 39 (53%)	• Attended – 41 (65%)
• Apologies – 9 (12%)	• Apologies – 10 (16%)
• Total – 48 (65%)	• Total – 51 (81%)

## STANDING ITEMS

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

- Ruth Stark, Lay Representative, St Vincent's, Edinburgh
- Anne Mackay, Lay Representative, Dalkeith
- William Horton (Lay Representative) Jedburgh
- Colin Harrison, Alternate Lay Representative, Bathgate
- Nancy Van Kirk, Lay Representative, St John's Princes Street, Edinburgh
- Revd Isaac Knight, Associate Rector, Balerno
- Caroline Burdon-Cooper, Lay Representative, St Columba's by the Castle, Edinburgh

The Bishop also welcomed:

- Gavin McEwan, a member of the Provincial Canons Committee
- Robert Woodford, a member of the Provincial Environmental Group
- The Revd Canon Dr Anne Tomlinson, Provincial Visitor and Principal of the Scottish Episcopal institute

The Bishop reported to Synod that Canon Tomlinson would soon be retiring, and he wished to record his sincere thanks to her for her long service and hard work in discernment and training of ordinands for the Scottish Episcopal church. Synod indicated this with long applause.

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

- Revd Aidan Burn-Murdoch
- Revd Dale Gray
- Linny Lawson
- Revd Canon Jeffry Smith
- The Revd Geoffrey N R Sowerby
- Sandy Wilkinson

## BISHOPS ADDRESS

In his address, the bishop explained that though hopefulness and optimism are close allies, they aren't the same. Optimism could ebb and flow according to mood and circumstances, yet even at our most pessimistic, when human fallibility in church, in nation, in the world loomed large, hope for Christians remained undaunted. Our hope, he said, is built on Christ, on the discovery that true life lies in the way of the cross and that God, even now, is building a new heaven and a new earth.

The church is to be a hopeful but not a delusional community. Perhaps we should see ourselves as works in progress who live in hopeful humility that one day we shall be the finished article. Others rightly expected to see love embodied in the church, but they were also entitled to look to us to see hope made real. This hope compelled us to build partnerships with others and to reach outwards beyond the bounds of church, nation and even species, to include all living things.

The bishop suggested this hopeful humility was evident on Synod's agenda and he offered examples of it in the life of the diocese. Even in the face of the war in Ukraine, hope was shared through the hospitality offered and support for those who suffer most. The peace that Christ wills, he said, comes not through seeking vengeance or harbouring hatred, but by loving our enemy and praying for those who would do us wrong.

## BISHOPS LENT APPEAL 2023

Bishop John announced to Synod that the Appeal would be providing funds for a water filtration plant and the Seminary of Saint Nicholas' in the Diocese of Cape Coast Ghana, a partner diocese of Edinburgh. £12k was needed to provide the

filtration plant, which would not only provide clean water, but also a much-needed new income stream for the Seminary.

## HONORARY LAY CANON

Bishop John reported that, at the recent Cathedral Chapter meeting, the nomination was made for Janet McKinnell, Warden of Lay Readers, to be made an Honorary Lay Canon. She had been the Warden of Lay Readers for many years and had, amongst other work, devised a Province-wide discernment process for Lay Readers. Synod unanimously acclaimed her as an Honorary Lay Canon.

## ADMINISTRATION

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### MINUTES OF DIOCESAN SYNOD

Godfrey Robson presented the minutes of the Synod meeting held on 27 October 2022. The business was mostly concerned with standard financial matters, but there was an extended discussion about staff pay. Follow up to this was covered in the report from the Standing Committee. The minutes were approved subject to the addition of a reference to the Rev Markus Dünzkofer's contribution to the discussion on staff pay.

### ANNUAL REPORTS

#### **Standing Committee**

Godfrey Robson presented the Annual Report. He noted that although it was a short report it had been a busy year. The Report reminded Synod of the Committee's key function and role in overseeing all the diocese's administration and subject Committees. It drew attention to two particular items of business during the year -

- The establishment of a Diocesan Environment Group, and the decision, as a measure of the importance attached to it, that this Committee should report directly to Standing Committee itself, and
- Its further review of staff pay, as requested by the October Synod, and its proposal to reflect further on this before autumn, with the intention of finding a suitable comparator for future increases.

**The Motion that Synod approved the report of the Standing Committee was proposed by Godfrey Robson and seconded by The Rev Ollie Clegg. The motion was PASSED UNANIMOUSLY**

### **Finance & Management Committee**

Godfrey Robson presented the Annual Report and commented that the committee had been particularly busy in the year. He noted in particular the annual review of congregational accounts and its importance in allowing the Committee to keep its finger on the pulse of charges' financial health and assist timely intervention and proactive help to be provided where needed. He asked all vestries to understand the practical need for timely submission of their annual accounts and associated returns. He noted in particular

- The work of the Buildings Committee which onerously requires monthly meetings, and which in the year proposed small grant assistance for the commissioning of Energy Performance Certificates for rectories a minor help, but again signalling the importance of the environmental agenda.
- The Committee's continuing work to address the difficulties experienced by Vestries in finding Treasurers and more generally in dealing with accounting issues. This was proving a difficult issue to crack, but the Committee recognised the need of finding solutions and continued to give the matter priority. \*
- He expressed his gratitude to the whole Committee but particularly to Alex Stewart (Convener of the Buildings Committee) and Ian Lawson (Diocesan Treasurer) for their hard work during the year.

**The Motion that Synod approved the report of the Finance & Management Committee and its pendant committees was proposed by Godfrey Robson and seconded by Ian Lawson. The motion was PASSED UNANIMOUSLY**

### **Cathedral Accounts**

The Very Rev John Conway presented the accounts for 2021/2022. He reflected that the finances were not the full picture, but gave a good insight into the running of the cathedral and its life. 2022 saw the emergence from Covid and improvement in cathedral finances. The Cathedral had achieved a current account surplus for the first time in many years (previous year deficit £80k). There had been an increase in Standing Order giving along with an increase in visitors and cash donations. The contactless device now installed at the West Door helped. He commended the Vice Provost, The Rev Canon Dr Marion Chatterley, for her hard work in maintaining the work of the cathedral particularly during the vacancy in the Chaplain's post. Having

only two stipendiary clergy running the cathedral had been a huge challenge. He thanked all the cathedral staff for their hard work.

## **Safeguarding**

Simon Filsell presented his Annual Report. There had been no appointment to the post of Provincial Safeguarding Officer following the retirement of Donald Urquhart, and there was no news of an appointment yet to the newly created post of Provincial Safeguarding Training Officer. As a result, there had been a lack of available training and he was very aware that there were new clergy and new PVG coordinators in the diocese who had attended little or no training from the SEC. For that reason, he asked Synod if it would support a formal request to the Province for third-party training to be sourced in the interim.

The Annual Checklist produced by the Province had been issued to PVG Coordinators in November 2022. He expressed concern that only 79% had been returned at that point, and he been working with Bishop John to follow that up, as the absence of communication from charges not sending a report gave rise to significant concerns.

There had been 4 cases in 2022 where newly-appointed PVG Coordinators had started their work before the Bishop's approval. He reiterated again the SEC policy, that Bishop John's approval had to be sought as soon as a vestry has made its decision to appoint. PVG Coordinators did not have to go through a PVG check for their coordinator work, and that approval was therefore the only external verification for the person appointed.

### **Questions & Comments:**

*The Rev Canon Dr Marion Chatterley, Vice Provost, St Mary's Cathedral. As a member of the Provincial Safeguarding Committee, she was able to update Synod that an appointment had been made for the post of Provincial Protection Officer, and it was hoped they would be in post by Easter. Therefore, she felt that it was premature to request external training.*

*The Rev Dr Stephen Holmes, Rector, Holy Cross and St Salvador's Edinburgh. He reported that the Church of England did not recognise the safeguarding qualifications of the SEC. He noted that the Church of England courses were available online and members of the SEC could sign up for them, which he had done himself. This had been endorsed by Daphne Audsley, Assistant Provincial Protection Officer.*

*The Rev Canon Bob King, Rector, Kelso. He had been shocked to find that he was unable to baptise his new granddaughter in a Church of England diocese, as it did not recognise SEC the training he had been through. Although he had spoken to the Church of England Bishop concerned, he was only able to be a participant*

*Gillian Little, Lay Representative, Pencuik. Why do PVG Coordinators not have to be PVG checked as they are guiding other people?*

*Victoria Elliott, General Synod Member. She also found it hugely odd that people with that safeguarding responsibility did not have to be PVG checked, and strongly urged that it be looked into.*

*Robin Quinn, Lay Representative, Christ Church Morningside, Edinburgh. When would training be available, following the new appointment? His church's PVG Coordinator had been appointed for a while but had not had any training yet.*

*The Rev Markus Duenzkofer, Rector, St John's Princes Street, Edinburgh. Were we coordinating with other denomination partners in sharing safeguarding training?*

Simon Filsell responded that PVG Coordinators were not engaged in “regulated work with vulnerable groups” as part of their coordinator work, and legislation did not permit such workers to be PVG checked. On the matter of training, he had been in touch with the Provincial Protection Officer in the past, about trying to get third-party training, but this was driven by the Province, and we had to work through them.

Bishop John added that he recognised the urgency for training, and whilst understanding the reasons for the delay, there was an urgency to consider using third party training in the interim, and he asked that Dr Chatterley feed that back to the Provincial Safeguarding Committee.

## **Elections**

Godfrey Robson reflected that there had been very few nominations, and that the process would be reviewed for next year to address the issue. Earlier notice of vacancies might help. Nevertheless, it was still possible for the standing committee to consider nominations during the year. The following were therefore duly elected:

### General Synod Clergy

- The Revd Canon Dave Richards (Re-elected, second term)
- The Revd Markus Dünzkofer (Edinburgh South Area Council)

### General Synod Lay

- David Stevens (Edinburgh East)

### Provincial Panel for Episcopal Elections

- The Very Revd Frances Burberry (Clergy - re-elected, second term)

#### Diocesan Standing Committee

- The Revd Rosie Addis (Clergy - re-elected, second term)

#### Diocesan Mission & Ministry Committee

- The Revd Dr Sophia Marriage, Convenor (Re-elected, second term)

#### Diocesan Finance & Management Committee

- Anne McAlister (Lay- re-elected, second term)

#### Diocesan Officers

- Ian Lawson (Treasurer - re-elected, second term)

#### Auditors

- Chiene & Tait (Re-elected)

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The Bishop handed the Chair to the Dean

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## **GENERAL SYNOD BUSINESS**

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### **CANON FOUR**

Bishop John presented the revisions to the Canon after the first reading at General Synod in 2022, and welcomed Gavin McEwan to the stage as a member of the Canons Committee. The Canon concerned the election of Bishops. The three most recent appointments had highlighted procedural issues which required review. The Canon Four Review Group had in 2022 considered dioceses' views on the earlier draft, and the revised version took account of these earlier responses. The matter would come again before General Synod this year, and so Diocesan Synod views, which would be advisory, were now sought.

The key changes were

- The timeline for the process would allow more flexibility. This would allow the Preparatory Committee and others to take reasonable account of particular issues arising in individual processes, including for example

extending deadlines to allow for holiday periods and church festivals. In addition,

- The Preparatory Committee would be able to shortlist a minimum of two (currently three) candidates. The maximum number of five would remain. The purpose of this was, where only two candidates were identified for shortlisting, a choice could still go to Synod without (as at present the Episcopal Synod having to take over.
- The shortlists would no longer be made public and would remain confidential to the selection panel. The publishing of names in the past had created difficulties for candidates and their congregations. There was a need for care in the way that candidates were treated as well as those involved in the selection process.
- Where the decision needs to revert to the College of Bishops the College will undertake discussions with the Preparatory Committee.

#### Questions & Comments:

*Howard Thompson, Lay Representative, St Peter's Musselburgh. He had been involved in the process of an appointment previously, which was successful. He did not feel any change was needed.*

*The Rev Libby Talbot, Associate Rector, St Pauls & St George's Edinburgh. Were psychometrics used anywhere in the process?*

*Anne Martin, General Synod Member & Lay Representative, St John's Princes Street, Edinburgh. She was grateful that a good compromise was being proposed and was very much in favour of the revised Canon.*

*Ian Kerry, Lay Representative, St Mungo's West Linton. Could there be clarification on the clergy representation on the Episcopal Synod? When a member of clergy moved on during a process, was it possible for the new member of clergy to have a say?*

*Helen Vincent, General Synod Member & Lay Representative, St Marks Portobello, Edinburgh. She felt that the Canon was fine. The General Synod, discussions had been caught up in points of order, amendments and counter-amendments, which had been very confusing. She asked for the discussion to be chaired at the next General Synod in such a way that it be kept simple and clear for members.*

*Robin Quinn, Lay Representative, Christ Church Morningside, Edinburgh. Was there a difference between the retirement the resignation of a Bishop?*

Bishop John responded. The Canon 4 Working Group was continuing to develop the practical process but, whilst psychometrics might be included in the process, this would not be prescribed. The point would be fed back though. Once a retirement was announced, only those in post at the previous diocesan Synod were able to vote in the past. The new proposals were to include all those in post at the time of retirement. There was no difference between retirement or resignation, and all matters were triggered once the point of no longer being the diocesan bishop was reached.

An indication of support for the revised Canon, or not, was then taken with results as follows:

HOUSE	FOR	AGAINST	ABSTENTION
Bishop	1	0	0
Clergy	33	0	0
Laity	35	4	2

## NEW LITURGIES

The Rev Rosie Addis, a member of the Provincial Liturgy Committee, introduced the proposed 3 new Pastoral Offices for Priests, Deacons, and Readers & Authorised Lay Ministers. Previously, there had only been the Offices provided in the Church of England's Common Worship. These were now being proposed as new Offices for the SEC.

## Questions & Comments:

*The Rev Dr Stephen Holmes, Rector of Holy Cross Davidson's Mains, & St Salvador's, Stenhouse, Edinburgh. He commended the new Offices. He asked that the book be made both compact and presentable when published, for practical purposes. He also asked that the sentence be removed about intincture and allowing the bread to dry, as dried wine did not fit with the theology of receiving the blood of Christ.*

*The Rev David Paton-Williams, Rector, St Columba's by the Castle. He had a slight concern about using these for Communion at Care Homes. In such contexts the liturgy needed to be pared down and kept as simple as possible for those particular communicants.*

*The Rev Canon Dr Marion Chatterley, Vice Provost, St Mary's Cathedral. The liturgies were full of references to "father" and to other non-inclusive wording. Could this be changed?*

*The Rev Nick Bowry, Rector, Penicuik & West Linton. Using the Reserved Sacrament was a shorter and simpler liturgy and could therefore be used in Care Homes.*

*Helen Vincent, General Synod Member & Lay Representative, St Marks Portobello, Edinburgh. At St Mark's they were reconstituting pastoral visiting. She felt it would be good if the Offices were not over-prescriptive and rigid and hoped that could be included within the guidance. Would they be available electronically?*

*The Rev Martin Robson, Rector, St Michael & All Saints, Edinburgh. The prewritten answers were not entirely useful.*

*The Rev Markus Duenzkofer, Rector, St John's Princes Street, Edinburgh. Could the Liturgy Committee do some workshops to help the implementation?*

*Victoria Elliott, General Synod Member. Could thought be given to the electronic formats?*

The Rev Rosie Addis responded to the questions. All the comments would be fed back to the Liturgy Committee. There was an intention that the Offices should be prescriptive. They could be used flexibly. The non-inclusive language matter was being addressed.

The voting in houses was as follows:

HOUSE	FOR	AGAINST	ABSTENTION
Bishop	1	0	0
Clergy	31	0	2
Laity	26	0	11

## ENVIRONMENTAL COMMITTEE

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Robert Woodford, a member of the Provincial Environmental Group, delivered an update. The Net Zero Action Plan produced by the Province had just been released and he guided Synod through the Plan. There were two existing tools, the Net Zero Toolkit and the Energy Footprint Analyser. The Analyser helped congregations to look at their energy use. The new Action Plan was already available to download from the provincial website. The aim was to bring all of the dioceses of the Province together and to plot a common way forward. The plan incorporated the 5th Anglican Mark of Mission, "discipleship in practice". The Plan covered the areas of:

1. on-site boilers and transport,
2. purchased power and other emissions, including the purchasing of goods and services, and
3. disposal of water and waste

There were 10 strategic principles within the Action Plan:

1. Moral Imperative
2. Ecologically Sound
3. Technically Realistic
4. Financially Prudent
5. Protect Heritage
6. Results Driven
7. Collaboration
8. Partnerships
9. Carbon Credible
10. Systems Perspective

The new Provincial Net Zero Delivery Director would work with the cross-diocesan Net Zero Working Group and the Diocesan Environmental Groups. The aim was to have a Diocesan Net Zero Delivery Manager appointed in each of the 7 dioceses, with supportive funding from the Province. The aim was not only to actively reduce the climate impact of the SEC, through its people and its buildings, but to embed its credibility when speaking and leading on such matters.

Comments and questions.

*The Rev David Mumford, Dunbar. It would need changes in the wider society, and the internal SEC coordination was crucial. The SEC needed to make credible*

*representations to government. Other denominations were also putting out good material.*

*Robin Quinn, Lay Representative, Christ Church Morningside, Edinburgh. It had been mentioned that high-consuming churches were a priority, but smaller churches were often the ones needing to make the most savings. Could the role of the Diocesan Environmental Manager be clarified?*

*The Rev Sarah Shaw, Rector, Falkirk. She commended the work of the Province and the fact that it was non-emotional whilst being very clear. She hoped that it would encourage all congregations.*

*The Rev David Paton-Williams, Rector, St Columba's by the Castle, Edinburgh. He congratulated the Province on the material provided. He noted that solar panels to generate electricity were not in the plan or guidance, but lobbying was needed to help achieve planning consent for these, where listed church buildings were concerned.*

*The Very Rev John Conway, Provost, St Mary's Cathedral. The presentation was full of hope and willingness. The Diocesan Environmental Group could not deliver carbon zero itself and it needed the engagement of all congregations.*

*Patrick Miller, Lay Representative, St Fillan's, Edinburgh. Some churches would be able to go down the carbon reduction road easily, but some would struggle. Those who could only achieve a certain amount of reductions might be advised to look at carbon offsetting as well.*

*Ruth Stark, Lay Representative, St Vincent's Edinburgh. The proposals required people to make changes. We needed to make communication links between each other and encourage the holistic approach.*

Robert Woodford responded. Other groups in the SEC would indeed be involved and that was already within the plans. There was a strategy to engage congregations via the Church in Society Committee. Each diocese needed to decide on its own Environmental Development Manager, but guidance for a role profile was already being formed. There was an aim to give priority to the high-consuming churches in order to flatten the curve as soon as possible. Carbon offsetting was a controversial matter and was not a solution. It would be looked at, but everyone needed to be mindful that there was insufficient offset available to achieve the targets. Engagement directly with all congregations was already in the plan and it was important to look at any ways forward.

Bishop John thanked Robert Woodford for his excellent presentation and for all his work in helping both the Province and the diocese move forward on this crucial matter.

## INVESTING IN THE FUTURE

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Godfrey Robson presented this paper. It was intended simply as an update on progress made since the October Synod. Some key projects were now falling in to place. The paper deliberately avoided reference to costs, as these were still under discussion. It was hoped that some of these projects could be up and running well within the calendar year. Meanwhile much work (and volunteers) were needed to develop review and evaluation mechanisms (which would probably need to be particular to each project). In the meantime, the Finance & Management Committee was establishing a small steering group.

### Comments and questions:

*The Rev Markus Dünzkofer, Rector, St John's Princes Street, Edinburgh. He had been excited and optimistic after the October Synod. However, it seemed that projects had already been decided now.*

*The Rev Libby Talbot, Associate Rector, St Pauls & St George's, Edinburgh. She had similar views. It was a large sum comparatively, and there seemed to be no overarching strategy in place.*

*The Rev David Dixon, Priest-in-Charge, St Barnabas, Edinburgh. He reported that he was on the working group for this, and took the points that had been made. The money allocated would not be all used up by the quoted projects. There was much new housing in the diocese and there was a need to reinvigorate all Area Councils to bring coordinated proposals forward. Being specific about the projects could attract other funding.*

*The Rev Diana Hall, Rector, Dunbar. She was also concerned about a lack of strategy. Although funds had been made available to St Anne's Dunbar in the past, there had been no strategic oversight so that outcomes from the diocesan funds provided could be monitored and measured. She queried what the overall aim was?*

*Helen Vincent, General Synod member & Lay Representative, St Mark's Portobello, Edinburgh. She seconded the Rev Markus Dünzkofer's comments. There was a need for all of the initiatives to be communicated outside of the committee's and diocesan Synod.*

Godfrey Robson responded briefly. He was disappointed by the response. Some of the points made were addressed in the paper, but certainly more work was needed. He would reflect further on the points made.

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The Dean handed the chair to the Bishop

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## COMMUNICATIONS

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Victoria Elliott, Communications Convener, raised the question of how communications could best serve the life of the diocese on limited resources. There was only one part-time member of staff. They could not do it all, but needed to invest more time and resources in those areas which had the greatest value. Miranda Heggie had been appointed as the new Communications Officer in 2022, and had achieved much already.

Miranda Heggie reflected on a very rewarding first 8 months in the role, getting to know many people around the diocese. She had delivered the 'Advent Doors' project, presented Bishop John's experiences during the Lambeth conference on social media, and was keen to share and communicate all of the carbon zero information and materials. There was a key aim to share stories amongst our churches, but also to provide a wider context. She thanked all those who had already shared good news stories, and encouraged more.

Victoria Elliott then presented some questions in order to prioritise the communications work – “what were we doing well?” and “what could we do differently”. After considering those questions amongst those present at Synod, the comments and answers were collected and would be reflected on by Miranda.

Bishop John noted that Victoria Elliott was having to stand down as the Communications Convener, and he took the opportunity to thank her for the important work she had done during the vacancy and in making the appointment of Miranda in 2022.

## MISSION & MINISTRY COMMITTEE

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The Rev Canon Dr Sophia Marriage, Convener of the committee, presented the Annual Report. They were looking to set up smaller working parties to focus on specific areas of work. She thanked The Rev Jane MacLaren and Joanna Morris for their work during the year. She particularly thanked Joanna Morris for holding the

work of the committee during the vacancy in the Ministerial Development Officer post. The committee existed to support clergy and their charges and the Ministerial Development Officer post had been in place to help clergy facing their challenges, both practical and pastoral, through the emergence from lockdown. Work during the year included:

- Ministerial Reviews
- CMD – lunchtime discussions, training day, clergy conference, other courses
- Opportunities for our young people to meet up again, Glen/Yeek, network for Y&C workers, Play Church
- Season of Pilgrimage – conference, Lent Course, Big Walk to Cathedral
- St Hilda's Grants – 5 different congregations
- Renewing relations with the World-wide church

Thanks were given to The Rev David Paton-Williams for his valuable work with curates, such that other dioceses had asked him to help them develop their own curates. They had been sad to see Claire Benton-Evans leave the diocese in July, to move to Brechin Diocese, following 10 years as Youth & Children Officer. They were delighted that The Rev Nicki McNelly had taken on the work of International Committee Convener. They had considered the opportunity presented by the vacancies of the 2 posts of Ministerial Development Officer and Youth & Children Officer. A new combined full-time post had been advertised, an Adviser for Christian Life. There had been a change from the 'SEEDS' framework to the 5 Anglican Marks of Mission. The vestry training day in 2022 had been a big success and this was being repeated. She thanked all the committee members, particularly the input of the 2 new lay members, Anne Martin and Rachael Penman.

Questions and comments:

*The Rev Diana Hall, Rector, Dunbar. Mention had been made of the structured conversations which had taken place. Could the results of those be made available? She noted that there was much work being done, but there was a lack of an articulated strategy.*

*Anne Martin, General Synod member and Diocesan Mission & Ministry Committee Member. There was a vacancy for a 3rd lay member of the committee and she encouraged members to consider any nominations.*

The Rev Canon Dr Sophia Marriage responded. The committee had listened to the results of the structured conversations, and, although there was no summary document produced, they would now try to produce that. The Five Marks of Mission effectively formed the start of a strategy. This needed to be driven forward.

**The Motion that Synod approved the report of the Mission & Ministry Committee was proposed by The Rev Canon Dr Sophia Marriage and seconded by Ian Lawson. The motion was PASSED UNANIMOUSLY**

## **FINANCE**

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Ian Lawson, Diocesan Treasurer, presented a financial update. 2022 had seen an operating surplus for the diocese of £46k as against a budgeted loss. This had been due to a UTP distribution in excess of budget by £13k, combined with reduced expenditure on building maintenance and on Mission and Ministry staff and support costs. The General Fund balance now exceeded its 2022 target which had been put in place to ensure that 3 months of budgeted expenditure was always in hand.

Bishop John gave a vote of thanks to Ian Lawson for his hard work and expert guidance of the diocesan finances during the year, and Synod gave long applause.

## **DEAN'S REPORT**

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The Dean led Synod through a selected sequence of her work during the year. This included visitors from the partner diocese of Espoo, the return of an in-person General Synod, work with the A7 Charges, attendance at the Dean's Conference and at the service of the St Margaret's Chapel Guild at Edinburgh Castle. She had also just returned from attending a course for 3 weeks in the Holy Land, which had afforded much reflection.

Bishop John gave his personal thanks to the Dean, not only for her work. It also for her personal support during his oversight of Aberdeen diocese.

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**Bishop John confirmed the acts of Synod.**

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7.45pm

## INVESTING IN THE FUTURE

- *Progress and next steps*

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8.30pm

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

**The Bishop confirms the Acts of Synod**

## **Treasurer's report on Diocesan finances**

### **October 2023 Synod agenda paper**

At the Synod I will give a brief resumé of the financial results of the Diocese, covering the 2022 audited accounts, the current year to date and the budget for 2024. For those that want to make closer inspection, the 2022 accounts are available on the Diocesan website (link in agenda papers), and I attach a single page summary showing, for the General Fund:

- The audited financial outcome for 2022;
- The budget for 2023;
- The unaudited result for the half year to June 2023 compared to budget;
- A projected outcome for the year 2023 compared to budget; and
- The draft budget for 2024

My main focus is on the General Fund, because that covers the main day-to-day expenditure of the Diocese and most of its funding comes from quota. The Synod will be asked to vote to accept the 2024 budget and, in consequence, the level of quota for the year ahead.

### ***Year to 31 December 2022***

The year marked something of a return to normal after the pandemic years of 2020 and 2021. Staff had left without being immediately replaced during those years, and 2022 saw a rebuilding of the staff team with a particular focus on providing support to clergy with the appointment of a Ministry Development Officer. Provincial quota, which had been very substantially reduced in 2021, rose by 12%, but we kept the increase in Diocesan quota to just 2%, planning to balance surpluses arising in the pandemic years with a deficit in 2022.

In the event, increases in UTP distributions, and a difficulty in recruiting a new Youth and Children's Officer following Claire Benton-Evans departure mid-year, along with other savings and timing differences, led to a budgeted General Fund deficit of £25,000 becoming an actual surplus of £27,000. Anticipating this, and conscious of the significant increase to stipends, a deficit budget was again set for 2023, the increase in quota being limited to 2.5%, despite provincial quota and many other costs rising by 6%.

### ***Nine months to 30 September 2023***

At the February Synod I reported that expenditure was under budget, because at that stage we had still not filled the posts left vacant by the departures of first Claire and then, later in 2022, of Jane McLaren. The single appointment of Fiona Reynolds in April to a combined and reshaped role has brought us back closer to budget. However, an estimated salary saving over the year of

£15,000, added to further increases in UTP distribution rates, is now projected to result in a surplus of around £23,000 compared to a budgeted deficit (before the contingency allowance) of £17,000.

### ***Budget for 2024***

Provincial quota is due to rise by another 6% next year as it moves back to pre-pandemic levels, and general inflation levels are not dissimilar. With all posts filled, I expect next year's expenditure to be nearly 12% higher than in the current year. However, I am conscious that vestries face another rise in stipend of 7.8% on top of the withdrawal (in whole or in part) of Transitional Stipend Support, together with significantly increased energy costs and the prospect of expensive work to improve the energy efficiency of their buildings. I have therefore proposed, and Standing Committee has agreed, that quota should rise by only 3% in 2024.

This would mean that, in the three years post pandemic, Provincial Quota paid by the Diocese will have risen by just over 25%, while Diocesan quota income will have gone up by only 7.7%. This has been funded in part by increased investment income, but also by operating with unfilled posts. It seems inevitable that the delayed return of quota to pre-pandemic levels will have to happen soon, particularly if we are to part-fund the proposed Green Rectory grants, soon to be considered by the Provincial Standing Committee. And if our funding from these, as for the Investing in the Future initiative, is to come from the investments we hold in our reserves, it will in due course result in lower UTP income and so indirectly work its way into quota calculations.

### ***Other Funds***

The St Hilda's and St Andrew's Funds continue to make grants to congregations for mission and building projects; well taken up last year, less so in 2023 so far. St Hilda also funds Diocesan support for the Berwickshire grouping of Charges.

Payments are now beginning in connection with 'Investing in the Future' projects. The likely cost in 2023 is just over £20,000, the forward commitment over five years to be £750,000 in total. This will require a gradual redesignation of funds from our capital reserves where currently they are invested in the UTP to provide income for the General Fund.

**Ian Lawson**  
**Diocesan Treasurer**  
**18 October 2023**

**DIOCESE of EDINBURGH**

**General Fund: Half year 2023 accounts and 2024 Budget**

2022 Gen Fd Actual £'000	2023 Gen Fd Budget £'000		2023 General Fund				2024 Gen Fd Budget £'000	Comments re budget figures
		INCOME	Actual 6 months £'000	Budget utilised	Projected 12 months £'000	Projected budget use		
4.3	3.3	Donations	0.7	20%	2.0	61%	2.5	Recurring donations plus target of £500 from Big Events
484.3	496.9	Quota from congregations	248.2	50%	496.9	100%	511.8	Proposed increase of 3%
56.5	62.7	Provincial grants for Gen Fund costs	32.3	51%	64.5	103%	69.5	Assume increases in line with stipend
9.5	8.4	Other grants (Benefact and Walker)	-	0%	13.4	160%	7.2	Benefact only - as advised. Walker not predictable
18.1	18.3	Income from charitable activities	2.5	14%	18.5	101%	18.0	£5k rent (Newcraighall); £13k clergy conference
6.6	10.1	Income from Diocesan services	5.4	53%	9.1	90%	8.7	Admin fee from Walker Fund and printing.
80.3	71.6	Investment income (UTP and bank)	46.0	64%	92.1	129%	92.2	Assumes same level as 2023
659.6	671.4	<b>TOTAL INCOME</b>	335.1	50%	696.5	104%	710.0	
<b>EXPENDITURE</b>								
270.7	284.7	Provincial quota and wider church involvement	141.5	50%	284.5	100%	301.5	6% increase advised by Province
110.8	126.4	Office of Bishop and Dean	61.7	49%	129.2	102%	152.3	Includes net zero works on Bishop's house
109.6	111.3	Mission and Ministry (note 1)	22.5	20%	96.6	87%	118.3	Detail below
123.8	148.7	Support Costs (note 2)	70.4	47%	143.2	96%	160.5	Detail below
21.1	17.3	Governance	7.1	41%	19.9	115%	20.2	
635.9	688.4	<b>TOTAL EXPENDITURE</b>	303.2	44%	673.3	98%	752.7	
23.7	(17.0)	<b>Net income/(expenditure)</b>	31.9		23.2		(42.7)	
	20.0	<b>Contingency</b>			10.0		20.0	As last year.
23.7	(37.0)	<b>Surplus/deficit</b>	31.9		13.2		(62.7)	

2022 Actual	2023 Budget	NOTES	Actual 6 months	Budget utilised	Projected 12 months	Projected budget use	2024 budget	
2.6	3.8	<b>1 Mission and Ministry</b>	0.2	4%	3.1	82%	3.7	Pre-ordination support
67.3	49.5	Training for the clergy	6.1	12%	43.9	89%	74.9	Includes full ACL salary (2023 half under Y&C)
7.9	7.8	Support for existing clergy and lay readers	2.4	31%	9.8	127%	8.3	2023 includes one-off Newcraighall costs
14.4	25.9	Central mission costs	3.6	14%	14.6	56%	1.2	Only Y&C expenses in 2024 - salary is under ACL.
14.3	15.5	Youth & children	7.5	48%	17.0	109%	19.8	Additional hours since June 2023
3.1	8.8	Administrative support	2.8	31%	8.2	93%	10.3	Grants for CMD; ordinands; Rectory EPCs
109.6	111.3	Grants to congregations and individuals	22.5	20%	96.6	87%	118.3	
<b>2 Central support costs</b>								
66.1	82.3	Staff	41.3	50%	82.7	100%	88.8	Based on current complement with 6% increase
27.8	30.7	Office costs	15.1	49%	30.9	101%	33.0	Assumes 6% inflation and heating costs included in rent
29.9	35.6	Facilities and services	14.0	39%	29.5	83%	38.7	Includes potential for vestry support grants
123.8	148.7		70.4	47%	143.2	96%	160.5	