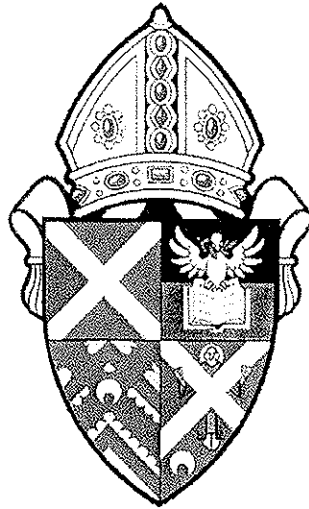


# DIOCESE of ST ANDREWS, DUNKELD and DUNBLANE

Scottish Charity No SC017654



## *Diocesan Synod 2011*

## *Report and Accounts 2009/10*



**CASTING THE NET**  
Growing Faith Communities in the Diocese of St. Andrews

## **DIOCESAN OFFICIALS – 2011**

**Diocesan Trustees:**

**The Bishop  
The Dean  
The Chancellor  
The Registrar**

**Bishop:**

**The Most Revd David Chillingworth**

**Dean:**

**The Very Revd Kenny Rathband**

**Provost:**

**The Very Revd Hunter Farquharson**

**Synod Clerk:**

**The Revd Canon Val Nellist**

**Chancellor:**

**Mr W. F. T. Anderson**

**Registrar:**

**Mr Colin Liddell**

**Secretary:**

**Mrs Alicia Rootes, MBE**

**Treasurer:**

**Child Protection Officers:**

**Architect/Surveyor:**

**Diocesan Director of Ordinands: The Revd Paddy Allen**

**Casting the Net Officers:**

**Congregation Growth: Ministry & Education:  
Children & Young People:**

**Dr Susannah Silver  
Mrs Sue White**



## **ADMINISTRATION GROUP**

The Bishop  
The Dean  
The Revd Canon Dr R. Harley (Dunkeld Area Council)  
Mr I Simpson (Dunblane Area Council)  
Mrs N. Kennedy (St Andrews West Area Council)

Dr John Ferguson-Smith (Convener)  
Dr H. Ingram (St Andrews East Area Council)

In attendance:  
The Diocesan Secretary

## **Diocesan Buildings Committee**

The Very Revd Kenny Rathband (Convener)  
Mr Ian Simpson  
Professor Richard Fawcett

Revd Dr Andrew Barton  
Dr John Ferguson-Smith

In attendance:  
The Diocesan Secretary

## **PENDANT DIOCESAN COMMITTEES**

### **The Diocesan Overseas Committee**

The Revd Canon Val Nellist (Convener)  
Mrs Lesley Brooke  
Mrs Ruth Harris  
Mrs Carol Latimer

Mrs Mary Birch  
Revd Christine Fraser  
Revd Canon Dom Ind

### **The Diocesan Spirituality Group**

The Revd Celia Matthews (Convener)  
The Revd Jeanette Allan  
Dr Liz Brennan

The Revd Canon Val Nellist  
The Revd Marie-Louise Moffat  
Miss Libby Macrae

## **DIOCESAN REPRESENTATIVES ON PROVINCIAL BOARDS AND COMMITTEES – 2010**

### **FAITH AND ORDER BOARD**

Mrs Sue White  
The Revd Canon Dom Ind

2009 – 2013  
2010 - 2014

### **THE MISSION AND MINISTRY BOARD**

Mr Alex Glover

2008 - 2012

## **THE ADMINISTRATION BOARD**

2009 - 2013

### **Finance Committee**

The Very Revd Kenny Rathband\*

2011 - 2015

## **INFORMATION AND COMMUNICATION BOARD**

Revd Kimberly Bohan

2009 – 2013

## **Members of the Diocese who are members of Provincial Committees**

### **Provincial Standing Committee**

The Primus

### **Provincial Liturgy Committee**

The Revd Canon Jonathan Mason

2007 – 2011

### **Provincial Committee on Canons**

Mr J B C Nisbet

2008 - 2012

### **Provincial Inter-Church Relations Committee**

Mrs E Cameron

2009 - 2013

### **Provincial Mission & Ministry Board**

The Bishop (Convener)

2008 – 2013

Mr Alex Glover

2008 – 2012

### **Home Mission Committee**

The Very Revd Kenny Rathband

2010-2014

### **Church in Society Committee**

The Revd Canon Dominic Ind

2004 – 2012

### **Provincial Administration Board**

Dr John Ferguson-Smith

2005 – 2013

### **Provincial Finance Committee**

Dr John Ferguson-Smith (Convener)

2005 - 2013

### **Buildings Advisory Committee**

The Revd Patrick Grant

2009 – 2013

### **Personnel Committee**

Dr John Ferguson-Smith

2005 – 2013

### **Preliminary Proceedings Committee**

Mrs Mary Birch

1999 – 201

## **REPORTS**

*The Reports included in these papers will be TAKEN AS READ at Diocesan Synod. There will not be time to read them during the meeting. Please read them beforehand so that you can make the most effective contribution, and get the most of your Synod.*

### **STANDING COMMITTEE**

We give thanks for another year of faithful ministry and life in our congregations. The present economic situation means that this has not been an easy year for our congregations. Personal incomes have been reduced and the additional cost of Clergy Pensions has been a challenge. We are deeply grateful for the way in which the life of our churches has been sustained in difficult circumstances.

During the year we were delighted to welcome the Revd Andrew Frearson as Rector of St James the Great, Dollar. Following Diocesan Synod we shall introduce the Revd Canon Joe Morrow as Chaplain of Glamis Castle and the Revd Roger Quick as Rector of the Highland Perthshire Group which draws together Holy Trinity, Pitlochry, St Adamnan's, Kilmaveonaig and All Saints', Kinloch Rannoch. We welcome them warmly to the diocese. I am delighted that we are moving forward in discussion with the Vestries of the Central Fife Group and hope that it will be possible to make an appointment there soon.

The Casting the Net initiative continues to move forward strongly. We have completed the pilot phase of work with a small number of congregations and are spreading the Mission Action Planning process more widely across the diocese. It has been a particular pleasure to welcome Susannah Silver as our Casting the Net Officer. As a person who has previously been involved with Casting the Net as a volunteer, she has been able to pick up the challenges of this new appointment very quickly and is already making a significant contribution to our life.

We have been carrying out a 'mid term review' of Casting the Net. It seems to us that it is important to continue to explore how this initiative can be deepened as a way of challenging the congregations of our diocese to mission and growth.

By the time of our Diocesan Synod I shall have visited the Diocese of Kolkata (Calcutta) with Canon Bob Harley and Andrew Pont. There could not be a greater contrast between this diocese and our own. This is part of the process of establishing a new companionship relationship with the diocese. We look forward to developing with them a new relationship in prayer and shared ministry.

***+David St Andrew, Dunkeld and Dunblane - Convener***

### **REPORT OF THE CASTING THE NET CO-ORDINATING GROUP**

Casting the Net is an initiative within the life of our diocese. Our vision, which was defined in the Diocesan Review, is that we should move from decline to growth. Casting the Net has many aspects: our Mission Action Planning in congregations; development in education and ministry training; work among children and young people. The processes by which we review the life of our Charges and Groupings, the deployment of clergy and Administration also belong within Casting the Net. They are as important in our mission development as strategic planning or Christian Education.

Casting the Net takes many different forms. It is important that there should be a place where it is all held together. Casting the Net is a diocesan policy agreed by Diocesan Synod. It is therefore within the responsibility of the Diocesan Standing Committee between meetings of the Diocesan Synod. We established the Co-ordinating Group to provide detailed oversight of Casting the Net and to report to Standing Committee.

The Co-ordinating Group is therefore a place where the Convenors of the Policy and Action Groups and the Officers employed by the Diocese meet together with the Bishop as Convenor. The group hears reports about the various aspects of Casting the Net and seeks to draw them together as aspects of one initiative. The Group looks for ways in which the work of the Policy and Action Groups can be brought into relationship one with another so that there is no risk that Casting the Net might become a series of separate projects.

There are other ways in which the Co-ordinating Group works to provide focus to Casting the Net. For example, we constantly remind people of the centrality of the Nine Marks of Mission as a way of calling the clergy and people of the diocese into a shared pilgrimage. The challenge to underpin the whole Casting the Net initiative with prayer is also of fundamental importance.

During the year, the Co-ordinating Group has been conducting a mid-term review of Casting the Net. We have been looking at our priorities and our focus and recognising that we need to do more to work with and within the culture of our congregations. This will result in proposals for some realignment of the Policy and Action Groups.

We remain greatly encouraged by the progress of Casting the Net. The work to which we have committed ourselves continues to move forwards. We are seeing other encouraging signs of growth. For example, our life as a diocese is being refreshed by the appearance of a new group of committed lay members. There is a new hunger for learning about and talking about faith.

For these and many other positive signs, we give thanks and look forward to the new stages in the development of Casting the Net.

***+David - Convener***

## **REPORTS FROM THE POLICY AND ACTION GROUPS**

### **CONGREGATIONAL DEVELOPMENT GROUP**

In Summer 2010, the Casting the Net (CTN) Action Groups changed its name to the CTN Congregational Development Action Group to reflect the ideological understanding that Casting the Net is the over-arching approach to the spectrum of ongoing activities for mission and growth as outlined in the Diocesan Policy and Action. This includes congregational development (Mission Action Planning and embedding the Nine Marks of Mission with all congregations), work with children and young people, the development of charges, ministry and education support and diocesan infrastructure.

In April 2010, we were sorry to say goodbye to Revd James Petticrew, the first Casting the Net Officer, who resigned owing to ill-health. He was inspirational in his understanding of mission in the 21<sup>st</sup> Century and laid the foundation for the Mission Action Planning process. Since then, Dr Karen Gaskell and her fellow Action Group members have worked hard to continue developing the Mission Action Planning process in the Diocese. In October 2010, Dr Susannah Silver was appointed

as Casting the Net Officer. The remit of the post is now to support congregational development work and also educational work in the Diocese.

The process of preparing a congregation to begin Mission Action Planning is continuously evolving, informed by careful reflection on the experiences of the pilot churches and those in the process now. Three of the four congregations piloting the Mission Action Planning process have either completed or are undertaking their plans; the fourth is about to approve its plan. Seven congregations (including a linkage of three charges) are working with facilitators to review their congregational life and the needs of their community. These are the first steps required before working with their entire congregation to identify a few of the Nine Marks of Mission to focus on and formulate a Mission Action Plan (MAP). Expressions of interest are now being invited from congregations wishing to participate in the third round of facilitated Mission Action Planning.

We now have a team of 13 facilitators (both lay and clergy) who work in pairs to support each Mission Action Planning congregation. The facilitators meet regularly for training sessions, sharing with each other what has been learnt. These experiences are incorporated into a good practice handbook of the process of Mission Action Planning in this Diocese, which is regularly revised.

An integral part of the MAP process is to involve the Convener of the Ministry and Education Group and the Children's Officer when the MAP is being developed. They offer ideas relevant to each congregation and the chosen Marks of Mission and ensure that good practice from that congregation is shared with other congregations.

The Diocesan Policy and Action Plan was clear that CTN should be underpinned by prayer and to formalise a structure for this, the CTN prayer network list was launched in October 2010 and will be developed in 2011.

NETworking continues its momentum. Congregations across the Diocese came together for an enjoyable and stimulating 'CTN Gathering' in May 2010. About 120 people enjoyed finding out more about Casting the Net, participating in workshops (including drumming, singing, drama, sharing faith and mission) and meeting together to share faith and enthusiasm. A second CTN Gathering will take place 21<sup>st</sup> May 2011 based on the 5<sup>th</sup> Mark of Mission, Rooted in Prayer, Word and Sacrament.

Each congregation has nominated a 'Casting the Net Liaison Officer' (CTNLO) who champions the Casting the Net programme in their own congregation. They disseminate information from the Congregational Development team and feedback events they are undertaking that are about mission and outreach. In October 2010, 25 CTNLOs came together for a workshop to share experiences, exchange practical ideas and discuss views on mission in the 21<sup>st</sup> Century. The NETworking evening highlighted a general interest in sharing resources and knowledge between neighbouring congregations and the need for communication between each other.

***Dr Karen Gaskell - Convener***

## **MINISTRY AND EDUCATION GROUP**

Work has continued to support and resource congregational mission and development. The Compass Course has been used in different contexts, including by ecumenical groups. Courses to support the Nine Marks of Mission are being developed, and some of this material was offered in taster sessions at the Gathering in May. These and other resources have been discussed with congregations drawing up Mission Action Plans. Area Councils are becoming centres for faith development and training. Workshops on St Matthew's Gospel have been offered at each of them by a group of educational facilitators, and the Bishop has led discussions on faith issues. Study

materials have also been suggested for Lent and Advent. The potential for liaison and collaboration with ecumenical partners in Christian faith formation is being explored. All this activity is now also supported by the Casting the Net Officer.

Valerie Walker graduated from TISEC with distinction, and is now serving a Diocesan curacy with a focus on Dunfermline, Rosyth and Alloa. Three Lay Readers are in training this year. Clergy have benefited from local chapters, clergy meetings and a conference as part of their Continuing Ministerial Development. The review of the Diocesan Policy and Action Plan has highlighted the importance of supporting and resourcing clergy as they lead congregations in mission.

***The Revd Canon Dr Alison Peden – Convener till December 2010***

## **DIOCESAN CURACY**

Newly-ordained clergy deserve and need high quality curacy placements in which they can develop their skills in ministry under the supervision of a Training Rector. The Province makes available a grant of a maximum of 50% of Stipend and Pension contributions. It is a reality of the Scottish Episcopal Church and of our diocese that there are very few congregations which are able to meet the financial challenge of providing the other 50% and the additional costs and expenses. We believe that it is important that we should be able to train curates in our diocese. We have therefore looked at an alternative pattern which will enable us to do this.

We have set up a Diocesan Curacy in which Revd Valerie Walker is placed in the congregations of Holy Trinity, Dunfermline, with St Margaret's, Rosyth, and in St John's, Alloa. In the second part of her curacy, Valerie will also experience some aspects of the life of the wider diocese. Valerie's Training Rector for ever aspect of her Curacy is Revd Tim Bennison. We believe that ministry in these congregations will give to Valerie the range and depth of pastoral and other experience which a newly-ordained person needs if they are to mature rapidly into creative and long-term ministry.

The Diocesan Curacy is under the overall direction of a Reference Group which includes representatives from the congregations and the diocese with Valerie herself in attendance. It is envisaged that the curacy will last for a maximum of two years. The Revd Tim Bennison has attended a training course in the Church of England for training Rectors. The remaining 50% of Stipend and Pension are shared between the diocese (25%) and the two congregations (12.5% each). The remaining travel and other expenses are shared between the diocese (50%) and the two congregations (25% each).

We believe that this is an effective way of providing a high quality curacy placement. In situations which are not confined to those congregations which may be able to provide the necessary finance. It also offers the hope that such a person may be held within the ministry of our diocese for a longer term.

***+David***

## **CHILDREN AND YOUNG PEOPLE'S GROUP**

During the past year there have been a number of pleasing developments in the work of the Children and Young People's group. We offered workshops at the Gathering on Godly Play and Messy church which were well-supported by both adults and children. There was also a table of literature for people to look at.

Since then, there have been two sessions of training for Godly Play and the RAF base at Leuchars has started doing 'Messy Church'. Both of these, we feel, might be a good way of providing midweek activities for children which could be more appropriate in these days when many families and children are otherwise occupied on Sundays than traditional Sunday School during the Sunday service.

Nevertheless, we recognise the importance of helping children and their families to feel supported and included when they come to Sunday worship in our churches, and to that end, we have been working on developing a 'Child Friendly Church Award', which we hope all our charges might feel able to work towards, whether they presently have children and young families amongst their congregations or not. Criteria and a certificate for the award are presently being developed, and we hope to launch it at the next 'Gathering' at the Cathedral in May and, in addition to the next Gathering, the hope has been expressed that we might have a Children's Gathering at some point.

Sue White, our officer for this Group has attended some of the Mission Action Planning Sessions of those charges preparing for their mission action planning and has also, with Nerys Brown, visited cluster groups. What we have done so far suggests that the thing which is valued most by those who already work with children is communication: opportunities to share ideas, contacts, what has worked, what hasn't; support. People would like to be able to form links, which are beginning to happen

So far we haven't really done anything to encourage our young people. We need to liaise with those congregations (e.g. Dunfermline, St. Andrews, St. Andrews) with a view to encouraging links between them and young people who are more scattered. Also we would like to see how the experience of Glenalmond can be continued beyond the Glenalmond Weeks.

We have a small group at the moment: Sue White, Nerys Brown and Anne Haselhurst and hope to include several others, Sarah Lamont. Fiona Nicol and Rosemary Bishop-White, whom we hope might meet occasionally to further our work.

***Revd Anne Haselhurst - Convener***

## **ORGANISATION OF CHARGES GROUP**

In partnership with other Casting the Net Groups, members of clergy and vestries, the committee assists in the implementation of the Mission Policy of the Diocese.

The committee also works with congregations preparing for the retirement of clergy or where clergy have moved to other posts.

During the past year assistance has been offered to charges where vacancies have occurred. The Revd Andrew Frearson was appointed Rector of St James the Great in Dollar. The Revd Dr Joe Morrow has been appointed as chaplain to Glamis Castle. The Revd Roger Quick will be licensed to the Highland Group of charges in July.

The committee continues to discuss further possible development opportunities for growth in both established and new communities.

Discussions for the mission development of St Columba's Stanley working with other community groups in the area have taken place and initial reports have been received by Standing Committee.

The committee are grateful to all those who have taken time to attend various meetings and for the helpful contributions and suggestions that have been offered.

***The Very Revd Kenny Rathband – Convener***

## **ADMINISTRATION GROUP**

The Diocesan Administration Group meets on average on a monthly basis. Within the Casting the Net framework, the Administration Group is one of the set of Policy and Action Groups of the diocese. It carries out the business and financial functions of the diocese. This includes the planning of financial support, whether from provincial or diocesan level, over a wide range of areas of diocesan and charge activities.

We have reported in recent Synods on good progress in the planned overhaul of the diocesan financial processes. We have now a firm financial platform to plan our potential for the future, as well as monitoring our ongoing financial performance in the present. Martin Howarth of Morris & Young, working with Alicia Rootes our Diocesan Secretary, have continued to prove themselves an invaluable part of this progress. I continue to be grateful for their advice and application in all this.

Representatives of the Administration Group contribute regularly to work within a number of individual charges, looking at issues of self-sufficiency and longer term planning to ensure viability. This has included issues of financial health, and of use of church property. Joint cooperative working and mutual support at all levels has proved to be practically rewarding in finding solutions.

The coming year will be difficult in the current financial climate, as was the past year. Restraints in areas such as grant support will continue. However it is not at all doom and gloom! Despite the prevailing financial situation, we have been able to expand the work of the diocese in its mission and ministry, and in support of individual charges. Clear examples are the successes in Casting the Net and in the establishment of a diocesan curacy.

In examining the accounts, you will see the much reduced positive balance for the past year, compared with previous years; and you will see a budget forecast of a deficit in the current year. But this is in the context of much increased positive activity in the diocese; and we can sustain this through the provisions made in more recent years by much tighter forward planning and governance of our finance.

As always, the options for Quota have been carefully reviewed by the Administration Group in forming its recommendation to the Standing Committee and then to Synod. Quota is proportional to the income of the individual charge, after specific exclusions. There will be no recommended change to Quota which remains at 15%. The new process for calculating quota, based on a more transparent 'self-assessment' framework, is well established and working efficiently.

I wish to record formally my gratitude to the members of the Administration Group for the hard work they put into ensuring the business of the diocese runs smoothly and effectively. As always, the Bishop and the Dean have been a source of sound advice and support. I am grateful to the Registrar and his staff for their work on our behalf. Our Diocesan Secretary, Alicia Rootes, is the linchpin in all we do and I am personally grateful to Alicia for all her support.

***Dr John Ferguson- Smith***  
***Convener - Administration Group***

## **Diocesan Building Advisory Committee Report**

The Diocesan Buildings Committee (formerly DBAC) continues to receive applications for a wide variety of proposed building projects. As part of its work the DBC is reviewing its application process. The time-table of meetings will in future be set at regular intervals to tie in with the Admin Group meetings. It is hoped that this will result in more efficient and timely decision making.

In considering applications site visits to charges have taken place. Such visits at an early stage in the applications process have proved to be a great benefit.

At General Synod 2010 alterations to Canon 35 received their second reading. One of the changes incorporated into the Canon as that certain categories of minor works could be excluded from the scope of this Canon. In consequence, such minor works would not require approval under the process set out in Canon 35. For a list of these minor works, please contact the Diocesan Office.

It was agreed by the Administration Group that the convenership of the DBC should rest with the office of Dean. As such I took over from the Revd Jeremy Auld after his departure to the Diocese of Brechin. I would like to thank members of the committee and of various charges who have given of their time and advice particularly when dealing with complex issues.

***The Very Revd Kenny Rathband – Convener from August 2010***

## **REPORTS FROM OTHER COMMITTEES IN THE DIOCESE**

### **Diocesan Overseas Committee**

**Diocese of Calcutta Link** – In February 2010 Bishop Ashoke Biswas of Calcutta visited friends in Edinburgh and we met with him and Bishop David in the General Synod Office. Later in the year Bishop Ashoke was due to attend a Methodist conference in England and so we arranged a short visit to the Diocese for him and his chaplain, the Revd Nigel Pope. They arrived in Edinburgh on the 30<sup>th</sup> June and in the course of a three day visit they participated in:

- An ecumenical gathering of local clergy and lay people in west Fife.
- A meeting in the Diocesan office with some of our clergy.
- A tour with the Dean of the district covered by the Alyth, Blairgowrie and Coupar Angus churches.
- The 'Perth 800' civic service in St John's Kirk and the reception afterwards attended by Prince Edward, Earl of Wessex.
- A visit to Bridge of Allan with Canon Ind, going on to Stirling and dinner with Bishop David.

Following this visit Canon Ind and I travelled to Kolkata in November and were very warmly welcomed by Bishop Biswas and the people of the Diocese of Calcutta. For the five days we were there they had arranged a busy programme of visiting:

- Cathedral Relief Service outreach work in a poor, rural community in the south of the Diocese; implemented in collaboration with the local authority and the village council - women's hand work marketed at fair prices, primary education for children, health education and basic, preventative health care. (The director of the Cathedral Relief Service is Mr Rig David, a respected leader in this kind of work both in India and overseas.)

- The Arunima Hospice for people living with HIV/AIDS, the first and only such facility in Kolkata; providing care, medication and good nutrition for those who would otherwise die in destitution. Some very sick adults receiving acute care but also those who were sufficiently recovered to participate as care and support volunteers; and a lively group of children receiving education, growing fruit and vegetables and keeping poultry.
- The Sister Florence College of Nursing led by a very energetic and professional group of women; offering training at degree standard in basic brick huts that were once an RAF camp.
- Christian care home for the elderly, basic but peaceful and dignified.
- The Oxford Mission School, famous for providing musical education to boys whose families cannot afford education or even, in many cases, afford to keep and feed them at home.
- The grand, historic St John's Church which served as the Anglican cathedral in the time of the East India Company.
- The equally grand and historic St Andrew's Kirk where we met the clergy of the Diocese at their monthly gathering.
- The Mother House of Mother Theresa's Missionaries of Charity.
- The historic Scots Cemetery now being restored by a trust set up in Scotland with the Earl of Elgin as patron.
- A gathering of the Women's Fellowship in St Thomas' Church, reporting on their work with poor families.
- Sunday morning Eucharist in St Paul's Cathedral and evening worship in the Alexander Duff Memorial Church.
- The Scottish College founded by the Revd Alexander Duff to teach science and medicine.
- Prestigious Bishop's College, training ordinands from across the whole of India.
- Ramakrishna Mission, Institute of Culture in S. Kolkata – the interfaith dimension.
- St James Second School - education of a high standard for mainly Muslim children from the local slum.

The findings of our visit; here I quote some of Canon Ind's thoughts:

- For a far-flung place, Calcutta is actually quite accessible from Scotland. We flew with Emirates from Glasgow to Kolkata via Dubai; it's approx. 10 hours in the air and a cost of roughly £500.
- Language is a key issue and communication shouldn't be a problem. The Indian Government has pushed for Hindi as the national language but in reality it is English. All Higher Education in India is in English and we met some children from the slums who had been taught English from the age of 4! Not being able to speak Bengali isn't a problem although it would go down well if you could.
- Bishop Ashoke Biswas is a fine pastor at the helm in the Diocese; much loved and extremely active in the Diocese. He is keen to form this link and will be a good driving force behind it.
- We were genuinely impressed with the quality of the presbyters in the Diocese; a great mixture of traditions yet with more than a touch of Anglican ethos for us to relate to. (Ecumenical dimensions too with our Methodist and URC partners.)
- The amount of projects going on in the Diocese is impressive. When it comes to social action, particularly to do with education and health, the Church is still an important player, filling the gaps the Government doesn't cover. All sorts of possibilities for us to be involved in, social projects and various schools to link with.
- Considerable potential for connections to be made with theological education at Bishop's College.
- One reason to form a link with a Diocese in India was to help us raise the profile in our own Diocese of interfaith dialogue. Bishop's College has such people as Dr. Samuel Longkumer, Associate Professor of Religions and Dr. Jayasree Chattopadhyaya who teaches Sanskrit. Much can be learned from these members of staff who have expertise in other religions and visiting such centres as the Ramakrishna Mission.

- Another positive factor for the link is that people have connections with family who have served in India; this makes a strong starting point for the link.

The next step is to engage in the formal linking of our two Dioceses and to this end Bishop David will travel to Kolkata in February 2011 accompanied by Canon Bob Harley and Mr Andrew Pont. From there we will be looking at the facilitation of the sort of links and exchange visits that will be mutually helpful.

***Revd Canon Valerie Nellist – Convener***

### **Diocesan Spirituality Group**

During the last session we had Seven Quiet Days. One particularly memorable one was at the end of May, we had been invited to meet in a house and garden at Strathmiglo where our hosts supplied us with lunch. It was a warm sunny day and we could spend the whole day in the garden, our theme for the day was 'Trees and Prayer, the Tree of Life'. There were many beautiful trees in the garden and we celebrated the Eucharist in a clearing surrounded by a ring of very tall trees, a natural Cathedral.

This session our theme is based on Journeys. Starting each Quiet Day with an important journey in the Bible we will look at the significance that this may have on our own Faith Journey. We have planned six days in different parts of the Diocese.

Last year we did not run a Retreat, but have booked St Drostan's Lodge for a week in August. We have begun to get enquires from congregations about Prayer Groups and Retreats in Daily Life. These have come from Churches who are looking at themselves and their needs as a result of Casting the Net.

***The Revd Celia Matthews - Convener***

### **A REPORT FROM THE DIOCESAN CHILD PROTECTION AND VULNERABLE ADULT CO-ORDINATOR**

As I stated in my last report, under Canon 65 it is the duty of the Diocesan Synod to ensure compliance with SEC's policies on the Protection of Children and Vulnerable Adults. To that end it is essential that the annual returns, which have been sent to all vestries for their AGM's, should be completed and sent back to the Diocesan Office as soon as possible. This is the only confirmation the Diocese has that individual charges are complying.

The Scottish Government expects to introduce a new membership scheme (PVG – Protecting Vulnerable Groups) to replace and improve upon the current disclosure arrangements. This was intended to begin in November but has been delayed until the end of February 2011. There were two training days organised in the diocese to explain this new scheme and these were well attended. The PVG scheme will help to ensure that those who have regular contact with children and protected adults through paid and unpaid work do not have a known history of harmful behaviour. It will be quick and easy to use, reducing the need for scheme members to complete a detailed disclosure form every time a disclosure check is required.

May I thank all co-ordinators for their work in 2010 and also Alicia Rootes for her invaluable help.

***Revd Ann Mazur – Diocesan Child and Vulnerable Adult Protection Co-ordinator***

## **A REPORT FROM ST NINIAN'S CATHEDRAL**

The cathedral has continued to develop several Prayer Groups connected to the Healing Services and a Prayer Chain. Connected to this is the cathedral's annual retreat held on the Isle of Cumbrae led in 2010 by two sisters from the Abbey in Whitby.

The Friends of Perth Cathedral Music had a most successful first year arranging professional concerts, school lunchtime concerts and lectures. This in turn highlighted the need for proper portable staging which was purchased and stage lighting is being sourced.

High level roof inspections revealed some worrying faults with loose masonry and a ten year rolling repair and renewal project has been put in place with Northern Steeplejacks. The cost was part aided by a Diocesan Building Grant with money from the Dunderdale Endowment of Charges Fund.

Cathedral toilets have been fully refurbished in conjunction with PKAVS.

The Order of St John's annual National Gathering came to Perth as part of the Perth 800 celebrations hosted by the cathedral. The Black Watch Cadet Service was also hosted and led by the Rev'd David Wilson St Andrews, St Andrews.

The Rev'd Valerie Walker, sponsored by the cathedral was ordained Deacon who has a split curacy between Dunfermline, Alloa and the diocese.

One of the most successful musical developments has been the Rev'd Ann Mazur's (Precentor) recruitment and auditioning of twelve Choristers (aged between 8 & 13 years) who are trained weekly and sing twice a month in the cathedral. This now provides a three tier structure (adults, Choral Scholars and Choristers). It was agreed with all parents that hand in hand with vocal and music training there would be Christian education to supplement their time away from Sunday School (153 Club).

During the year the Prior Mr Barry Nisbet has trained eight new Servers which in turn has allowed us to be much more flexible in the ordering of our worship. This has been supported by a new wave of trained Sacristans.

In this coming year we are looking forward to developing a wide ranging structured pastoral visiting team with the help of Casting the Net.

***The Very Revd Hunter Farquharson - Provost***

## **REPORTS FROM THE AREA COUNCILS**

### **Dunblane Area Council**

We have done our best during the year to adapt to the new role for Area Councils envisaged by the Diocesan Policy and Action Plan. All meetings are now open.

Bishop David was with us in January and did much to clarify the Anglican Covenant.

Casting the Net is never far from our thoughts and members of Council have appreciated Canon Alison Peden's guidance and counsel. Alison's thought-provoking workshop based on Matthew's Gospel was held in November. Earlier in the year, Rosie Mackie helped us consider the role of Vestry within our churches.

Finally we welcome The Revd Andrew Frearson to our midst and wish him well in his ministry at Dollar.

***Revd Richard Grosse - Area Council Secretary***

### **Dunkeld Area Council**

In our attempt to become a forum on mission, ministry and other issues for the clergy and laity of the congregations in our area, the Area Council met as usual in January, June and October.

In January we met at The Threshold Centre, St John's Church, Perth when we welcomed The Rev'd Canon Dr Michael Fuller, Provincial Ministry Development Officer and Pantonian Professor. Michael gave some of the history behind TISEC (Theological Institute of the Scottish Episcopal Church) and of its current operations. He also spoke on his own involvement with Initial Ministerial Education (IME), gave details of Continuing Ministerial Development (CMD) and Lay Learning, before answering questions from members.

In June we met at St Anne's Church, Coupar Angus where we welcomed The Rev'd Canon Dr Alison Peden, Rector of Holy Trinity Church, Stirling. Alison spoke about the role of the Diocesan Ministry and Education Group and how it related to 'Casting the Net'. An explanation was given of the various courses on offer some of which came from other Dioceses and which had been adapted to our own Diocesan requirements. The Compass Course has been successfully used by some of our congregations in the Area Council. Mention was also made of training assistance for lay members who may wish to lead intercessions or read in public as well as listening skills best practice for pastoral visiting. It was apparent that there is a wealth of training aids available to assist us all. A general discussion ensued concerning adult learning courses.

In October we welcomed Bishop David to St Columba's Church, Crieff. The Bishop spoke concerning the Anglican Covenant, giving a historical explanation and outlining how the process works. The document is now with all Provinces in the Anglican Communion for formal consideration for adoption by each Province through appropriate processes.

***The Revd Andy McCafferty - Area Council Secretary***

### **St Andrew's East Area Council**

After a number of years' service to the Council, Mrs Catherine Meikle resigned as Convenor at the meeting held on 28<sup>th</sup> October 2010. Mr David Meikle was elected as her successor. Catherine was warmly thanked for her indefatigable work on the Council's behalf.

During the year since the last Diocesan Synod, the Council met six times in keeping with the diocesan emphasis on education and mission. Two of these meetings were led by the Revd Canon Dr Alison Peden who spoke firstly on the work of the Ministry and Education group under the auspices of 'Casting the Net', mentioning the courses that were now available, and in the second instance, joined by the Revd Canon Dom Ind, led a seminar on the Gospel of St Matthew. In September there was a well-attended Choral Evensong in St James' Cupar at which the Rector, the Revd Anne Haselhurst, preached. St Andrew's Church choir was augmented by singers from the other congregations in the area. In February a workshop on First Aid was organised by the Revd Christine Barclay on the theme 'How to handle a medical emergency'. This took place in St Andrew's Church, St Andrews. Also in February, Bishop David visited St Mary's, Newport to discuss with the Council the current state of the Anglican Communion and the Scottish Episcopal Church's place in it. At the final meeting of the session held at St James' Cupar, the Casting the Net Officer, Mrs Susannah Harley gave an update on the progress and implementation of the work of mission in the Diocese.

***The Revd Richard Evans – Secretary***

### **The St Andrew's West Area Council**

This area council met formally on 4 occasions and informally for a Lent Quiet day and a social evening Barbeque.

- 1 In February, the business of the Synod was discussed
- 2 In May, Rev Alison Peden gave a presentation on the opportunities for theological education available through the Casting the Net program.
- 3 In September, our area Council Service of Celebration was held in Holy Trinity, Dunfermline and was led by the diocesan curate Rev Valerie Walker
- 4 In November, we were given an update on revision to the liturgies by Rev. Canon James Milne.

We look forward to an interesting program for 2011

***The Revd Dr Marion Keston –Area Council Secretary***

## **A REPORT FROM THE MOTHERS' UNION**

'If it were not for the Mothers' Union, many families in our country would be in shambles'. So wrote a Ugandan Professor about the contribution made by the MU Family Life Programme which we in our Diocese support through contributions to the Overseas Fund. MU is found in 80 countries, has over 4, 000,000 members and has had a huge impact on the lives of many.

Closer to home and for the first time, *Families First*, the excellent MU publication is available in selected newsagents around the UK and Asda and Morrisons' magazine buyers have agreed to consider buying it! That is exciting news indeed as the magazine is very readable, interesting, topical and written by many different Christian writers for all ages. The website is [www.familiesfirstmagazine.com](http://www.familiesfirstmagazine.com) MU members can subscribe at a reduced rate, so please consider joining the organisation if you wish to receive a copy regularly; you will do yourselves and the MU a great service!

The Bye Buy Childhood Campaign was launched last year to encourage society to value children as children and not as objects for consumerism. It is very encouraging to note that Mr Reg Bailey, MU Chief Executive in London, has been asked by the relevant Government Minister to chair an independent review on the commercialisation and sexualisation of children. This is a huge recognition of what MU has achieved and the respect in which they are held. Any Government Papers linked to family life and women and children are sent to Mary Sumner House (MU Head Quarters) for their opinion. The website for the above campaign is [www.byebuychildhood.org](http://www.byebuychildhood.org) Mr Bailey was interviewed for the Panorama Programme on the subject.

In our Diocese, our highlight last year was a celebratory service and lunch held to recognise the contributions made by those who have been members for over 40 years. MU engenders loyalty and many qualified to join us at the lunch. Representatives from each branch were invited as well and a very happy day was spent by all who attended. It was a very good way of saying thank you for what is being done and all that has been done in the past.

We had substantially fewer requests for holidays by Women's Refuges for those in need of a break last year, which surprised us with the economic downturn. The Prison Play Groups continue twice weekly in each of two prisons and provide an invaluable service. Our Charity Shop week continues to be a good fundraiser.

I was saddened recently to learn that a member of the clergy in our Diocese thought that Mothers' Union had nothing to do with the Episcopal Church despite there being many very active members in the congregation. MU Branches meet in many parts of our Diocese and offer an interesting and stimulating programme for members. Anyone not wanting to attend meetings can become a Diocesan Member instead. Communication then is largely by mail which includes *Families Worldwide* (the prayer diary) and our own MU Matters. We, as an organisation always welcome new members, so please contact the Diocesan Office for details.

**Lesley Brook**

**MU Diocesan President - St Andrews, Dunkeld and Dunblane with Brechin.**



## **DIOCESAN STATISTICS 2009/10**

**Gender Audit** In 2009, in connection with the Provincial Gender Audit, a request was made that some of the information required to be submitted in the annual congregational return should be broken down on a gender basis. This was done on a voluntary basis that year. One of the recommendations made in the Gender Audit report to the General Synod in June last year was that congregational returns should be formally amended for the future in order to reflect gender. Responding to this recommendation the Episcopal Synod approved alterations to the form of Statistical Return required to be used in terms of Resolution 2 under Canon 50. From December 2010 onwards this new form, reflecting gender is the one to be used in the Dioceses and thus we have an expanded page of Diocesan statistics.

Charge	Incumbent		Members		Comm.		Bapt. Bapt.		Admit	Conf	Marr.	Funs	Celebs	Easter Comms		Advent		Att.nxt	Comm		Res	
	M	F	M	F	Total	M	F	Total						M	F	Total	M		F	Total		M
1 Cathedral	129	243	372	114	223	337	8	2	8	3	9	11	231	325	56	82	138	65	93	158	8327	408
2 Stanley	5	5	10	5	4	9	0	0	0	0	0	0	33	12	1	4	5	1	7	8	247	0
3 Aberdour	39	58	97	22	39	61	1	0	0	0	1	2	52	37	10	11	21	10	11	21	1146	32
4 Burtisland	42	87	129	21	45	66	1	0	0	0	0	7	108	44	6	10	16	6	10	16	1338	41
5 Inverkeithing	21	32	53	13	22	35	0	0	0	0	0	2	54	21	6	8	14	6	8	14	622	14
6 Aberfoyle	36	40	76	37	40	77	0	0	0	0	0	1	85	48	14	12	26	17	14	31	1484	3
7 Callander	11	35	46	11	28	39	1	0	0	0	12	4	148	49	5	22	27	5	22	27	1676	0
8 Alloa	29	98	127	20	82	102	3	0	0	0	1	11	100	91	12	40	52	14	42	56	2950	42
9 Alyth	11	26	37	9	22	31	1	0	0	0	0	1	50	25	3	15	18	3	15	18	902	0
10 Blairgowrie	47	90	137	36	86	122	3	0	0	0	0	20	99	78	9	41	50	9	45	54	2519	66
11 Coupar Angus	19	41	60	17	32	49	1	0	0	0	1	4	50	47	5	12	17	5	12	17	1010	0
12 Ballintuin	16	30	46	11	21	32	0	0	0	0	0	1	27	52	0	0	0	0	0	0	564	0
13 Auchterarder	38	99	137	32	84	116	0	0	0	0	3	2	130	88	9	25	34	10	26	36	2351	185
14 Muthill	17	23	40	13	17	30	0	0	0	0	0	0	68	71	8	8	16	8	8	16	721	94
15 Birnam	59	67	126	25	39	64	0	0	0	0	2	0	167	88	15	24	39	14	22	36	1846	58
16 Strathley	20	28	48	13	20	33	0	0	0	1	0	2	52	42	6	11	17	7	12	19	623	0
17 Bridge of Allan	55	88	143	40	75	115	1	3	1	0	0	5	147	114	25	50	75	34	80	114	4020	101
18 Crieff	36	85	121	18	48	66	0	0	0	0	0	9	111	43	15	28	43	16	29	45	2137	51
19 Comrie	27	55	82	14	37	51	1	2	0	0	2	9	56	44	8	13	21	8	13	21	974	41
20 Lochearnhead	10	17	27	9	17	26	0	0	0	0	1	0	28	44	8	12	20	9	12	21	508	12
21 Cupar	28	79	107	27	79	106	0	0	0	0	2	6	151	80	10	22	32	10	22	32	2114	145
22 Ladybank	7	13	20	5	13	18	0	0	0	0	0	0	24	11	0	0	0	0	0	0	281	0
23 Dollar	103	130	233	52	100	152	2	1	0	0	1	5	161	174	36	44	80	43	53	96	5388	167
24 Doune	29	36	65	27	35	62	2	0	0	0	0	1	75	64	11	15	26	12	15	27	1438	0
25 Dunblane	72	114	187	42	71	113	1	0	1	0	5	7	132	112	27	41	68	27	48	75	3421	13
26 Dunfermline	106	148	254	49	95	144	4	0	0	8	2	12	180	182	21	54	75	27	63	90	5037	32
27 Rosyth	8	15	23	8	15	23	0	0	0	0	0	1	50	19	7	11	18	7	11	18	1016	2
28 Forfar	102	134	236	47	93	140	3	0	0	0	0	16	233	123	40	46	86	48	56	104	3260	88
29 Glamis	14	17	31	11	15	26	0	0	0	0	1	0	26	18	6	8	14	6	8	14	317	10
30 Glenalmond Coll.	235	235	470	95	95	190	1	1	0	34	6	0	35	52	9	9	18	334	334	668	1465	0

Charge	Incumbent	Members		Comm.		Bapt. v6	Bapt. ^6	Admit Comm.	Conf	Marr.	Funs	Celebs of Comm.	Easter total	Comms nxt		Att.nxt		Comm Total	Res Sact			
		M	F	Total	M									F	Total	M	F			Total	M	F
30	Glenalmond Coll. Revd G Dove	235	235	470	95	95	190	1	0	34	6	0	35	52	9	9	18	334	334	668	1465	0
31	Glenrothes Vacant	17	32	49	17	30	47	0	0	0	1	4	157	41	5	16	21	5	16	21	1411	10
32	Leven	12	24	36	9	20	29	0	0	0	0	0	89	15	7	13	20	7	13	20	1116	5
33	Lochgelly	20	27	47	10	15	25	0	0	0	0	2	105	22	7	9	16	7	9	16	978	14
34	Killin Revd L. Fagerson	7	11	18	7	10	17	1	0	0	1	1	51	17	7	10	17	12	18	30	560	3
35	Kinloch Rannoch Ind. Cong.	2	10	12	2	8	10	0	0	0	0	0	38	24	4	7	11	5	9	14	460	1
36	Kinross Revd M Keston	88	129	217	71	118	189	3	0	2	4	3	159	118	23	37	60	25	38	63	3103	6
37	Kirkcaldy Revd G Benson	52	73	125	30	60	90	3	0	1	0	1	146	82	20	44	64	23	48	71	3025	119
38	Kinghorn	2	11	13	1	10	11	0	0	0	0	0	12	0	0	0	0	0	0	0	79	0
39	Kiriemuir Revd Canon R Harley	34	66	100	27	53	80	0	0	0	1	9	91	51	12	23	35	12	23	35	1281	0
40	Newport-on-Tay Revd D Herbert	11	30	41	5	20	25	3	0	0	1	3	109	42	4	8	12	5	8	13	1468	34
41	Perth Revd P Grant	90	115	205	60	85	145	7	0	7	0	3	174	191	29	60	89	29	60	89	4992	86
42	Pitlochry Vacant	26	54	80	19	34	53	2	0	0	0	8	63	30	7	15	22	7	16	23	1213	9
43	Kilmaveonaig	13	20	33	8	14	22	1	0	0	1	1	26	50	4	10	14	4	10	14	441	0
44	Pittenweem Revd I Dowlen	12	40	52	11	30	41	0	0	0	0	1	67	40	8	12	20	8	12	20	1458	3
45	Elie	10	21	31	10	20	30	0	0	0	0	5	64	25	3	11	14	3	11	14	687	4
46	St Andrews, All Sts Revd Canon J Mason	89	139	228	66	117	183	6	1	0	1	2	404	151	38	56	94	47	70	117	6111	65
47	St A, St Andrews* Revd D Wilson	64	137	201	51	132	183	8	0	4	0	7	184	268	63	83	146	78	117	195	8779	72
48	Stirling Revd Canon A Peden	76	127	203	55	83	138	4	1	3	4	5	201	122	34	41	75	37	45	82	4386	87
49	Tayport Revd C Barclay	20	47	67	17	43	60	0	0	0	0	4	73	28	1	7	8	1	9	10	793	39
	<b>TOTAL 2009/10</b>	<b>880</b>	<b>1348</b>	<b>2228</b>	<b>571</b>	<b>997</b>	<b>1568</b>	<b>39</b>	<b>3</b>	<b>17</b>	<b>43</b>	<b>37</b>	<b>2248</b>	<b>1369</b>	<b>285</b>	<b>471</b>	<b>756</b>	<b>649</b>	<b>866</b>	<b>1515</b>	<b>43806</b>	<b>557</b>
	<b>TOTAL 2008/09</b>			<b>5704</b>			<b>3960</b>	<b>101</b>	<b>20</b>	<b>19</b>	<b>63</b>	<b>94</b>	<b>5037</b>	<b>3564</b>						<b>1810</b>	<b>107539</b>	<b>1818</b>
	** Includes Communion at care home & day care centre.																					
	* St Andrew's, St Andrews no longer responsible for Communion at St Serf's Home or the Leng.																					
	<b>Bishop: The Most Revd David Chillingworth</b>															<b>Dean: The Very Revd Kenny Rathband</b>						
	<b>Synod Clerk: Canon Val Nellist</b>																					



# CANONS

The alteration of a canon contained in the Code of Canons requires two 'readings' in successive years at the General Synod. The voting procedure on each reading is different. An alteration, for these purposes, includes any modification or abrogation of any canon, any addition to a canon and the enacting of any new canon. The process is set out in Canon 52, Section 17.

## Canon for the First Reading

A first reading requires a simple majority of the members of each house of Synod, present and voting. Voting is, therefore, in houses.

### 1. CANON 62, The Retirement of Clergy

## CANON RECEIVING FIRST READING AT GENERAL SYNOD 2009

The alterations to the Canon referred to below received their First Reading at General Synod 2010. Diocesan Synods are required to consider the changes in advance of the Canon being presented for a Second Reading at General Synod in June 2011.

## CANON SIXTY-TWO

### OF RETIRAL OF CLERGY

The text to be added is shown underlined and the text to be deleted is scored through

1. Subject to Section 3 of this Canon but without prejudice to a cleric's right to retire at an earlier age and draw a pension, no person shall continue to hold office in this Church who has attained the age of seventy years and no cleric who has attained the age of seventy years shall be appointed to any such office or be granted such licence. 'Office' in this Canon shall mean the offices of diocesan bishop, provost of a cathedral church, rector, priest-in-charge, assistant curate and any holder of a licence under Canon 14, section 5.

2. Anyone who shall have been appointed to any office in this Church or hold such licence referred to in subsection 1 after the date at which this Canon comes into force shall vacate that office on the date on which that person attains the age of seventy years. The Bishop shall give notice of impending retirement to such office-holders and, where appropriate, to the Vestry, not less than six months before that date. Any office-holder receiving such notice may apply to the Bishop in writing for an extension of office under Section 3 of this Canon.

In the case of a Bishop, notice shall be given as provided in Canon 7, Section 1, not less than six months before that Bishop attains the age of seventy years.

Anyone who on 15<sup>th</sup> July 1991 held any stipendiary office in the Scottish Episcopal Church is not subject to compulsory retirement on account of age in terms of this Canon whilst they continue to hold the office they held on 15<sup>th</sup> July 1991.

3. A Bishop who considers that

(a) the pastoral needs of a congregation within the Diocese make it desirable that a person

(i) who has already attained the age of seventy years should be appointed to an office within this Church; or

(ii) holding office should continue in that office after the date on which that person would otherwise retire in accordance with the provisions of this Canon; or

(b) the needs of such a person described in (a) (ii) above make continuance in that office desirable, may, subject to the consent of the Vestry of that congregation to which the cleric is to be appointed, make such appointment or authorise the continuance in office of that person as the case may be after that date for a period not exceeding one year. Any such extension granted in writing shall be deemed to include notice of impending retirement of the office-holder at the end of such period of extension. Any such office-holder may apply to the Bishop in writing for a further extension of office. The aggregate of any such extensions granted may not exceed three years save with the consent of the Episcopal Synod.

4. Any person who has retired from office in accordance with the provisions of this Canon shall nevertheless be eligible, with the consent of the Bishop of the Diocese and subject to Canon 14 (*Of clergy who are not incumbents*), to serve as a non-stipendiary priest or deacon in terms of Canon 14, Sections 6 and 7, and for services in such capacity to receive payment of travelling expenses and repayment of outlays in accordance with the provisions then in force, and to retain any honoraria which may be payable in consequence thereof.

## **CANON SIXTY-TWO**

### **OF RETIRAL OF CLERGY**

*The text to be added is shown underlined and the text to be deleted is scored through*

1. Subject to Section 3 of this Canon but without prejudice to a cleric's right to retire at an earlier age and draw a pension. Notwithstanding that, in this Church, the retirement age of clergy for pension purposes is sixty five years, no person shall continue to hold stipendiary office in this Church who has attained that age of seventy years and no cleric who has attained the age of seventy years shall be appointed to any such office or be granted such licence. 'Office' in this Canon shall mean the offices of diocesan bishop, provost of a cathedral church, rector, priest-in-charge, assistant curate and any holder of a licence under Canon 14, section 5. No person shall be appointed to a stipendiary office as Bishop, Provost of a Cathedral Church, Rector, Priest or Deacon licensed under Canon 14, Section 5, member of a Team Ministry, or Assistant Curate, who, at the time that appointment is made, shall have attained the age of seventy years.

2. Anyone who shall have been appointed to any stipendiary office in this Church or hold such licence referred to in subsection 1 after the date at which this Canon comes into force shall vacate that office on the date on which that person attains the age of seventy years. The Bishop, and shall give notice of impending retirement to the Bishop such office-holders and, where appropriate, to the Vestry, or in the case of a Bishop as provided in Canon 7 Section 1, not less than six months before that date. Any office-holder receiving such notice may apply to the Bishop in writing for an extension of office under Section 3 of this Canon.

In the case of a Bishop, notice shall be given as provided in Canon 7, Section 1, not less than six months before that Bishop attains the age of seventy years.

Anyone who on 15<sup>th</sup> July 1991 held any stipendiary office in the Scottish Episcopal Church is not subject to compulsory retirement on account of age in terms of this Canon whilst they continue to hold the office they held on 15<sup>th</sup> July 1991.

3. A Bishop who considers that

(a) the pastoral needs of a congregation within the Diocese make it desirable that a person

(i) who has already attained the age of seventy years should be appointed to an office within this Church; or

(ii) holding office the office of Rector, Priest-in-Charge, Member of a Team Ministry, or Assistant Curate, should continue in that office after the date on which that person would otherwise retire in accordance with the provisions of this Canon; or

(b) who considers that the needs of such a person described in (a) (ii) above make continuance in that office desirable,

may, subject to with the consent of the Vestry of that congregation to which the cleric is to be appointed, make such appointment or authorise the continuance in that office of that person as the case may be after that date for such a period; not exceeding one year, as may be specified by the Bishop. Any such extension granted in writing shall be deemed to include notice of impending retirement of the office-holder at the end of such period of extension. Any such office-holder may apply to the Bishop in writing for a further extension of office. The aggregate of any such extensions granted may not exceed three years save with the consent of the Episcopal Synod.

4. Any person who has retired from office in accordance with the provisions of this Canon shall nevertheless be eligible, with the consent of the Bishop of the Diocese and subject to Canon 14 (of clergy who are not incumbents), to serve as a non-stipendiary priest or deacon in terms of Canon 14, Sections 6 and 7, and for services in such capacity to receive payment of travelling expenses and repayment of outlays in accordance with the provisions then in force, and to retain any honoraria which may be payable in consequence thereof.

## **MATTERS FROM GENERAL SYNOD 2010 FOR INFORMATION TO DIOCESAN SYNODS**

These have been discussed by the Diocesan Standing Committee and it has been decided that no action need be taken by Diocesan Synod at this time.

### **1 Gender Audit Report:**

A copy of the Gender Audit Report was presented to General Synod by Dr Elaine Cameron, (copies available on request to the Diocesan Office). The motion passed by the Synod regarding the report was amended during debate in order to include reference to Diocesan Synods. Accordingly, the final motion as passed was as follows:-

*"That this Synod receives the report of the Gender Audit carried out in relation to the Scottish Episcopal Church and invite the Standing Committee and Diocesan Synods to consider the recommendations made in the report."*

The recommendations made in the report appear in Section 7.3.1 of the report and many of these are of relevance to Dioceses specifically. Also, since General Synod, the provincial Standing Committee has considered the report and I have been asked to convey the following points:-

- Recommendation 1: the appointment of diocesan representatives to provincial boards and committees is a function of the Dioceses. Accordingly the gender composition of such bodies is largely dependent on the appointments made by dioceses. Dioceses are asked when making such appointments to give consideration to the question of gender. When vacancies arise we will endeavour to notify you of the current gender composition of the body in question but please feel free to make use of the Annual Directory (Red Book) which gives details in the initial pages of the members of the various provincial bodies.
- Recommendation 2: this is a matter for Dioceses directly.
- Recommendation 3: again this is a matter for Dioceses and the provincial Standing Committee asked that you draw this recommendation to the attention of your diocesan bishop.
- Recommendation 7: the Episcopal Synod will be invited to alter the statistical return to include reference to gender. You will recollect that this was done on an informal basis last year. The Standing Committee also confirmed its intention that a further audit should be carried out in 2012.

### **2 Rural Commission Report:**

Copies of the Rural Commission Report are available on request from the Diocesan Office. A number of motions were passed by General Synod Minutes in relation to the report. In particular, you will note the first of those motions which reads:-

*"That the Synod accepts the report of the Rural Commission and commends it to its Boards and Committees and to Diocesan Mission Committees for further study."*

### 3 **Committee for Relations with People of Other Faiths:**

General Synod passed the following motion:-

*"That this Synod ask dioceses to map their engagement, and that of their congregations, with local Inter-Faith Associations, to encourage greater engagement where applicable and to send the findings of that mapping exercise to the Committee for Relations with People of Other Faiths by the end of December 2010."*

A questionnaire went to all charges in the diocese and the results have now been forwarded to the General Synod Office.

### 4 **Climate Change:**

Section 9.2.1 of the Minutes of General Synod states that the Church in Society Committee made a presentation to the General Synod on issues of environment and climate change. In due course, it will be preparing a Statement of Principles referred to in the motions passed during that section and we shall be in touch with you with more information regarding this.