

DIOCESE OF ST ANDREWS, DUNKELD & DUNBLANE

BUDGET FOR YEAR TO 31ST OCTOBER 2011
ACTUAL FOR YEAR TO 31ST OCTOBER 2010

DIOCESE OF ST. ANDREWS, DUNKELD & DUNBLANE

BUDGET FOR THE YEAR ENDED 31 OCTOBER 2011

	<u>2011</u>		<u>2010</u>	
	<u>Budget</u>		<u>Actual</u>	
	£	£	£	£
Incoming Resources				
Quota from Charges	215,000		213,348	
Donations and Gifts	5,000		8,160	
<u>Provincial Grants - Diocesan Operations:</u>				
Dean's Allowance	1,797		1,880	
Training	19,254		9,122	
CTN Staff	5,688		7,463	
Companionship Links	-		810	
Primus Support	18,112		-	
<u>Provincial Grants - Charges Operations:</u>				
Augmentation	8,126		6,207	
Curacy	14,035		6,235	
Travel	3,300		3,300	
Dunderdale Fund - Endowment of Charges	5,617		5,433	
Dunderdale Fund - Endowment of Bishoprics	7,987		8,320	
Bishopric - Bishop's Emergency Fund	-		590	
Bishopric Grant Income - Lansdowne Fund	1,500		-	
Listed Investment Income	8,500		8,620	
Interest Received	2,000		1,542	
Investment Property Rental Income	-		3,517	
Diocesan Curacy Support	7,626		2,570	
	<u>323,542</u>		<u>287,117</u>	
Resources Expended - Grants				
Provincial Augmentation Grants	8,126		6,207	
<u>Diocesan Grants:</u>				
Charges re Dean	3,000		3,000	
Endowment of Charges	5,617		6,200	
Stipend Support	20,000		-	
Diocesan Donations	-		250	
	<u>(36,743)</u>		<u>(15,657)</u>	
c/f		<u>286,799</u>		<u>271,460</u>

	<u>2011</u> <u>Budget</u>		<u>2010</u> <u>Actual</u>	
	£	£	£	£
b/f		286,799		271,460

Resources Expended - Ministry Expenditure

Bishop's Expenses:

Stipend, NICs & Pension	45,766		44,699	
House Expenses	5,000		4,501	
Travel Expenses	4,500		3,996	
Sundry Expenses	2,000		2,515	
Training Expenses	2,000		2,164	

Casting the Net Expenses:

Staff Salaries, NICs & Pensions	28,490		18,698	
Staff Expenses	2,000		2,785	
Development Budget	5,000		-	
Events	1,500		-	

Ministry Support Costs:

Dean's Expenses	1,500		1,484	
Bishop's Emergency Fund	-		590	
Bishop's Secretary's Salary, NICs & Pension	16,780		7,762	
Bishop's Secretary's Expenses	100		-	
Provincial Quota	73,966		70,487	
Use of Cathedral	1,200		1,000	
Training & Conference Expenses	6,500		5,461	
Committee & Synod Expenses	4,500		3,783	
Diocese Companionship Links	1,500		970	
Service Cover	1,000		1,461	
Diocesan Events	1,000		519	
Diocesan Curate's Salary, NICs & Pension	30,504		10,286	
Diocesan Curate's Expenses	4,200		1,370	
Miscellaneous Property Costs	-		7,324	
		(239,006)		(191,855)

Resources Expended - Governance & Support Costs

Diocesan Registrar's Fees	1,500		1,261	
Diocesan Secretary's Salary, NICs & Pension	18,406		20,145	

Diocesan Office:

Heat & Light	2,750		2,485	
Rent	7,200		7,200	
Repairs & Maintenance	1,000		560	
Telephone	1,500		1,461	
Insurance	1,750		1,538	
Postage, Printing, Stationery & Sundries	4,000		4,090	
Advertising	1,500		3,236	
Book-keeping & Management Accounts	8,295		7,996	
Accountancy & Audit Fees	5,100		4,944	
Consultancy & IT Costs	2,500		200	
Legal & Professional Fees	500		49	
Investment Management Costs	1,000		980	
Centralised Stipend Scheme Administration	4,618		4,448	
Equipment Hire	1,248		1,449	
Bank Charges	450		596	
Depreciation	2,093		2,312	
Losses/(Gains) on Fixed Asset Disposals	290		(1,250)	
		(65,700)		(63,700)

(Deficit)/Surplus before Realised & Unrealised Gains and Losses on Investments		<u>(17,907)</u>		<u>15,905</u>
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DIOCESE OF ST ANDREWS, DUNKELD AND DUNBLANE
MINUTES OF THE DIOCESAN SYNOD
HELD ON SATURDAY 13th MARCH 2010
IN ST NINIAN'S CATHEDRAL, PERTH

PRESENT: See attached list

The Bishop welcomed everyone to Synod.

1. Remembrances

The Bishop asked Synod to remember former member of Synod:

The Very Revd Randal MacAlister
The Revd Canon Shirley Lobley

And also

The Revd Canon Charles Copland
Mr Colin Newman from St Andrew's Callander
Ms Pat McBryde - former Assistant General Secretary of the SEC

2. Welcome

The Bishop welcomed new members to Synod; Priests - The Revd Kimberly Bohan - Rector of St Mary's, Dunblane; The Revd Denise Herbert - Rector of St Mary's, Newport-on-Tay and The Revd Isabel Dowlen - Rector of St John's, Pittenweem and St Michael's Elie. He welcomed the new Lay Representative to Synod -. He then welcomed the visitors John Payne from the SEC; The Revd Marc Bircham representing the Perth Presbytery of the Church of Scotland; representing the Diocese of Dunkeld of the Roman Catholic Church and The Revd Tim Tunley, Chaplain to Mission to Seafarers.

3. Appointments for This Synod

The Bishop formally appointed the Chancellor, Mr Bill Anderson as his Assessor for the Synod. He then appointed the Chancellor, the Diocesan Secretary and the Synod Clerk as Tellers for Synod. He appointed Canon Jonathan Mason as Clergy Prolocutor and Mr Alastair Williamson as Lay Prolocutor.

4. Adjustment to the Roll of Members

The Bishop announced that the roll of Clergy members of the Diocesan Synod went from 42 to 40.

5. Apologies

Apologies were received from:

The Revd Patrick Grant
The Revd Frances Forshaw

The Revd Matt Leggatt

The Revd Canon David Day
The Revd Malcolm Richardson

The Revd Graham Willey

Mrs Jenny Halsey (St Kessog's Auchterarder)
Mr Alan Dobson (St Mary's Newport-on-Tay)

6. Minutes of the Synods held on 14th March 2009

The Minutes of the Synods held on 14th March 2009 had been previously circulated and were approved unanimously and signed by the Bishop.

7. Endorsement of appointments since previous Synod

The Revd Dominic Ind had been elected as a Canon of St Ninian's Cathedral. The Revd James Petticrew had been appointed Casting the Net Officer and Mrs Sue White had been appointed as Children and Young People's Officer

8. Diocesan Statistical Returns

The Revd Canon Val Nellist, Synod Clerk, formally tabled the Diocesan Statistics. The Synod Clerk noted

9. Dean's Report on Boundaries

(a) Issues since last Synod

The Dean reported that there had been no issues.

(b) Standing Committee on Boundaries

10. Bishop's Report: Attached

11. Report from the Standing Committee

(a) **General**

The Report had been circulated in the Synod Papers.

(b) **Quota**

The Convener of the Administration Board reported that the Standing Committee had approved the recommendation of the Administration Board that Quota in 2010 should remain at 15%

(c) Reports from Policy and Action Groups

(i) Casting the Net Group

The Report had been circulated in the Synod papers.

The Bishop asked Synod to give permission for Dr Karen Gaskell, Convener of Casting the Net Group, to speak to add to her written Report. This was given.

Dr Gaskell thanked Synod for allowing her to speak. She went on to thank the fellow members of the Group and the congregations of Dollar, Forfar and Dunfermline for taking part in the Pilot Scheme. She continued to report on the ongoing process with Casting the Net and had held a meeting in February to ask congregations to take Casting the Net forward. A network of Casting Net Liaison Officers had been set up and it was hoped to have a strong network across the diocese. The Group was also looking at how to embed the Nine Marks of Mission across the diocese.

(ii) Ministry and Education Group

The Report had been circulated with the Synod Papers. Canon Alison Peden added that the Compass Course was now under way. It was hoped to soon a course on 'Discovering your Faith' in the Autumn through the Area Councils. An All-Age Gathering would be taking place on 15th May.

(iii) Children and Young People Group

The Report had been circulated with the Synod Papers. The Revd Anne Haselhurst added that the main priority was establishing Child Friendly Churches.

(iv) Organisations of Charges Group

The Report had been circulated with the Synod Papers. The Dean added his thanks to members of congregations who had been involved in the possible re-organisation of some charges and who had attended the meetings.

The Bishop thanked all the Group Conveners.

12. Reports from Diocesan Committees

(a) Administration Group

(i) General

The report of the Administration Board had been circulated in the Synod Papers. Dr John Ferguson Smith, Convener of the Administration Board highlighted a few points. A lot of work had been done on financial monitoring and there had been a huge help from Martin Howarth of Morris & Young. The system was now working well. A new system of self assessment for Quota was being introduced. Members of the Administration Group had done a lot more working with individual vestries. This was very welcome and made the work of the Group more efficient which helps make the diocese financially more efficient which helps the diocese plan for the future.

He recorded his thanks to members of the Group and to the Diocesan Secretary.

(ii) Accounts for the year 2008/9

Dr Ferguson-Smith explained that the Accounts were in the form that is legally required in terms of Charity Law. He explained that the value of investments fell but have now regained their value. Nothing had been sold or removed but he needed to record these valuations.

It was important to note that the past year the surplus was £40,000 but on the same basis the Budget for the year 2009/10 is predicting a surplus of only £3225. Provision has been made over several years for Casting the Net and unknown items but these have happened slower than predicted. External resources will be much tighter in the future with no grants to come from the Province for Maintenance and Development.

A lot of support will be needed from diocesan level rather than Provincial level with the organisation of charges and he was positive that the diocese could move forward with all its aspirations.

The Revd Dom Ind (Bridge of Allan) asked whether the Bishop had a discretionary fund to help clergy in need. The Bishop replied that he had the ability to help if needed. This was funded by outside resources and dividends.

The Accounts were then formally accepted.

(iii) Election of Auditor 2009/10

Morris and Young were duly elected as Auditor for the year 2009/10

(v) Report from the Diocesan Buildings Advisory Committee

The Report of the Diocesan Buildings Advisory Committee had been previously circulated in the Synod Papers and was taken as read.

The Revd David Cameron suggested that there could be a need to revisit the notes for guidance on applying for permission under Canon 35. It would help if there was some help in how to deal with major projects.

The Revd Dr Andrew Barton (Auchterarder) said that as a member of the DBAC he considered the Committee to be adjudicatory rather than advisory. The Committee are there in an advisory capacity at the beginning of a project as they have a lot of experience and need to be seen as advisors to help the charges.

(i) Overseas Committee

Canon Val Nellist presented the report which had been previously circulated. She added that the Committee looking at the possibility of a link with the Diocese of Calcutta and have met with Bishop Biswas who was enthusiastic with having a link. It was hoped that a priest from Calcutta would be here in the summer and that some from the Diocese would visit India in September.

13. Provost's Report on the Cathedral

A written report had been circulated in the Synod papers and was taken as read.

14. Reports from the Area Councils

Synod formally accepted the Reports as written in the Synod papers. The Bishop said that there had been a gradual shift in the role of the Area Councils which were now a place where trainings can take place and members could meet to share experiences.

15. Report from the Diocesan Child and Vulnerable Adult Protection Officer

The Revd Ann Mazur, the Diocesan Child Protection and Vulnerable Adult Officer, had nothing further to add to her written report which had been previously circulated.

The Revd Anne Haselhurst (Cupar) asked about the new process for protecting Vulnerable groups and whether it would be in place at the end of the year. Revd Ann Mazur replied that the diocese had little to do with the training for this at present.

16. Canonical Matters

The Bishop went through the proposed changes to the Canons.

The Revd David Cameron asked regarding Canon 35 Resolution 2 and 9 whether a Charge would have to remove everything after a period of experimental re-ordering before applying for full permission as this is not made clear.

Mr Bob Nellist (Aberdour) suggested regarding Canon 57 that if distribution was to be by email a response receipt should be considered to prove that the recipient had received the communication.

Mr Alan Taylor (Rosyth) asked expressed concern regarding Canon 8 regarding a diocese when there is a vacancy. A diocese is at its most vulnerable at this

time and it might feel that it has little say in this matter. Would it not be better to wait until a new Bishop is in place as this could have an effect on the nominations for that particular See. He questioned whether there was a need to qualify this deletion. The Bishop reminded Synod that the proposals were to Canon 8 and not to Canon 4 and that the changes would not effect the Canon 4 process.

The Bishop asked members of Synod to vote on the proposed changes to the Canons.

(i) Canon 35 (proposed changes to the Text and consequential changes to Sections of Canon 50 and 52)

Bishop:

House of Clergy:	27 for	1 against	
House of Laity	36 For	0 Against	1 Abstention

(ii) Canon 57, Section 1 & 3 (additions to text)

Bishop:

House of Clergy:	28 For	0 Against	
House of Laity:	37 For	0 Against	

(iii) Canon 52, Section 3 (changes to text)

Bishop:

House of Clergy:	28 For	0 Against	
House of Laity:	36 For	0 Against	1 Abstention

(iv) Canon 8, Section 1 (deletion of text)

Bishop:

House of Clergy:	27 For	1 Against	
House of Laity:	35 For	2 Against	

17. Elections to the General Synod

The Dean took the Chair.

(a) **House of Clergy**

(i) Full members of Synod

There were 4 vacancies and 5 nominations. The Revd Tim Bennison removed his name from the nominations and agreed to be elected as an Alternate.

The Very Revd Kenny Rathband was re-elected for a second term. The Revd Dom Ind, the Revd Dr Andrew Barton and the Revd Kimberly Bohan were duly elected.

The membership for General Synod was now as follows:

The Revd Dom Ind	The Revd Anne Haselhurst
The Revd Dr Bob Harley	The Very Revd Kenny Rathband
The Revd Dr Alison Peden	The Revd Ann Mazur
The Revd Marion Keston	The Revd Kimberly Bohan
The Revd Richard Grosse	The Revd Dr Andrew Barton
The Revd Canon Jonathan Mason	(replacing The Revd Jeremy Auld for 1 year)

(ii) Alternate members of Synod

The Revd Tim Bennison was elected. The Standing Committee would co-opt two further alternates at the next meeting of the Standing Committee.

(b) House of Laity

(i) Full member of Synod elected by Diocesan Synod

There was one vacancy to replace Professor Alan Werritty who was appointed for one year by the Standing Committee. It was explained that this vacancy was for one year only and the person elected would be eligible for re-election for two further terms of office. There were 3 nominations: Miss Edith Mathewson (Lochgelly), Mr David Meikle (Cupar) and Professor Alan Werritty (St Andrew's, St Andrews)

Professor Alan Werritty was elected.

(ii) Full members of Synod (endorsement of nominations by Area Councils)

There were three new nominations: Mr Michael Partridge to replace Miss Madeline Kingston for three years (Dunkeld Area Council), Mr Colin Sibley to be re-elected for a second term (Dunblane Area Council) and Mr David Stacey to be re-elected for a second term (St Andrews East Area Council). These were all ratified by Synod.

The Membership of Synod is as follows:

Mr Alan Thornton	Diocesan
Mr Larry Scrymgeour	Diocesan
Professor Alan Werritty	Diocesan

Mr Brendan Grimley	St Andrews West
Mrs Nan Kennedy	St Andrews West
Mrs Sue White	Dunblane
Mr Colin Sibley	Dunblane
Mrs Catherine Lewis	St Andrews East
Mr David Stacey	St Andrews East
Mr Michael Partridge (replacing Miss Madeline Kingston for 3 years)	Dunkeld
Mrs Kate Sainsbury	Dunkeld

- (iv) Alternate Members of Synod (endorsement of nominations by Area Councils)

The following were nominated as Alternates: Mrs Jennifer Smith (St Andrews West Area Council) and Mr David Meikle (St Andrews East Area Council).

These were all duly elected.

Synod agreed that the Diocesan Standing Committee appoint Alternates for Dunblane and Dunkeld Area Councils.

18. Elections for co-option to the Diocesan Standing Committee

(a) House of Clergy

The Revd Richard Grosse to replace the Revd Jeremy Auld had been nominated and Clergy members of Synod endorsed these nominations for co-option to the Standing Committee.

(b) House of Laity

No nomination had been received from Dunblane Area Council to replace Mrs Sue White. Synod agreed that the Diocesan Standing Committee could co-opt a representative from Dunblane Area Council.

19. Elections to Provincial Responsibilities

The Dean was in the Chair.

(a) 1 Clergy Member of the Provincial Panel for Episcopal Elections

Canon Val Nellist was re-elected in 2009 for a second term of 3 years.

(b) 1 Lay member of the Provincial Panel for Episcopal Elections

Mr Alan Taylor was re-elected in 2008 for a second term of 3 years.

20. Endorsements of appointments to the Provincial Boards and Committees

The following appointments were ratified by Synod:

Mission Board	Mr Alex Glover
Administration Board	Dr John Ferguson-Smith
Finance Committee	Dr John Ferguson-Smith
Faith & Order Board	The Revd Canon Dom Ind Mrs Sue White
Information Board	The Revd Kimberly Bohan
Homes Mission Committee	The Revd Canon Kenny Rathband

21 Report from Other Organisations

(a) The Mothers' Union

The Report of the Mothers' Union had been previously circulated as was taken as read.

22. General Synod Business

Mr John Payne representative from the Province sent greetings from the General Synod Office. He outlined some of the work that he had been dealing with including the handover of St Serf's Home. He thanked the Revd David Wilson and the Revd Denise Herbert for their help with this. He said that there were a number of vacancies on the Provincial boards including the Convenership of the Standing Committee and the Administration Board.

The Bishop thanked Mr Payne and all the staff at the General Synod office for their support and help.

23. Motions notified under Canon 50, Resolution 3

No motions were received.

24. Dates of next Synods

The date of the next Synod would be Saturday 12th March 2011.

25. Business notified to the Diocesan Secretary

Mr Alan Taylor (Rosyth) asked if he could talk about the Bishop's Lent Appeal. He was concerned about the diocese's response to Lent Appeals in recent years. Last year's appeal raised 27% less than the appeal four years ago and 20% less than in 2008.

The Bishop thanked Mr Taylor and said that he would do some consultation regarding this. It had already been discussed in Chapter.

27. Bishop's Confirmation of Acts of Synod

The Bishop thanked Alicia Rootes and Sally Jones and to all in the Diocese who are involved in the administrative life of the diocese. He then confirmed the Acts of Synod.

The Dean thanked the Bishop on behalf of Synod for his leadership through the past year with Casting the Net and his election as Primus and for all that he does for the Diocese.

The Bishop gave the Blessing.

DIocese of St Andrews, Dunkeld & Dunblane
Diocesan Synod - Saturday 11th March 2010

The following were present:

The Rt Revd David Chillingworth	(Bishop of St Andrews)
The Very Revd Kenny Rathband	(Dean of St Andrews)
Mr W. Anderson	(Chancellor)
Mrs A. Rootes	(Diocesan Secretary)
Dr J. Ferguson-Smith	(Convener, Administration Board)
Dr Karen Gaskell	(Convener, Casting the Net Group)
The Revd Ann Mazur	Diocesan Child Protection Officer

Mr John Payne
Anne Mitchell
Marc Bircham
Mr Larry Scrimgeour
Mr Colin Sibley
Mrs Sue White
Professor Alan Werritty
Mr Brendan Grimley
The Revd Robin Anker-Petersen
The Revd Geoffrey Hall

General Synod Office
Roman Catholic Church
Church of Scotland
General Synod Member
General Synod Member
General Synod Member
General Synod Member
General Synod Member
NSM Priest
Retired Priest

Aberdour, Burtinland & Inverkeithing

Revd Canon V. Nellist – Rector
Mr A. Thornton – Lay Rep, Aberdour
Mr R. Nellist – Lay Rep, Inverkeithing

Aberfoyle, Callander

Revd Richard Grosse - Rector
Dr P. Gaskell – Lay Rep, Aberfoyle
Mrs K. Battye – Lay Re, Callander

Alloa

Revd Eleanor Forgan – NSM Priest
Mr David Lobley – Lay Rep

Alyth, Blairgowrie & Coupar Angus

Very Revd Canon K. Rathband - Rector
Revd David Cameron – NSM Priest
Mrs C. Paterson – Lay Rep, Coupar Angus
Mrs M. Hall– Lay Rep, Blairgowrie

Auchterarder & Muthill

Revd Dr Andrew Barton
Miss D. Iball – Alt Lay Rep, Auchterarder

Ballintuin

Bridge of Allan

Revd Canon D. Ind – Rector
Mr A. Williamson – Lay Rep
Mrs S. White – Alt Lay Rep

Crieff, Comrie & Lochearnhead

Revd Paddy Allen - Rector
Mr D. Macaskill – Lay Rep, Crieff
Mrs Kate Sainsbury – Lay Rep, Comrie

Cupar, Ladybank

Revd A. Haselhurst – Rector
Mrs Catherine Meikle – Lay Rep, Cupar
Mr David Meikle – Alt Lay Rep, Cupar

Dollar

Revd F. Lawry – NSM Priest
Mr D. Gough – Lay Rep

Doune

Revd Stuart Coates – Priest-in-Charge
Mr R. Mitchell – Lay Rep

Dunfermline, Rosyth

The Revd Tim Bennison - Rector
Dr M. Dineley – Lay Rep, Dunfermline
Mr A. Taylor – Lay Rep, Rosyth
Ms L. Yellowlees – Alt Lay Rep, Rosyth
Mrs B. Terry - Rosyth

Dunblane

Revd K. Bohan – Rector
Mrs S. Goss – Lay Rep

Elie & Pittenweem

Revd I. Dowlen – Priest-in-Charge
Mr D. Stacey – Lay Rep, Elie
Mrs R. Warmer – Lay Rep, Pittenweem

Glamis

The Revd Canon Dendle French

Glenrothes & Central Fife Team

Revd Michael Lawrenson – Retired Priest
Mrs J. Smith – Lay Rep, Leven
Miss E. Matthewson – Lay Rep, Lochgelly

Kinloch Rannoch

Mrs A. Pealing – Lay Rep

Kirkcaldy

Revd G. Benson – Priest-in-charge
Mrs S. Mann – Lay Rep

Newport-on-Tay

Revd D. Herbert – Rector

Perth (Cathedral), Stanley

Revd A. Mazur – NSM Priest
Revd C. Fraser – NSM Priest
Mr M. Partridge – Lay Rep, Cathedral
Mr G. Martin-Bates – Lay Rep, Stanley

St Andrew's (All Saints)

Revd Canon J. Mason – Rector
Revd Malcolm Aldcroft – Retired Priest
Mrs C. Rowe – Lay Rep

Stirling

Revd Canon Dr A. Peden – Rector
Mrs R. Campbell – Lay Rep
Mr I. Simpson – Alt Lay Rep

Dunkeld, Strathtay

Revd D. Brooke – Rector
Mrs Y. Elmer – Lay Rep, Dunkeld
Mrs C. Hill – Lay Rep, Strathtay
Mrs A Gibb – Alt Lay Rep, Strathtay

Forfar

The Revd Andy McCafferty – Rector
Miss M. Kingston – Lay Rep

Glenalmond

The Revd Giles Dove – Chaplain

Killin

Revd Ladd Fagerson – Priest-in-Charge

Kinross

Revd Dr M. Keston – Priest-in-Charge
Mrs N. Kennedy – Lay Rep

Kirriemuir

Revd Canon Dr R. Harley – Rector
Mrs I. Paul – Lay Rep

Perth (St John's)

Mr W. Whittle – Alt Lay Rep

Pitlochry & Kilmaveonaig

Mrs B. Pont – Lay Rep, Pitlochry
Miss E. Macrae – Lay Rep, Kilmaveonaig
Revd G. Pont – Vestry Secretary

St Andrew's (St Andrew's)

Revd D. Wilson – Rectory
Revd R. Evans – NSM Priest
Revd N. Wilkins – NSM Priest
Revd Prof T. Hart – NSM Priest
Mrs A. Stewart – Alt Lay Rep

Tayport

Revd Christine Barclay – Rector
Mrs R. Bevan – Lay Rep
Dr C. Barker – Vestry Secretary

BISHOP'S ADDRESS TO DIOCESAN SYNOD - 14TH MARCH 2009

I'm delighted to see you all gathered here - as close as we get to seeing our diocese as one. It's a very important moment. In September, we approved our new Diocesan Policy and Action Plan. Since then we have been working very hard to bring it to a point of implementation and I'll say a little about that later on.

One of the functions of leadership is to declare the vision - to state it and to re-state it over and over again. Our Casting the Net vision is about growth - about moving from decline to growth - and it affects every aspect of our diocesan life.

We're hoping to launch our Casting the Net at Pentecost in every church at the same time. There will be special worship and nets for everybody. Essentially it's about trusting in God - we cast the net in obedience to the insistent command of Jesus and trust to him for what it catches.

Casting the Net is essentially a programme of congregational development - looking at ourselves and our future under God. But it needs to be more than just a programme floating on the top of diocesan life. What we are trying to do is to re-organise the whole of our life so that it all faces towards mission and growth. We're preparing training for lay ministry. We are designing a programme for work with children and young people. We're re-organising our diocesan structures so that they too will serve mission and growth. We have advertised for three part-time development officers - interviews will take place on 30th March.

This week saw the fourth anniversary of my consecration. They have been very rich years in ministry for me and I feel very blessed.

So I want briefly to celebrate some things which I count as blessings. Those of you who have worked with me on the appointment of clergy will know that I think it is important to work really hard at getting it right. I think that the leadership of the best clergy we can find is a key ingredient in the renewal of our congregational and diocesan life. I feel greatly blessed in the clergy who were here when I arrived and in the ten who have been appointed during the past four years.

Recently I wrote a preface for the yearbook in St Mary's Aberfoyle. Basically I was celebrating the unsung heroes of church life - the people whose faithfulness sustains the church come what may. I want to celebrate those who have committed themselves to the work of our diocesan committees - working away in the trenches and slowly bringing to birth a new order. And one sign of that is that meetings are growing shorter. Two people I should mention in particular - John

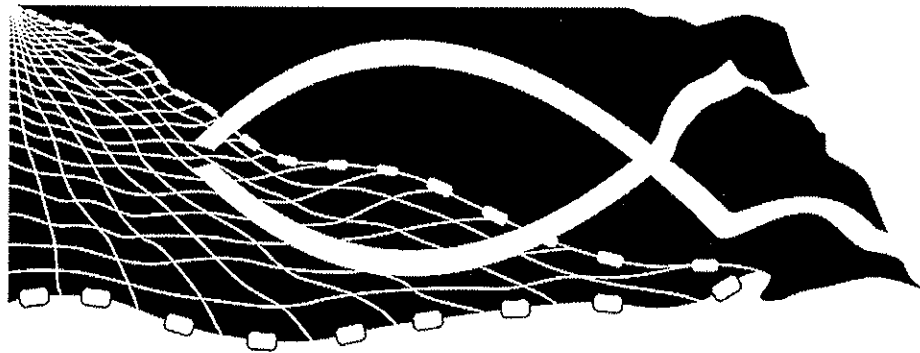
Ferguson-Smith has been so fundamental to much of what has been happening and what we hope will happen that it would be impossible to contemplate it without him. Alicia has recently come into her own - bringing her corporate memory of how things got to be how they are. And never have I heard her say that 'We shouldn't do it like this'. This is not just administration. Administration which is clear, accountable and responsive is also part of the spiritual life of the church. We're not there yet - there are frustrations. But we are much further along the road.

And there is one other thing to say about Casting the Net. This is the key thrust of ministry in the life of our diocese at this moment. And the energy and expertise which those who are now in leadership in the programme is releasing me to do other things which are key elements in our life. I've been running sessions across the diocese during Lent looking at faith and belief. Clergy are being invited to Ministerial Review sessions - what others call appraisal. I'm moving around the diocese meeting Vestries. It's all ways of building relationships - of giving people space to ask questions and explore - of turning bishop and diocese into entities which are trying to be 'part of us' rather than just 'those people over there'

Those of you who live close to all this will know that there are areas of failure and frustration. We live as the church must always do in the space between 'already and not yet'. But we also recognise that in terms of life and ministry, this is 'all of a piece'. There is no space between things which are seen as spiritual and other things which are seen as temporal or merely administrative. It is all the work of God. It should all be the subject of prayer. It is all the building of the Kingdom.

And my own ministry is changing. Moving to Clergy Review and teaching ministry.

+David



CASTING THE NET

Growing Faith Communities in the Diocese of St. Andrews