

# GENERAL SYNOD 2021

## FEEDBACK FROM BREAKOUT GROUPS

### SESSION 1 – STANDING COMMITTEE: STRATEGIC DIRECTION

#### **Collated Responses from the Groups**

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1. ***What does a "vision" for the SEC need to say and what issues does a strategy to realise that vision need to cover?***

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- Difficult, but is it different from diocese to diocese?
- Closer connections beyond charges and dioceses
- Openness to everybody, lowering threshold and helping those in need
- Spiritual mission in a diverse, yet personal way
- Proclaiming the Gospel in worship and outreach
- Talking about Jesus
- Stronger provincial support and presence (including admin and finance, continuing provincial service beyond the pandemic)
  
- ***We're not here to set out a tagline – we're here to execute the Great Commission. This should be a discernment process about what it means to be the Body of Christ in this land.***
  
- It shouldn't be our vision, it should be Christ's.
  
- Look at the areas where we're not being disciples of Christ, like division, not looking after the orphan and the widow – to bring hope and love of Jesus into our communities.
  
- Ecumenical outreach.
  
- Key words in what we cast as a vision:
  - o Open
  - o Leadership
  - o Discernment
  - o Hope
  - o Inclusive
  - o Transparent
  
- Articulating how we see the role of the Church in our lives.
  
- Whatever it is needs to be clear and in plain English

- It needs a timescale

Vision:

What is Church 'really' about?

To have a vision based first on God – beauty of God.

Acknowledging the divinity of Christ

Jesus and discipleship – growing in Christ.

Learning from Covid crisis

Affirming a Creator God - we are all members of one family – bringing together our people in Scotland with those we have reached out to through online services.

Our faith impacting on COP

Healing or wellness through the outpouring of the love of Jesus Christ

Shalom – peace and justice – in our context as well as globally

Issues:

Physical resources i.e. people etc to back up this vision, help make it a reality.

What will allow us to be who we are?

Covid: those who will not be returning to church. Strategies to make sure they are also receiving worship. How can this be done well?

*To share God's Kingdom locally and globally.*

*Making the world a better place.*

*To understand what we are here for.*

*Confidence amongst all believers to share the Good News.*

Become more flexible and lightfooted.

Global reaching out and care for the world.

Take opportunity to be part of Scotland but not bound by it, connecting with people all over the world.

Build in allowance for 'distraction' caused by external events.

Bottom up and not top down.

Need to own vision, need free flowing discussion and must address our diversity - we seem afraid of this. This makes defining vision difficult. Optimism in diversity.

Needs to show our faith in God, this must be the uniting thing.

What is vision? Strapline or detailed vision, what do you want? Need to define this. Is it for those outside to see who we are or just to guide us as a church? Both?

Problem is little input from the younger people in the church.

Strategy. Prob in the Church is to think from the top down. Two good examples of discussion at the local levels, as with Cascade conversations and Canon 4 discussions. Getting the whole church to own something requires us

recognising the basic unit of mission is the congregations - they must be inspired by and own the vision.

- Vision needs to be simple, Mission statements can be helpful (although some felt Mission Statements were not helpful)
- Talk of outreach, not concentrating on church buildings
- Buildings not the church, people are the church
- Avoid theological platitudes
- Be clear about the SEC's gift
- What distinguishes the SEC and what is it offering?
- What does Scotland need from the church (SEC)

Are we truly welcoming? Welcome verbally and physically.

Why do Anglicans from England? Not know we are the Anglican church in Scotland.

How can we change this?

Need to raise the profile of the SEC – how? PR from General Synod & bishops – most visible officials we have.

Contact people down south – Primus to ABC & ABY – can they point out our connection?

Access to buildings. Mobile ramps not always the answer.

Vision needs to resonate from the charge too – real coherence at ground level (vestry) and overall vision of church in general.

A vision needs to keep the church relevant. Make the church appealing to younger people to keep the church alive.

How do we do that? Engagement regarding current issues – big issues? Church needs to be visibly engaged with climate justice / social justice.

Diversity. LGBT not always welcomed – pushed out.

Whatever the overall vision is – it needs to connect the breadth of human expression with the reality of God's creation. Relevance and diversity. Respect for others.

Responsive to the Spiritual needs of Scotland – the communities and contexts, not just the needs of the congregation.

Inclusive

Now ways of being church after lockdown to **respond** missionally

A balance between mission and ministry; outside and inside church. State that we are equally committed to both

Support issues outside church (poverty, climate change etc) particularly current for younger people. 'Fly the flag' to speak to issues outside the church.

Offer something distinctive because the secular world offers so much that is better funded/resourced than we can manage. We are not just socially active. Our motives, our modelling ourselves on the life of Jesus is important

Make sure people feel they belong – welcome, accessibility in terms of building spaces, language used and rituals, then they have space to believe and finally behave as follower of Jesus

Don't keep shifting the goal posts

Don't forget our focus on Jesus

Do not spend too long or too many resources on policy! Let's get on with mission in our charges.

Make sure children and young people are a priority without excluding the older and childless.

Vision – must be pithy and short. General. Exciting. No more than 1 paragraph. "Setting a picture for where we understand ourselves to be in 10 years"

Strategy must also be pithy and contain the high level directions of travel and out of this comes the work plan.

"Strategy marries what is coming down from the top with what is bubbling up from below."

"Think global; act local."

Survival; early days. Love; responsibility to others. Avoid scapegoating. Love God and neighbour. Mission. Community work. Get out there; find connections, get to know community, care and concern. Love is tough; easy to say the word. Message of salvation; bring the message of gospel and salvation to others. Vision to be specific and distinctive to SEC. Need to say yes to some things and no to others; what is God calling us to do? Eucharist makes us distinctive. Preaching also important. Value resources we have. Emphasis on growth can make people feel they are not good enough.

- Understandable in secular world- not too churchy
- Reaching out/Offering God's love to one another
- Church for Everyone
- Faith development
- Growth of individuals in their spirituality, to grow their use of gifts and talents
- Growth of churches numerically by reaching out into the communities
- Further the Kingdom of God and not Kingdom of humans
- Overseas interests
- Partnership with other churches as share and explore issues we all experience
- How our faith affects how we live our lives as church and individuals, e.g., climate crisis, living in communities etc.
- How it [the church] reaches the most vulnerable in our society, such as Women's Aid/Domestic Abuse
- Mental health issues for churches and communities- part of the wider pastoral care remit
- Reconnecting with community

- How do we grow disciples/discipleship?

We looked at the question as to 'who exactly the SEC are' in relation to clarifying a vision for the church.

The discussion focused on stating our SEC priorities/principles around: worship, Episcopal governance, focus on sacraments, importance of contact with other denominations and faiths, raising and discussing issues that impact our local and global communities (e.g. climate change, slavery), how we manage to 'differ' in a civilised way and making disciples of all people.

We discussed increasing the understanding for everyone about what the Kingdom of God is all about.

We discussed the 5 marks of mission, almost by accident by discussing 3 of them without referencing them. When we did reference them, the discussion crystallised around the laity, a church where all exercised ministry. We gave the 5 marks of mission our resounding endorsement. (I am not sure the whole of the SEC would though).

For a few the realities of financial pressure on stipendiary costs and building upkeep meant that an outward looking focus was a "pipe dream". A more central approach to stipend costs and building upkeep was imagined, even with associated problems. It was decided that we must rethink what we do or we won't be a national church with stipendiary ministry within the whole of Scotland.

A Jesus shaped church where ministry is properly resourced and funded and all people are welcome for the whole of Scotland.

Worship God and grow in holiness (Rowan Williams) and make the world a better place.

C of E - Follow the 5 marks of mission Teach; Tell; Transform; Tend; Treasure.

Mixed economy (ecology) church; C of E strapline - Simpler; Humbler; Bolder.

We should revitalise the Marks of Mission; ask who we are and why are we here?

Where do we see the church in 5 years' time?

Who are we writing the vision for?

You are welcome (pub sign)

Young people; peripheral members – online community.

Achieve Net Zero Carbon by 2030 common goal and other things will follow.

Congratulate Bishops and Clergy on Provincial worship as an outreach.

Community engagement through the priesthood of all believers. What this would look like:

- listening and responding to local context, outside the "walls" of church
- taking a pioneering approach

- action not just words – what we say should be reflected in what we do
- ↑ discipleship
  - recognising, celebrating and harnessing the gifts and skills of laity
  - empowering, encouraging and equipping laity to live out their ministry more fully as a baptised believer

Vision should be informed by spirit of the priority areas outlined in question 2.

Sets out the purpose and aims of the SEC. Vision must acknowledge where we come from, where we are and what makes us unique. SEC needs to continue as a force for social change, for Stewardship of Gods Creation, to remain committed to inclusion and our vision needs to enable our members to show and share God's love for the world and its people, where people are at and in all contexts, making it relevant for people today.

Needs to be a overarching vision, not proscriptive,(direction nor specifics) leaving how the vision is 'made flesh' is for the Diocese and the Individual Charges, encouraging and challenging all to participate.

Needs to be balanced between Province and Diocese and be able to reflect differences and sense of place.

Prayer is essential.

Discipleship - the key to Jesus' great commission, how to express discipleship in and out of the church, wrestle with the issues, to nurture and renew, relevant to each context. Be visionary!

Eco issues: need to be pro-active, churches working towards Carbon Net Zero. This vision may need to think the unthinkable, radical thought about what to do with old churches and rectories.

But funding is a huge problem.

Need to communicate on good practice rather than re-inventing the wheel.

What makes the SEC distinctive? What are we for, how does our journey make us different? Our vision must reflect that.

- Engaged in finding & disseminating spiritual meaning in the life and work of Christ with relevance to contemporary society
- Inviting as well as welcoming
- Witnessing & modelling the life of a Christ-led pilgrimage of faith

- The Church's thinking should be first and foremost as Christians

Church needs to take a lead in the challenge of Climate Change!

Theological Resources for Worship linked to climate change

Importance of eco congregation and encouraging individuals re the climate crisis

Consideration of our spiritual footprint

Growth

Discipleship linked to growth Deepening of our spirituality

Feeling that our congregations lack confidence in discipleship and that links to growth

Become more evangelical???

More resources for youth work?????

Not a small question, but whatever it says everyone needs to be clear about what we are about. We think it needs to be readily recognised and understandable and needs to be effective in our secular society. We think there are times when we struggle to understand what we are. We all thought (SEC) **Welcomes You** was very important to include. We also wondered what would happen to our current vision, 'Evangelical Truth & Apostolic Order' and whether that could be incorporated, maybe in words more understood today. We thought inclusive was good to incorporate. A strategy to realise the vision, needs to ensure that it is properly communicated to all parts of the Church and is well understood by everyone sitting in the pews as well as outsiders to the SEC.

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## 2. ***What are the priorities for action at provincial level across SEC over the next ten years?***

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We all thought that the focus should be on the Kingdom of God and how that relates to being together, living a life following Christ, praying and worshipping, spreading the good news of the Gospel. We thought if the SEC was not serving the Kingdom, it didn't deserve to exist! We talked about how the next generation of leaders could be identified and grown, and how a strategy could support that.. We talked a lot about ecumenism and how that could be incorporated, while accepting that different places saw ecumenism in different ways, particularly (but not limited to) cities versus rural areas. One example was sharing worship space. We noted that our Liturgy during Lockdown had been an attraction to members of other churches and that should be built on. We thought Liturgical worship was a great strength of the SEC. Any priorities for action need to be part of an overarching Vision, but need to be able to be

interpreted differently locally, according to the lead of the Holy Spirit.. To that end we felt that we had something valuable in the SEC and we should all be more aware of our history, theology and tradition which would make us more comfortable going out. It was important that locally we were connected to the bigger picture.

Climate change and resources to support charges. Staff member based at Provincial level to move this forward???

Realism.....close small churches and use the resources more appropriately

Ecumenical relationships are imperative.

Breadth of ministry???? Institute is great..... need to encourage more ministry among lay people

Encourage recruitment.....universities etc

Encourage the underpinning of discipleship .....schools, families

Pastoral supervision encouraged among clergy as means of support

Practical support.....what to do if the roof leaks?

Encourage spiritual growth

Abolish the Code of Canons and start again, to make decisions on every aspect of church life easier - have new, revitalised systems.

Be radical at Provincial level, the systems are overwhelmed by procedures, need to be freed from this. Maybe give the Standing Committee more powers.

Are there ways to work together more in parishes, dioceses and within the Province?

Need other ways of funding, to release money for use, share ideas and resources.

More online worship - build on the lockdown successes, helps us to be part of a bigger picture, beyond our own church community.

- The Province should explore new ways of being church in a time of societal change
- It should be open to new development
- It should utilise all available talent by involving and valuing equally lay and all other forms of ministry

- Streamline operations by reducing the number of dioceses to avoid meetings becoming 'stuffed with representatives'. This would ensure competent oversight

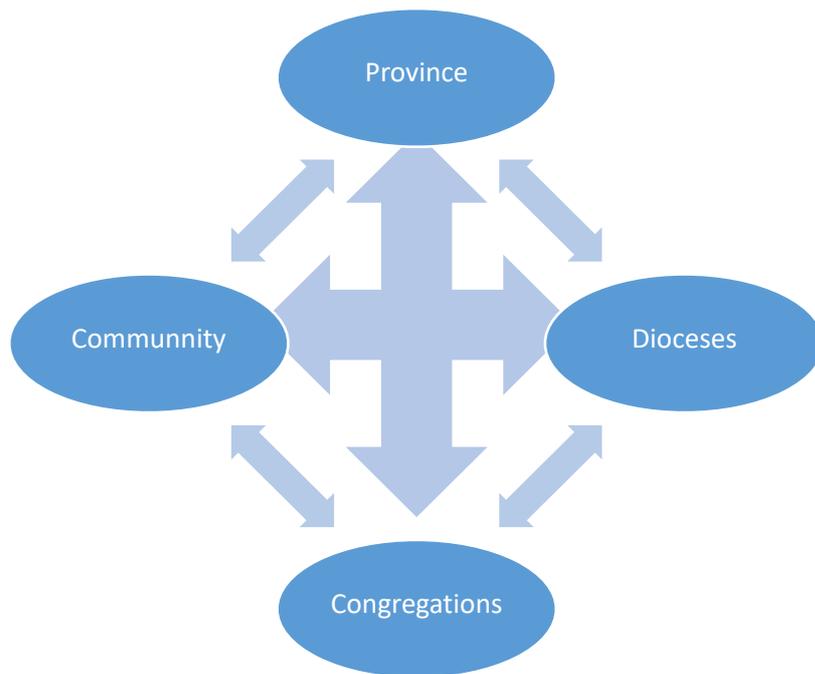
Priorities for action over next 10 years: Climate Change, Social Deprivation & Poverty, and Justice & Diversity. Acknowledging the changes to the world and our way of life and doing things brought about by COVID.

Action on all those issued named, also on enabling people to develop and use the many gifts that have been revealed during pandemic, expanding Lay Ministry, Digital Mission.

To SEI how to make sure that current and future ordinands and Lay Ministers are equipped and comfortable in the strange new world we now inhabit. Training & resourcing is a priority, as is encouraging and training in how to combine resources.

They should be aligned with the five marks of mission, with especial focus on:

- **Service** - To respond to human need by loving service
  - respond to the needs of people in our community, for example people who are elderly, lonely, live on the streets, have poor health and mental wellbeing
  - equip and resource laity in service as needed
- **Justice** - To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
  - respond to social inequality within our community, such as racial injustice, poverty, marginalisation for example through campaigning
  - we are what we say we are - important that our house is in order, just as much as what we do externally. Reflect on and respond to ways in which we might inadvertently exclude or "other" people within the life of the whole SEC, for example ensuring that marginalised groups are heard and represented, and that we work with them to remove barriers to taking part fully in the life of the church. Marginalised groups include, but not limited to: young people, women, disabled people (including hidden disabilities such as ME or neurodiverse conditions), gender non-conforming people, ethnic minorities. In the case of "young people", this might look like using easy to understand language, being mindful of when best to meet (a lot of young people aren't clergy or retired and can't easily take part during the day!!), and celebrating/ understanding generational culture differences)
  - we take a collaborative/non-hierarchical approach, where we grow, learn and are informed by one another, regardless of where in the SEC structures we are in
- **Creation** - To strive to safeguard the integrity of creation, and sustain and renew the life of the earth



- stewardship of creation in what we do as church at all levels and areas of the church

Note the differences between urban and rural areas in terms of resources.

Vast quantities of Scotland unable to access or have poor access to technology and on-line.

Funds to charges to build in or/and improve online stuff and training to do so.

Cross Diocesan work

Province was centralised – decentralised and now re-centralised to share resources and get the balance right.

Provincial resources need to help Dioceses and give them a bit of a steer.

Social liturgy and common focus will help attract young people who do not like the 'judgy' stuff but can follow Jesus in practical projects.

Practical discipleship

Growing in holiness

Fund ministry, it will be easy to be carbon neutral by 2030 if we have closed most of our churches, it is a priority that discipleship be encouraged and funded. it was mentioned about funding youth workers, evangelists, children's workers, although pointed out that many charges are struggling to pay stipends and maintain their buildings already.

How there needs to be a review about the way the Church functions and is structured on an intimate level when the focus is on the congregations maintaining buildings and keeping clergy.

How the Diocese and Bishops support mission and ministry when they have limited say on the actual realities facing these individual congregations.

Realising that the younger people coming through now do not have a geographical and historical connection to faith.

Coming to terms with how the next generation operate mainly through digital contact rather than community-based contact and how our churches will have to adapt to this in order to connect with them. This is imperative if we do not want to be left as 'historical islands of faith'.

Remembering that people now do not have the same loyalty to institutions – is anyone born an Anglican anymore? 'Pick and Mix' is a model for life that covers all aspects now including faith, education, sport etc. One's spiritual life is not overarching anymore.

How do we, therefore, keep the church relevant and focused on what is speaking to today/future generations whilst upholding and honouring the voices and experiences of past generations?

Recognising that church income comes from charges and will continue to be the centre of life for many communities, especially for those funding it.

Fear about staffing issues for the future and how charges in difficulty can be identified and helped before it is too late.

Knowing that our current model of church/congregational autonomy is a burden for many charges. Not having the skill set of personnel in each charge readily available to fulfil all the needs required to run as a charity. Possibly looking at the Catholic Church model of one main charity in the diocese with other churches feeding into it – local Catholic Diocese operates as a single charity. Too many levels of bureaucracy and this has become a burden.

- Recognising the average age of most congregations and how we can gently evangelise and engage the 'younger' people in our communities. How can we be creative?
- Net Carbon Zero- the financial resources that are required to help the church achieve this target by 2030
- How local churches can be financially resourced to reach out the tools of mission and outreach, where they are already stretched to breaking point to pay quota etc.
- Creating small groups to strengthen a sense of community locally and wider.
- Listening to what is needed in our communities
- Pastoral Care at every level- how are Bishops cared for and in turn clergy and in turn congregations.

Value and nurture what we have (like a garden!). Not about throwing money at the problem. Face up to realities. No 19<sup>th</sup> century structure for 21<sup>st</sup> century

churches. Different forms. We do not exist to support buildings. Not the time to make drastic decisions? Reflect, take stock, trust in God. Creativity; think out of box, using energy of Prov Youth Ctee. Know who we are as a church. How do we use buildings? Invest more money in training lay people; 50% of clergy due to retire in next 10 years. Covid has meant that people have got out of habit of attending and serving in church. Can't assume that people will do what they used to do. We are not out of the woods yet.

Formation/discipleship

Growth – numerical and spiritual and our place in our communities

Evangelism/evangelisation

Stronger links between charges – working collaboratively at all sorts of levels, working in a joined up way.

Contextually and culturally relevant support (funds, skills etc)

Evangelism in communities with less emphasis on buildings. Lobby the Scottish Government to fund our historical and cultural heritage by maintaining our church buildings over 100 years old say (like France). This would free churches up to focus on mission and discipleship.

What do the charges need and require at provincial level?

Difficult to engage congregations to engage in topics such as this with zoom etc.

Carbon neutral by 2030? Assistance from the province to help individual charges to meet that bold decision. Resource the charges.

Broad brush strokes.

Provincial and diocesan level – expertise trickling down for all points. Plans, ideas and advice as well as money. Grant application advisors.

Use extra money from UTP to resource above. Enable the charges.

Theological underpinning for the reason we are doing all (climate/social/racial) these things. God needs to remain in this, not only practical advice.

- Climate change – there has been a dramatic shift during the pandemic
- How do we handle decline
- Is the SEC structure based on finance
- Where is the energy
- Concerns for the environment
- See what God is doing and join in

First and foremost, supporting the charges and new mission initiatives as the basic units of mission - prioritise missional projects and releasing missional leaders, bishops, clergy and others, to support small communities around the country.

Freeing the congregations for mission and helping them discern their future. Building the future not maintaining the past.

## Dialogue

General Synod could meet more often and flexibly including:

Continuation of the 'breakout' groups throughout the year, so that the dialogue can continue and the broader work of the General Synod may be facilitated (Synod is not just for June:-)

Inclusiveness, fairness and contributing to the debate and action on meeting the very significant global challenges that we all face.

Climate change (or the responsible and sustainable use of the earth's resources)

Questions of finance: mission vs maintenance – how do we keep the building going and have time to consider mission?

Two Provincial courses available: for enquirers – about faith, the SEC etc  
And a second one (possibly by SEI) provision for deepening faith

A question raised about the issues of linked charges - can money from central funds to go towards making charges self-supporting? What about deploying clergy centrally  
(in Dioceses)

Supporting worshipping congregations

Making space in our neighbourhood for youth involvement - opportunities to link with local youth and welcome them

- Spreading the Word
- Carbon Neutral by 2030
- Don't spread attention to thin
- Digital worship & mission
- Ecumenical commitment to local ecumenical partnerships (the days of many denominations in their small corners are over. Impractical and poor worship). Not just working together in one place, but working to ensure that every location has SOME form of pastoral ministry available. Particular rural issue
- Interfaith links are important – perhaps a priority in more urban areas
- Update of the safeguarding process – how can we be a safer church? Concern about the inadequacy of our processes compared with CofE.
  
- Reaching out to care-homes and the overlooked and forgotten, including single people
- Reaching out to young adults
- Connecting Spirituality with eco-justice
- Christian formation for all ages, focus on young families and young adults
- Strengthening our tradition (especially our strong liturgical tradition), while exploring other expressions to express spirituality/faith at the same time

- Moving people from an “ethereal spirituality” to a more focused Christian faith

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3. ***How would you ensure that provincial boards and committees focus on priorities once identified?***

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- We need to streamline our processes
- We need to throw away the old rulebook and look at things with 21<sup>st</sup> Century eyes. It outrageous for something like the Canon 4 procedure change to take as long as it has.
- We need development of strategy as well as vision (eg Net Zero target – this was given, but no help to go with it, leaving congregations in the lurch)
- Adoption of proven corporate methodology for objectives, goals and how we measure that we’ve done them
- Appropriate resource allocation (ie more of it!) to make action possible – pooled resources and training to make it possible to implement things.

They must always ask the question – “*Will this make the world a better place?*” before embarking on something.

Their priorities and the justification for them should be assented to by the wider church

There needs to be better two-way communication between them and the wider church, transparency, openness and communication (and discussion) of priorities

- Simple bold message
- How do we avoid a “dictact” from above?

#### General talk and ideas

- Churches are signposts to mission
- Which church buildings do we “hang on to” and which do we let go
- “Church” needs to make decisions
- Does the “church” do enough to inspire faith?
- There is a crisis of confidence among the clergy – they need to have confidence in what they have to say
- What is our (clergy) gift?
- Need for discipleship

Doctrine committee work with mission board to provide this kind of thinking to the charges.

A format like the advisory group could be translated to other areas – slavery, social justice etc.

Is money always the issue? Are we willing, as a church, to put our money where our mouth is?

Whole budget (recovery and renewal fund) for climate change wouldn't be enough for one church. Do we want to use some of our reserves to do this?

How do we do that in a sensible way – be financially responsible.

Knock it down and build again?

Church is the people not the building. Need to be brave and look at other options.

Think about the people and not only maintaining the buildings.

Make the buildings an instrument for mission.

Climate is a big issue for the younger generation. A huge missional opportunity for us at the moment. Theological guidance needed.

Our response says a lot about who we are as a church.

Work needed so that everyone sees the benefits of why we are focussing on a specific thing – slavery / climate / social justice. Communication needed between all levels.

What is the extent that regular church go-ers would engage? Challenge to make folk more active rather than coming each Sunday for a nice service and cup of coffee and a chat.

The network is so much more extensive – not many are aware of that.

Ecumenical – we are not in a vacuum. Many other ecumenical and secular colleagues we could work with. Provincial / Diocesan are more aware of those as they have more opportunities to network.

Rectors need to communicate it to congregations. Preaching / pew notes / magazines.

'Champions' in each diocese to travel and share information. Rectors not able to be enthusiastic about everything.

**TARGETS!** It is the committees' and boards' job to deliver the targets. Targets negotiated/agreed from top down and bottom up to fit vision and strategy.

Do we need all the committees? Boards and committees need to serve the vision not the other way round. Committees connect with other bodies and hold relationships with the outside world. Clarify what functions and relationships committees have.

Covid has revealed what we don't need in the way of committees. Committees give support and friendship.

- Give clear and achievable targets instead of clerical waffle.
- How do we make an accountability of boards/committees- is General Synod sufficient in this process?

- Provincial Boards and Committees to be clear that their priorities link to the vision
- Creating priorities from those identified
- Wide vision and wide priorities- how is what we are doing fitting with the vision
- 3-year periods of planning and priorities for Boards and Committees- strategy to achieve
- Joined up thinking across the church

A general reflection and agreement that this was a considerable issue because currently the boards and committees do not work well together. Connections between the different elements of the church is not good. This is a fault in governance and needs to be addressed.

There is no good mechanism available for feeding energy and concerns into wherever the best place it to find resolution.

This has financial implications – General Synod is the ideal place for these concerns to be raised but it does not always happen.

A suggestion that the ‘Cascade Process’ should be utilised through the dioceses much more to help raise issues and create effective dialogue.

There should be a senior review of the structures and priorities for all the Boards and Committees as the briefs for each are immense and wide ranging. Not possible to cover all the needs in each case.

The whole process is too bureaucratic – for example appointing people to committees. This needs to be flexible and streamlined so the right people with the right skill sets get appointed effectively.

Have members of the provincial boards made aware of the situation in many charges, it is in our nature to have “successful” charges and people on the boards and a much broader base understanding is required. A member of the group said that 75% of the charge’s expenditure was quota, stipend and pension and the charge was losing a lot of money every month. Another group member said they are waiting for the Bishop to pull the plug as they are in a poor part of Glasgow. How are those charges supposed to have an outward looking focus? It was suggested that small groups of churches could get together to fund ministry and buildings, and then pointed out that already occurs in some areas with charges being joined together. An example was given from the Church of England from someone who joined the SEC very recently.

We appear at a crossroads and without proper funding and resources only the wealthier charges or those with historical reserves will survive. “It is comforting to know that the General Synod will have the funds to continue though!”

Appoint a chair who agrees with the vision.

Consult the Dioceses and report back to General Synod annually

- Align and plan work in relation to agreed priorities. For example, liturgy group could not only look at gendered language, but also simple language “easy read” versions.
- Standing item on committees to check alignment with/living out priorities.

Develop more working as cross functional teams and work to a timetable and share. Regular reviews of work and progress, had aims been achieved. Look at Change management process and adapt to Provincial Boards and Committees.

Bold thought need about the use of churches, find new ways of going beyond, being outside the buildings in the community, both in service and as mission.

Going out - new ideas, be more visible in our communities, in food banks, allowing groups to use our facilities, offering hospitality.

Willing to take risks when trying new ideas!

Maybe rethink our services to be less wordy.

Ecumenism - learn from other churches, use their ideas, share more.

- Summed up as (formal) accountability
- Committees should be bound to report to Synod on the established priorities
- Ensure priorities remain or become a standing item on committee agendas
- Define and publish function and priorities of each committee, particularly to new members
- Promote and support overlaps and relevant communication between committees

Ensure boards and committees ‘sign up’ to the vision.

Joined up thinking

Ensure supporter clergy ....Supervision

Synod is the only opportunity clergy have .....changes in structure

We thought it was very important the Boards and Committees remembered that they served the whole Church, not just the SEC in Edinburgh. They should not work in a vacuum. The Boards and Committees should be just what is needed for good governance. We thought most of them could be smaller and that we did not need representation from all Dioceses on each committee/board. We should trust those

nominated to represent all of us. We thought the General Synod Office and the Boards and Committees should always work within its budget. Succession planning should be carried out regularly so that positions on boards/committees are not filled on an ad hoc basis.