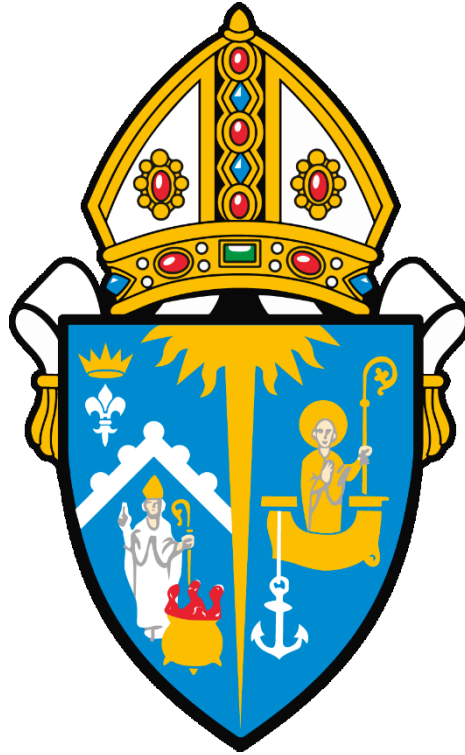


SCOTTISH EPISCOPAL CHURCH  
DIOCESE OF ABERDEEN AND ORKNEY



## DIOCESAN SYNOD 2019

Friday, 01<sup>st</sup> March & Saturday, 02<sup>nd</sup> March 2019

The Doubletree by Hilton Hotel  
Aberdeen Beach Boulevard  
Aberdeen  
AB24 5EF

Scottish Charity Number SC022180



## Annual General Meeting of the Synod 2019

Double Tree by Hilton, Beach Boulevard, Aberdeen  
Friday, 01<sup>st</sup> March & Saturday, 02<sup>nd</sup> March 2019

### Agenda

#### Friday, 01<sup>st</sup> March 2019

- |         |  |  |
|---------|--|--|
| 2.00 pm | Welcome and Prayer   |  |
|         | <b>Conference</b> – “Towards becoming a Dementia Friendly Diocese”<br>With Professor John Swinton  |  |
| 4.00 pm | Tea  |  |
| 5.00 pm | <b>Diocesan Eucharist</b> in the Cathedral – including the renewal of Vows of Baptism and Ordination, and the Blessing of Oils for Ministry - The Bishop Presiding and Preaching |  |
| 7.00 pm | <b>Diocesan Dinner</b> – The Double Tree by Hilton, Beach Boulevard  |  |

Page

#### Saturday, 02<sup>nd</sup> March 2019

- |          |  |         |
|----------|--|---------|
| 09.30 am | <b>Morning Prayer</b>  |         |
| 10.00 am | <b>Bishop’s Synod Charge</b>   |         |
| 10.45 am | Coffee break   |         |
| 11.00 am | <b>Roll Call / Apologies / Welcome to Ecumenical &amp; Other Delegates</b>     |         |
|          | Election of Tellers  |         |
|          | Minutes of Meeting of Diocesan Synod, 17 <sup>th</sup> March 2018 for approval | 3 - 6   |
|          | Matters arising if not covered by Agenda                                       |         |
| 11.25 am | <b>Provincial Matters</b>  | 7 - 9   |
|          | Canons for the First Reading – Canon 35  |         |
|          | Motion: This Diocese supports the change to Canon 35                           |         |
| 11.40 am | <b>Elections</b>   | 10 - 11 |
|          | <i>General Synod</i> –   |         |
|          | Clergy Members [3]   |         |
|          | Lay Members [2]  |         |
|          | <i>General Synod Alternates</i> –  |         |
|          | Clergy Members [3]   |         |
|          | Lay Members [3]  |         |
|          | Provincial Faith & Order Board [1]   |         |
|          | Provincial Panel for Episcopal Elections – Lay member [1]                      |         |
|          | Provincial Information & Communications Board [1]                              |         |
|          | Boundaries Committee [2]   |         |
|          | Cathedral Trustees [2]   |         |
| 12.20 pm | <b>Appointment of Diocesan Officials</b>                                       |         |
|          | (a) Hon Diocesan Treasurer   |         |
|          | (b) Hon Diocesan Secretary   |         |

12.25 pm	<b>Reports</b> <b>Bishop's Report – (taken as read)</b>	12 - 13
	<b>Finance</b>	13 - 14
	(i) Convener's Report	
	(ii) Presentation and Adoption of Annual Accounts	15 - 16
	(iii) Appointment of Auditor	
12.45 pm	<b>Other Reports</b>	17 - 23
	Standing Committee	
	Diocesan Trustees	
	Cathedral Chapter	
	Mission & Ministry Board Reports :	
	Warden of Lay Readers	
	Director of Ordinands	
	Church in Society	
	Information & Communication	
	Spirituality	
	Overseas Task Group	
	Congregational Development	
	Child & Vulnerable Adult Protection	
	Area Groups	
	Building Committee	
	Boundaries Committee	
	Mothers' Union	
	Chaplaincies - Hospital Chaplaincy	
	University of Aberdeen	
	Robert Gordon University	
	North East Scotland College	
	Grampian Prison	
	Seafarers	
	Diocesan Library & Archive	
	Annual Statistics – (See last page)	
	(all Reports taken as read)	
12.55 pm	<b>Statement on Westhill by the Bishop</b>	
1.00 pm	Lunch	
1.45 pm	<b>Mission &amp; Ministry Presentations</b>	
	(a) Centre of Mission	
	(b) Vocations & Ministry	
2.30 pm	<b>Information &amp; Communication</b>	24 - 28
	Canons for the First Reading: Canon 52 – Section 23	
	Discussion followed by vote.	
	Motion: This Diocese supports the proposed change to Canon 52.	
3.00 pm	<b>Results of Elections</b>	
	Clergy and Clergy Alternates for General Synod	
3.15 pm	<b>Date of Diocesan Synod 2020</b>	
	28 <sup>th</sup> and 29 <sup>th</sup> February 2020	
3.20 pm	<b>Vote of Thanks</b>	
3.30 pm	<b>Assent of the Bishop of the Diocese</b>	

**MINUTES OF THE MEETING OF THE SYNOD OF THE UNITED DIOCESE OF ABERDEEN AND  
ORKNEY  
WHICH TOOK PLACE AT Doubletree Hilton Hotel  
ON Saturday 17<sup>th</sup> March 2018**

**Saturday 17<sup>th</sup> MARCH**

(1) Eucharist at 9.30am.

(2) The Business Meeting began at 10.45am.

- 3. ROLL CALL/WELCOME** The Rt Rev Anne Dyer, welcomed visitors and guests to Synod, Jean Mitchell (Gordon Presbytery) Rev Kevin Gruer (Buchan Presbytery), The Rev Hugh Conkey (Kincardine & Deeside Presbytery) and Mr John Stuart, Secretary General.

The Bishop asked members to remember those clergy who had died in the last year namely:

**Rev Canon Lisa Eunson  
Margie Cox  
Ian Findlay**

- 4. MINUTES – DIOCESAN SYNOD MARCH 2016 & OCTOBER 2016** Synod approved the Minutes of the Diocesan Synod 2017

- 5. MATTERS ARISING** There were none.

- 6. INTERIM BISHOP'S REPORT** As read

- 7. BISHOP'S CHARGE** **See Appendix 1.**

- 8. PROVINCIAL MATTERS** **MOTION 1. – Proposed by John Whittall**

Canon 4 lays down the process for the Election of a Bishop to a vacant see and has worked reasonably well in the past. As you well know, the process failed in our case because the Preparatory Committee were unable to recommend the statutory number of suitable candidates. The same is happening in the two other dioceses presently seeking a new bishop. For this to happen once could be considered an aberration, but when it happens three times in quick succession it is clear that something is amiss. During the committee meetings for our election the previous Primus said that certain aspects of the process laid down in the Canon were too restrictive and needed revision.

It is a common tendency for people to say "We must do something about this" but then frequently nothing is ever done. The purpose behind this Motion is that it will act as a catalyst for action by the Provincial Standing Committee, who set the agenda for the General Synod, so that a review of this Canon can be set in motion to try to improve its workings.

John Stuart, Secretary General, who attended the Synod, said that it would be useful if we indicated those areas which we felt needed revision. They are:

1. **The Timescales** laid down in the Canon including:
  - (i). The inability to factor into the timescales the impact of major festivals such as Christmas and Easter on the programme. Up to two weeks could be lost in each.

(ii). Adequate time must be given for replies from any advertisement. Some applicants need time for prayer and consideration before sending their name in.

(iii). The need to give adequate time to complete the questionnaire. It is a very detailed one and requires a lot of thought to complete satisfactorily. The previous Primus mentioned that it took him most of the 3 weeks allowed when he applied for the post as Bishop of St Andrews.

2. **The Number of applicants required on the Short List for Election.** With the recent fall in the numbers of applicants and the rigorous “weeding out” process followed it has been almost impossible to obtain a short list of three.
3. **Advertising the Vacant Posts.** Is advertising in the Church Times and other periodicals the best way of attracting suitable candidates? Advertisements in the Church Times tend to “get lost” among all the other posts advertised.

All in favour bar 4 abstentions.

### **MOTION 2. Proposed by Avril Hern**

The second Motion is for Provincial consideration to be given to all authorised lay ministries across the Province with particular attention to training. Many lay ministries are carried out in congregations today which is good. In the light of that I would wish to mention the training for LR ministry. This diocese has a long record of service by many LR's.

Concern has been expressed by all the Wardens of LR's to the fact that younger people are not allowing themselves to be considered for LR ministry when they very often possess the gifts that are being looked for. In the past 10 years or so in this diocese all our newly licensed LR's have been post retirement. These are now all excellent LR's carrying our important ministries in various parts of the diocese - they are much needed - but I would suggest that we need, as well, younger people who are still in full time employment. LR ministry is a lay ministry and we are in the world and we need to bring that world into the church. We need women and men who still teach, we need women and men who wait at the school gate each day, we need women and men who work in our oil industry, in our hospitals etc. etc. The reasons for younger people not coming forward in the way they have before are probably varied. A main reason could be that many lay people in congregations are already carrying out many aspects of a LR ministry - chalice bearers, leading worship, and preaching. Many forms of lay ministry are 'bubbling up'. This is good. But at the same time I believe it can deprive the diocese of a diocesan resource, because these people stay within their congregation. Over the past few years, LR's have been in demand here to help out in interregnums. We have a number of linked charges, particularly in Aberdeenshire, and I believe LR's play an important part in keeping worship alive and smaller churches open. This also applies to the smaller islands.

Currently LR's and Ordinands are trained together over a three year period. I am aware of the problem of limited resources and funding, but I firmly believe that the length of training needs to more reflect the amount of time that will be put into the resulting ministry. The amount of time I put in as a LR is small compared with a full time priest. Future LR's need to be able to be in full time employment if that is where they are when God calls them. The context of where they live is important too and needs to be taken into account.

A decade ago it was decided, correctly, that the bar needed to be raised for LR training and to achieve some uniformity across the province. I now believe that the excellent training that has come from that decision means that in a way the training has been put on a shelf that many just cannot reach. It is too high.

LR ministry has stood the test of time, keeping going when some other lay ministries have ceased. It has been going for over 150 years having come into being during the Industrial revolution when extra folk were needed to go out into the factories and work place and simply preach the good news of Jesus Christ. I actually think that is what is needed now too.

I believe there is a need to look at all training for every Lay Ministry as our church changes. Do we not need to rekindle a vision of the Body of Christ with a multitude of roles and vocations. Readers are simply just one symbol among others, of the calling of laity and the ministry of the whole people of God, as we live out our life serving according to our gifts and vocation as disciples of Jesus Christ.

Points raised were:

- Not enough young people training for Lay Readership
- Training too long.
- Lay Elders as an alternative

Various comments were voiced and all concurred with the motions.

## 9. FINANCE

### **a) Report** As read.

Lorraine Paisey, Hon Diocesan Treasurer, referred to the reports in the Synod book and stated that she had nothing to add to her Convener's report [page 11] on the Finance & Property Board but had some brief comments about the Diocesan Treasurer's Financial Review [page 12] in relation to the Annual Accounts.

In particular, she referenced the fact that a surplus had been created for the year but that the reasons were, essentially, related to timing differences. The Diocese had no Bishop's stipend to pay during the year but that financial benefit would be offset by expenditure during 2017/18: expenses of the consecration and necessary work on refurbishment, maintenance and decoration of Ashley House – which had been carried out while the building was still unoccupied.

In response to a question, Ian Fraser, Assistant Treasurer, clarified the calculation of the surplus (Net movement of funds) as displayed in the Statement of Financial Activities (SOFA). The total of £158,357 derived from Total Income (£443,590) less Total Expenditure (£386,244), plus Net Gains on Investments (£101,011). It was noted that the investment figure largely indicted the increase in the value of the holdings, not realised gains.

In the absence of any further questions from the floor, Bishop Anne invited members who might subsequently have points to raise about financial matters to contact either Lorraine or Ian.

**(b) Adoption of the Accounts** The Accounts were adopted, unanimously, by the members.

**c) Appointment of the Internal Examiners** The meeting approved the reappointment of Johnstone Carmichael as Independent Examiners.

The finance session concluded with thanks to the Honorary Treasurer and the Assistant Treasurer for all their work on behalf of the Diocese.

## 10 ELECTIONS

The Diocesan Secretary chaired the elections.

**See Appendix 2.**

## 11 APPOINTMENT OF DIOCESAN OFFICIALS

**(a) Honorary Diocesan Treasurer** The Bishop expressed her gratitude to Dr Paisey for her dedication to the role of Hon Diocesan Treasurer and was pleased to propose her re-appointment from the Chair, seconded by David Crosley.

**(b) Honorary Diocesan Secretary** The Bishop thanked Mr Whittall for his hard work, and was happy to propose his re-appointment as Hon Diocesan Secretary, seconded by Isaac Poobalan.

All were in favour of these two appointments.

## 12 PROPERTY

**Diocesan Buildings Advisory Committee** as read  
**Boundaries Committee** As read

- 13 ALL OTHER REPORTS As read
- 14 LUNCH
- 15 MISSION & MINISTRY
- 16 TALK AND PRESENTATION BY REV JOAN LYON **Scottish Faith Action for Refugees and Aberdeen as a City of Sanctuary**  
(This took place both before and after lunch due to timings)  
**See Appendix 3**
- 17 DISCUSSION – THE PLACE OF THE CATHEDRAL IN THE DIOCESE  
Time was set aside to consider how delegates saw the role of the cathedral in their churches 'eyes'.  
Each table spent some time discussing the issue and writing down their thoughts. These were collected and collated by Rev David Atkinson. **(See Appendix 4)**
- 18 ELECTION RESULTS As item 10.
- 19 DATE DIOCESAN SYNOD 2019 **Saturday 2nd March 2019.**
- 20 VOTE OF THANKS
- 21 ASSENT OF THE BISHOP The Bishop gave her assent to the Acts of Synod, and the meeting closed.

Signed.....

Date.....

## **INTRODUCTION**

### **Proposed Alteration - Canon 35 / Proposed Appendix**

#### **CANON 35 PROPOSED ALTERATION**

Canon 35 applies to any changes to structure, furniture or ornaments etc., as well as redecoration or alteration to heating and lighting etc. in 'Any Church used for Public Worship'. It thus has a wider scope than just the buildings that fall within the remit of the 'ecclesiastical exemption', which only refers to the interiors of Listed Buildings.

Most Scottish Episcopal Churches have some sort of curtilage round them, and in many rural parishes this probably includes a graveyard, defined by a surrounding wall and fence, too. Often the setting of a church building, or its relation to other buildings, is part of its architectural importance, and the listing of a church building sometimes specifically includes its curtilage, or churchyard, but there are non-listed buildings/churchyards where the setting is important and enhances the environment.

At present there is some confusion as to what is included under the terms of Canon 35. The Canon does not currently make any reference to church curtilages. Consequently, for example, whereas the addition of an external ramp abutting the church building would be regarded as falling within the current Canon 35 (because it forms part of the church structure), the tarmacking of part of the church grounds to create a car park might not (there is some ambiguity in cases where the listing of the church includes the curtilage). The Buildings Committee is of the view that the inclusion of church curtilages within the scope of Canon 35 would help to bring clarity.

The Committee accepts, however, that some changes to the surroundings of a church ought not to require Canon 35 approval. The Canon already provides for an exemption from the Canon for "minor works", as defined in a list determined by the Buildings Committee. The Committee would intend to expand that list if the Canon is changed to include curtilages. Set out in the appendix below is a revised "Minor Works" list showing the additions which the Buildings Committee would propose to include within the scope of the exemption.

The proposed alteration to Canon 35 is set out in a separate paper and a motion for a first reading of that canonical change is included in the Synod agenda.



**CANON THIRTY-FIVE  
OF THE STRUCTURE, FURNITURE AND MONUMENTS  
OF CHURCHES, AND THE DUE CARE THEREOF**

*The current text of Canon 35 is set out below for information. The text to be deleted is scored through and the text to be inserted is shown in italics.*

1. With the exception of minor works identified by the Provincial Buildings Committee, no change (whether by introduction, alteration or removal) shall be made in the structure, ecclesiastical furniture or ornaments, monuments, mural tablets or painted *stained* windows of any Church used for public worship *or within the curtilage thereof*, nor shall any scheme of redecoration or any alteration of lighting or heating system be undertaken unless the Vestry of the same with the consent of the Rector shall have obtained the approval in writing of the Bishop and of the Diocesan Buildings Committee; provided always that such approval does not violate any restrictions contained in the Constitution or titles of the Church. Subject to the Constitution or titles of the Church, a Vestry or twenty per cent of the members of the Communicants' Roll, as defined in Canon 41, Section 2, of the charge concerned shall have a right of appeal against the decision of the Diocesan Buildings Committee or of the Bishop to the Provincial Buildings Committee. Notwithstanding the above, the Vestry with the consent of the Rector, may undertake re-ordering of the ecclesiastical furniture or ornaments of the Church for an experimental period.
2. None of the holy vessels or ecclesiastical furniture or ornaments of any church shall be sold, exchanged, or otherwise disposed of without the written consent of the Bishop, Dean, and Registrar of the Diocese.
3. The Vestry with the Rector shall cause all proper and reasonable care to be taken of the places of worship within its charge, *including the curtilage thereof*, and of the furniture and ornaments thereof, and shall use every endeavour to keep them decent, clean, and in good repair. The Vestry shall make provision for the adequate protection and insurance of all Church fabric and property.
4. No church that is consecrated or set apart for public worship shall be used for any purpose not religious or ecclesiastical without the consent of the Bishop.

## Appendix

### Proposed draft list of minor works under Canon

*The text to be deleted is scored through and the text to be inserted is shown in italics.*

The following is a list of minor works identified by the Provincial Buildings Committee as referred to in Canon 35, Section 1. *Items are included on the list only in the event that they do not require planning permission. Where any matter does require planning permission it is not to be regarded as a minor work exempted from the scope of Canon 35.*

#### **A. Furniture and Fixtures**

1. Decorative banners (*in the church or curtilage*) used for displays not lasting more than three months.
2. Fire Extinguishers (subject to the recommendation of the local Fire Officer as to location).
3. Introduction of movable bookcases or display stands.

#### **B. Items of Work/Maintenance**

1. Works of routine maintenance on the fabric of the church *or in the curtilage of the church* not involving demolition or additions of any sort, except where in the opinion of the Diocesan Buildings Committee they will result in a material alteration either externally or internally to the appearance of the church or affect its setting. This permitted work includes, for example, the replacement like-for-like of broken roof tiles or slates, clear, stained, painted or coloured window glass, the re-surfacing like-for-like of an existing path, the cleaning of gutters and down pipes.
2. Works of maintenance, repair and minor alterations to existing heating systems and electrical equipment and fittings which do not alter the appearance of the exterior or interior of the building (and for the avoidance of doubt this permission does not include alterations to light fittings).
3. Modification to an existing, or installation of a new, heating system for the church building which does not involve disruption to the fabric or any alterations to the appearance of the exterior or interior of the building (the introduction of new radiators are regarded as alterations to the appearance of the interior for this purpose).
4. Installation of a certified loop system for the hard of hearing (but if the system requires placement of loudspeakers approval must be sought).
5. External or internal decoration or redecoration (but only in the same colour scheme as the existing decoration) and replacement of carpets and curtains in the same colour as existing.

#### **C. Items in the Curtilage of a Church**

1. *The erection of fencing.*
2. *The erection of signage.*
3. *The installation of portable garden items such as benches, planters, solar lights.*
4. *General gardening but not the planting of new trees nor the creation of a new memorial garden.*
5. *The creation of new drainage or service trenches.*
6. *The erection of gravestones.*
7. *The erection of a storage shed.*
8. *The interiors of detached halls or detached rectories within the curtilage of the church.*

Clergy Nominations to General Synod  
Three vacancies

**Revd Lynsay Downs –**

Short clerical biography –Lynsay was ordained in 2005, after completing formation at Ripon College, Cuddesdon (Oxford). Since then she has served a curacy in Wolverhampton; as a team vicar in Rugeley, Staffordshire; and as Rector to the linked charges of Penicuik and West Linton in the SEC Diocese of Edinburgh. In Edinburgh Lynsay served on the 'Play Church' and 'International Mission' committees. She also has a particular interest in the blessings offered to the church by the inclusion of the neurodiverse community.

Before ordination Lynsay taught English as a foreign language with the British Council in Hungary to school students, army officers, private soldiers and Albanian radio operators working with Nato, Romanies attending human rights conferences, adults of various nationalities, bilingual children and a special course in English for EU purposes to Hungarian civil service officials.

Nominated by: Revd Nicholas Bowry

Seconded by: Revd Catherine Gibson

**Revd Dr Ruth Green**

Short clerical biography

Revd Dr Ruth Green.

I am Priest in Charge of St James', Holburn Junction. Despite being new to Aberdeen Diocese, I am keen to play my part in the life of this diocese and in the province. My reason for agreeing to be nominated to be a member of General Synod is because I am passionate about our church being more outward looking. We need to be not only finding new ways to spread the good news of Jesus Christ, but be involved in issues such as poverty, injustice, the environment and inclusivity.

Nominated by: Revd Catherine Gibson

Seconded by: Revd Nicolas Bowry

**Revd Terry Taggart**

Short clerical biography

- Military Service - 1980-86 - Royal Military Police Serving in Hameln, Germany, Londonderry N Ireland and Catterick N Yorks
- Lincolnshire Police 1986-2011 - Uniform PC2009 - Attended Bishop's Advisory Panel (Ely)
- Sep 2009 - Commenced Theological Studies at Lincoln Theological College (BA (hons) Theology)
- June 2013 - Ordained Deacon at Lincoln Cathedral
- Commenced Curacy at The Fen and Hill Group of Churches (6 Churches covering 13 Villages)
- June 2014 - Ordained Priest at Lincoln Cathedral
- January 2015 - Priest in Charge at St Peter's Stornoway, St Moluag's Eoropaith and later Christ Church Harris.
- Sep 2018 - Present - Rector of St Mary's Carden Place Aberdeen
- I am currently one third of the way through a Scottish History Degree (part time)

I enjoy reading and researching historical literature. Sport of any kind but mainly Rugby, Football and Golf

Nominated by: Revd Catherine Gibson

Seconded by: Revd Nicholas Bowry

**Revd Canon John Walker**

Short clerical biography

I have served four congregations in the Shire for the last twenty three years. I have convened the Mission and Ministry Board and sat on the Finance and Property and Standing Committees of the Diocese. I am a member of the Cathedral Chapter, Synod Clerk and Convener of the Dee/ Don Area Group. I am offering myself for election to General Synod to serve the church and to represent the interests of this diocese at a Provincial level.

Nominated by: Very Revd Emsley Nimmo

Seconded by: Revd Prof David Atkinson

## ❖ **Bishop's Report** (taken as read)

I have been delighted to take up the role of Bishop in the diocese. I have appreciated the warm welcome that I have received as I have visited congregations in the city, shire and islands. By the end of 2018 I had visited over two-thirds of the churches in the diocese, Orkney and Shetland (twice, each), with two visits to the Society of Our Lady of the Isles. Some churches, those in vacancy in the city, received a number of visits for worship and for meetings with vestries as we worked together to fill vacancies.

I have been encouraged by many things: the faithfulness of church members expressed in worship and pastoral care, the care taken of church fabric and gardens, diligence in service and oversight on diocesan committees, and in some locations growing congregations and good ecumenical partnerships. In many places those serving are tired, and many congregations have members who are mostly elderly. Some congregations are very small indeed.

The following have been licensed to churches in the diocese:

Revd Dennis Berk as Rector of St Mary on the Rock, Ellon and St James the Less, Cruden Bay.

Revd Lynsay Downs as Rector of St Ternan's, Banchory.

Revd Canon Capt Gerry Bowyer as Rector of St Devenick's, Bielside.

Revd Terry Taggart as Rector of St Mary's, Carden Place, Aberdeen.

Revd Nick Bowry as Curate to both St Clements, Mastick and St Ninian's, Seaton.

Vanessa Pinto as Pioneer Evangelist in the Bridge of Don, and part of the Aberdeen Centre of Mission.

Revd Dr Ruth Green as Priest-in Charge of St James the Less, Aberdeen.

Revd Canon Capt Gerry Bowyer as Leader and Sister Jo Bowyer as Evangelist in the Aberdeen Centre of Mission.

In January 2019 we launched the Aberdeen Centre of Mission in partnership with the Church Army.

Three new canons were installed as members of Chapter:

Revd Canon Neil Brice

Revd Canon Capt Gerry Bowyer

Revd Canon Vittoria Hancock

Confirmations have taken place at St Ternan's, Banchory, St Ninian's, Seaton, and (twice) at the Cathedral.

At the beginning of November we moved the Diocesan Office from Mastrick to Marischal College in the city, through a partnership with the University. This move has transformed my pattern of working, and enabled partnerships with bodies outwith the church to deepen.

I have greatly appreciated growing ecumenical relationships, most especially with Bishop Hugh (Roman Catholic Bishop of Aberdeen). I gave significant attention to encouraging ecumenical engagement during the Week of Prayer for Christian Unity, through the Three Cathedrals service and an Ecumenical Study Day.

I have established a presence in my role of bishop in the press and on social media. I write a monthly column for the Press and Journal, as well as offering interviews and comment related to specific topics as requested. I have recorded a number of podcasts on a variety of subjects. My weekly reflection 'Picturing Prayer' is a spirituality resource valued by many.

Serving in the Province I have attended many meetings of the College of Bishops, including two Episcopal consecrations. I am a member of 'Grasping the Nettle' (concerned with matters related to Christianity and Science), the Provincial Doctrine Committee, and the Scottish Episcopal Institute Council. I lead the 'Bishop's Reflection Group' for the ordinands in Moray, Ross and Caithness, and Aberdeen and Orkney.

I made a visit to our partner Diocese of Connecticut in October, which was timely and inspiring in many ways. The growing friendships with bishops Ian and Laura are both supportive and encouraging. I have also established (and in some cases renewed) relationships with bishops in the Church of Ireland and Church in Wales.

I have been reading, researching and speaking on the issues of disability and gender based violence, both matters close to my heart, that I will develop further in 2019.

I am particularly grateful for the support and patience I have received from Diocesan Officials as I have settled into post, and to the staff in the Diocesan Office who have managed significant change and a large volume of work through the year.

Finally, it is a very moving experience to know that I am prayed for by name across the diocese. I do not take this for granted. Thank you.

**Bishop Anne Dyer**

## ❖ Finance

### Convenors Report

The main responsibilities of the Finance and Property Board are to recommend a Diocesan budget and level of quota to the Standing Committee; to deal with Stipend Support and other grant funding, including approving applications for Provincial grants and loans; to monitor the Diocesan budget, to review the annual Diocesan accounts and recommend their approval to the Standing Committee.

The Board met on four occasions since Diocesan Synod in March 2018 - in March, June, November and January 2019. In addition to these regular meetings, a small group met to discuss the budget and to bring forward proposals to the Board.

The main focus of the Board this year has been the completion of the review of the Diocesan budget and recommendation of a three year budget, a process which seemed at one stage to be intractable, but which has now been completed. The budget will be the subject of a brief presentation at Diocesan Synod. The budget focusses on the main areas of Diocesan expenditure - support for the Bishop, core Diocesan office and other central costs; support for specific mission projects and ministries, including training and continuing ministerial development - and on areas of development within the Diocese and the way in which we function as a Diocese. This review, and the review of support for ministry, which underpinned the budget review as reported to this Synod last year, has enabled a consequent review of Diocesan property holdings and the Board have made recommendations to the Standing Committee. The first of which, is to sell the Diocesan property at Kingswells, originally purchased for outreach work in Kingswells which has long since been discontinued in the form first envisaged when the property was purchased.

I referred in my report to Synod last year of Ian Fraser's planned retirement. Many of you will know that Ian deferred this until the end of March 2019. At the time of writing we are in the process of recruiting a new Assistant Diocesan Treasurer. The Board is grateful for all Ian has done over the last 15 years. Having seen through the budget review and the move of the Diocesan Office, Ian can retire with a feeling of "job done".

The focus of the Board's work in the coming year will be to consolidate the work done on the budget review and to consider the possibility of streamlining some functions through working with neighbouring Dioceses.

**Lorraine Paisey - Convener**

## **Presentation & Adoption of Annual Accounts – see Page 15 & 16**

### **Diocesan Treasurer's Report**

#### **Financial Review**

The Diocese's budget for 2017/18 was for a deficit of £23,500. The actual out-turn before gains and losses on the Diocesan investment portfolio is a deficit of £35,000, which comprises a deficit of £13,000 on unrestricted funds and £22,000 on restricted funds.

The major items of expenditure above budget were on refurbishment of the Bishop's house and on legal fees. As is customary, the Diocese planned to redecorate Ashley House during the Episcopal interregnum. Additional expenditure was incurred on repairs to the drainage system, which have been a long-standing problem and it is hoped that the expenditure on investigating this and necessary repairs has resolved this.

The Diocese incurred unbudgeted legal fees for two issues in 2017/18: a claim made against the Diocese under the recent extension of the time in which people can claim for historic sexual abuse. The legal research work was used to demonstrate conclusively that the Diocese was not legally or otherwise responsible for the institution in which the alleged offences took place. The second issue on which additional legal fees were incurred was investigating the legal situation if Westhill Community Church decide to leave the Scottish Episcopal Church. This advice has been shared with the Vestry of Westhill CC.

The Diocese's share of costs associated with the Episcopal election and consecration amounted to £20,855 in 2017/18 (£5,368 in 2016/17)

Income from investments increased, reflecting an increase in the sums invested during 2016/17. Grant income decreased, reflecting the reduction in grant support from the Province for Mission and Ministry. This reduction has been a feature of the budget review exercise carried out by the Diocese. It still remains the case that the Diocese spends considerably more than the grant from the Province in supporting Mission and Ministry.

Overall the diocese incurred a loss of £28,000 in the value of the Diocesan investment portfolio. This coupled with the deficit of income over expenditure resulted in a loss in the net worth of the Diocese of £64,000 over the year.

The Balance Sheet position remains healthy, with property valued at £0.8 million and investments with a book value of £1.8m. Creditors of £67,000 due within one year are comfortably covered by current assets of £351,000.

#### **Future developments**

The Diocese has recently agreed a three year budget which reflects the intention to balance the Diocesan budget by 2019/20 and will monitor progress against that budget during the coming year. The property portfolio has been reviewed, and the performance of investment portfolio will be scrutinised. Any future developments will be informed by the Diocesan Mission Strategy.

**Lorraine Paisey – Hon Diocesan Treasurer**

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 OCTOBER 2018

SCOTTISH EPISCOPAL CHURCH - DIOCESE OF ABERDEEN AND ORKNEY  
STATEMENT OF FINANCIAL ACTIVITIES - AT 31 OCTOBER, 2018

	2018			2017		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	funds	funds	Funds	funds	funds	Funds
	£	£	£	£	£	£
<b>Income and endowments from:</b>						
Donations and legacies	28,155		28,155	29,990		29,990
Investments	71,943	5,081	77,024	68,337	4,936	73,273
Charitable activities:			0			0
Grants	102,716	18,817	121,533	124,829	8,497	133,326
Income from charges	213,879		213,879	207,001		207,001
<b>Total income</b>	<b>416,693</b>	<b>23,898</b>	<b>440,591</b>	<b>430,157</b>	<b>13,433</b>	<b>443,590</b>
<b>Expenditure on:</b>						
Raising funds (investment management costs)t	11,376		11,376	11,335		11,335
Charitable activities:						0
Grants payable	99,253	1,528	100,781	117,403	1,201	118,604
Other charitable activities	319,080	44,359	363,439	249,010	7,295	256,305
<b>Total</b>	<b>429,709</b>	<b>45,887</b>	<b>475,596</b>	<b>377,748</b>	<b>8,496</b>	<b>386,244</b>
Net gains/losses on investments	(30,562)	2,163	(28,399)	79,778	21,233	101,011
Net income/expenditure	(43,578)	(19,826)	(63,404)	132,187	26,170	158,357
Transfers between funds	(34,283)	34,283	0	2,425	(2,425)	0
<b>Net movement in funds</b>	<b>(77,861)</b>	<b>14,457</b>	<b>(63,404)</b>	<b>134,612</b>	<b>23,745</b>	<b>158,357</b>
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>	<b>2,761,474</b>	<b>214,287</b>	<b>2,975,761</b>	<b>2,626,862</b>	<b>190,542</b>	<b>2,817,404</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>2,683,613</b>	<b>228,744</b>	<b>2,912,357</b>	<b>2,761,474</b>	<b>214,287</b>	<b>2,975,761</b>



**SCOTTISH EPISCOPAL CHURCH - DIOCESE OF ABERDEEN AND ORKNEY**  
**BALANCE SHEET AT 31 OCTOBER, 2018**

	2018			2017		
	Unrestricted funds £	Restricted funds £	Total Funds £	Unrestricted funds £	Restricted funds £	Total Funds £
<b>FIXED ASSETS</b>						
Tangible assets	811,911.06		811,911.06	810,392.20		810,392.20
Investments	1,638,734.41	177,657.65	1,816,392.06	1,680,671.68	175,494.39	1,856,166.07
	2,450,645.47	177,657.65	2,628,303.12	2,491,063.88	175,494.39	2,666,558.27
<b>CURRENT ASSETS</b>						
Debtors	46,866.26	768.45	47,634.71	57,113.32	452.35	57,565.67
Cash at bank	250,380.39	52,658.45	303,038.84	282,331.92	40,559.93	322,891.85
	297,246.65	53,426.90	350,673.55	339,445.24	41,012.28	380,457.52
<b>CREDITORS</b>						
<b>Amounts falling due within one year</b>	(64,280.50)	(2,338.03)	(66,618.53)	(69,037.96)	(2,216.67)	(71,254.63)
	232,966.15	51,088.87	284,055.02	270,407.28	38,795.61	309,202.89
<b>NET CURRENT ASSETS</b>						
	2,683,611.62	228,746.52	2,912,358.14	2,761,471.16	214,290.00	2,975,761.16
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>						
	<b>2,683,611.62</b>	<b>228,746.52</b>	<b>2,912,358.14</b>	<b>2,761,471.16</b>	<b>214,290.00</b>	<b>2,975,761.16</b>
<b>FUNDS</b>						
Funds b/f			2,683,611.62			2,761,471.16
Surplus/(deficit): current year			228,746.52			214,290.00
<b>TOTAL FUNDS</b>			<b>2,912,358.14</b>			<b>2,975,761.16</b>

## ❖ Other Reports

### ❖ Standing Committee

The Standing Committee meetings through the year were concerned with helping the Bishop to come into role and understand the diocese, as well as exercising the required scrutiny and oversight with regard to property and finances. In addition, considerable time has been given to matters related to Westhill Community Church, and their proposed departure from the SEC. The Standing Committee was supportive of the proposal to move the Diocesan Office in the city, and also gave attention to the changes of the General Data Protection Regulations.

**Bishop Anne Dyer**

### ❖ Diocesan Trustees

The Diocesan Trustees met once in the year.

**Bishop Anne Dyer**

### ❖ Cathedral Chapter

The Cathedral Chapter has met three times. During the year three new canons were installed, so joined Chapter – Canon Neil Brice, Canon Capt Gerry Bowyer and Canon Vittoria Hancock. The Cathedral is actively exploring ways of connecting with the diocese through the participation of all the canons in Cathedral worship.

**Bishop Anne Dyer**

### ❖ Mission & Ministry Board Reports

#### **Warden of Lay Readers**

There are 13 Lay Readers in the Diocese, but sadly none either in training or in the process of discernment. This is a cause for concern which is also experienced in other dioceses .

Our LR tea was held in May when we could meet and talk with Bishop Anne, before going on to renew our vows in the cathedral within a magnificent Choral Festival.

It is with regret that we bid farewell to Alan Finch who is to move to Caithness. Alan has served faithfully for over 20 years as a LR at St Clement's , Mastrick, and when needed at other churches within the city. We wish both Alan and Margaret every blessing in their new home.

**Avril Hern - Warden of Lay Readers**

#### **Director of Ordinands**

The numbers of people exploring vocation to ordained ministry within the diocese of Aberdeen and Orkney has decreased over the last year. Some have discerned that ordained ministry is not the vocation for them at this time, others have moved on from the diocese and still others are exploring other vocations. At the moment there are 5 people I am aware of and in communication with who are working through the discernment process at different levels. We currently have three ordinands in training, two for the office of priest, and one for the permanent diaconate.

I am grateful for all those in the diocese who encourage prospective candidates, and those who offer their time and skills to talk and meet with those in the process of discernment.

As DDO, I have met with the Provincial Director of Ordinands in the General Synod Office, attended a DDO's consultation, and been part of a Provincial Panel in Edinburgh. The system of discernment and selection will be changing this year, making it more suited to the needs of the SEC and of this diocese.

As I prepare to step down from the post of DDO from Easter 2019, I would like to thank all those who have supported and helped me over the last five years, my colleagues, members of discernment groups, and those offering their time to give spiritual direction, particularly Carole Phelan and especially the members of the Vocation and Formation Group for their continuing encouragement.

**Vittoria Hancock**

**Church in Society** – no report.

## ❖ **Information & Communication**

Centrepost has continued, with ten editions this year. Special thanks is due to June MacCormack who has stepped down following the December 2018/January 2019 edition after more than twenty years in the role. Following June's retirement from this role, I will be producing Centrepost until a new editor can be found.

Northern Light continues to produce four editions each year under the leadership of the editor, Michael Price. Copies continue to be available from churches, as well as online on the website and social media channels. Thanks to Avril Scott, who retired as Bishop's PA in May, for collating Northern Light during her time in post. At present, it is my responsibility to work with the editorial team to produce Northern Light.

In the summer edition, we trialled a large print edition of Northern Light, with around 40 copies distributed. We received insufficient feedback to allow us to justify the extra expenditure of continuing this, but copies are currently printed in house on demand for those who have requested them. If individuals wish to have these copies, please email me, and I will distribute them as required.

During the year, we have become aware that piles of Northern Light sit unread at the back of many churches, so the number of copies distributed has been reduced by 24%. For this, and other reasons, I am beginning a review of the Diocesan use of print media to see whether our current publications fit our needs. This is the first such review for several years.

On our website there have been a few small upgrades this year, particularly to make room for the Bishop's Picturing Prayer series which has been a popular addition.

Our Facebook following has grown significantly over 2018, with the number of page likes increasing by around 25% from 477 to 639. Many of these likes will be due to the arrival of Bishop Anne, but numbers have continued to grow steadily throughout the year.

Our Twitter feed is currently operating at a basic level with a few regular posts each year. Thanks is due to Carol Graham who stepped down during the year as our lead editor on Twitter. Carol was instrumental in developing the Diocese's use of Twitter, having been involved since the Diocese first began to use Twitter.

I continue to cover events, providing photography and videography and other IT services as appropriate. I am grateful to Elizabeth Mills who supports with an extra pair of hands to operate the technology as required. During the year, I have been increasingly looking for opportunities for livestreaming at Diocesan services, using Facebook Live. However, there have been some difficulties with this, and we are currently investigating how we can solve the issues that we have encountered to ensure, where possible, that we are sharing quality material online.

As always, I remain available to support congregations and diocesan groups with a wide range of communication matters. There are currently no communications workshops planned, but I would be interested to hear what topics would be helpful for churches, webmasters and communications teams for any future communication workshops.

I am grateful to those who have helped with providing content. It is a priority in 2019 to find ways of gathering an increasing range of content, and to share more stories about the good work that takes place across the diocese.

I am also grateful to all the whole communications team who have worked with me this year, without whom much of the work I report on would not be possible, and I look forward to another year, with a range of different challenges ahead.

## **Mary McKinnell - Diocesan IT Officer**

- ❖ **Spirituality** - No report.
- ❖ **Overseas Task Group** – No report
- ❖ **Congregational Development**– No report

- ❖ **Child and Vulnerable Adults Protection Report**  
**Scotland wide Safeguarding Audit**

There were no requests made for Safeguarding checklists returns from each congregation this year as a Scotland wide audit was carried out. There was a high response of 90%.

Information collected is currently being worked on and a report will be prepared and passed to the Provincial Committee for agreement and signing before being circulated widely.

### **Training Day**

Safeguarding training has been organised and will be presented by Donald Urquhart and Daphne Audsley (Provincial Officers) on Thursday 28th February 10am - 3pm at Cafe@Credo, John Street, Aberdeen.

### **Annual Provincial Meeting of Diocesan PVG Officers**

On the 17th November, Tom and Val attended the Annual Diocesan Protection Officers meeting in Perth. A range of issues were discussed including the introduction of new PVG regulations. It is anticipated that Roadshows will be organised when these new regulations are in place.

### **Resources**

The Provincial website contains an excellent Safeguarding section. The Diocese holds a range of paper copies of existing documents.

### **New Co Ordinators**

Please ensure both Tom, Val and the Diocesan Office are informed of any changes in personnel and contact details.

### **Contact**

Tom Ferguson and Val Steele may be contacted through the Diocesan Office. Emergencies should be referred directly to Provincial Officers in Edinburgh.

**Tom Ferguson & Val Steele – Diocesan PVG Officers**

- ❖ **Area Groups**

#### **Aberdeen City Centre Group**

The Group has not met during the past year.

**Emsley Nimmo - Convenor**

**North East Scotland College** – no report

**North Area Group** – no report

#### **Donside/Deeside Area Group**

This group has met 4 times during the past year.

- ❖ **Buildings Advisory Committee**

The Committee has been active throughout the past year, making site visits to various churches in the Diocese. Advice has been given when requested in terms of Canon 35.

It is essential that Vestries seek the approval of the Committee before any work is undertaken in regard to the structure, furnishings, décor, lighting or heating systems of Church Buildings and Rectories (if they are attached or adjacent to the church).

The Committee consists of the Dean (Convenor, Sede Vacante), Mr Hugh Symmons and Mr John Whittall (Acting Convenor at present).

**John Whittall – Acting Convenor**

#### ❖ **Boundaries Committee**

The Boundaries Committee has not met during the past year.

The Committee consists of the Dean (Convenor, Sede Vacante), The Bishop, Dr David Bertie and Mr Stuart Donald.

**John Whittall**

#### ❖ **The Mother's Union**

We have now successfully deregistered as a charity and now come under the banner of "The Mothers' Union" in the Province or the "Worldwide Mothers' Union" charity registration. Two of our Nigerian members are taking on the role of President and Treasurer. They are Chioma Ojinna and Julie Nwajiuba Chikanma. Sadly Anthonia Anudu who was going to be our secretary has moved to Edinburgh.

Chioma and I have met with Bishop Anne and Deborah Munday, Diocesan President of Moray Ross and Caithness. After much discussion it was agreed that we work towards merging the Mothers' Union in the 2 dioceses.

Our membership is dropping and we now have 67 paid members. We would welcome more, so if there is anyone out there with a desire to join a group with a wide range of activities, both spiritually and practically, then please contact us through the diocesan office. We are saddened by the death of a number of our very elderly members but can still boast a wide age range.

We funded holidays for two families in the summer and have received feedback from all of them, telling us how much they benefitted from having a week away. We helped fund a child with a school trip and report back from parents and teacher were very favourable. They now have a confident, extrovert child instead of the shy introverted little boy that he was.

We sent more Welcome Trays to Grampian Women's Aid and have again started to do toilet bags now that they have used the mountain of bags we had previously provided. We continue with knitting for the Neo Natal Unit and are now accepting children's clothing which is given to the Children's Hospital.

Our Prayer Group now meets in the John Skinner Centre on the third Tuesday of the month at 2.30 p.m. when we have prayers and fellowship and update requests for prayer. Our prayer circle currently has fourteen members from throughout the diocese, but more would be welcome.

We had a visit from members in Elgin who joined us for a buffet lunch in St Mary's Church Hall. We had a service in church after lunch at which a collection of £110 was raised for the Summer of Hope Appeal. Since then a member has held an open house Morning Coffee and Afternoon Tea and raised £426 for Summer of Hope. A total of £650 was sent to the appeal.

Can I ask for your prayers as we seek to move forward with new people making decisions for the Mothers' Union in the Diocese.

**Chris Crosley Acting Diocesan President**

#### ❖ **Chaplaincies**

##### **Hospital Chaplaincy**

The Revd Joan Lyon served as the SEC hospital chaplain through to September 2018. At her departure designated funding to be directed to the SEC was withdrawn because of a reshaping of chaplaincy provision. From October 2018 the first contact for the hospitals requiring pastoral support for Episcopalians has been Revd Terry Taggart.

**Anne Dyer - Bishop**

**University of Aberdeen** –No report

**Robert Gordon University**

**RGU Chaplaincy Report** – No report

**RGU Chaplaincy Report 2017-18**

**Introduction:** RGU Chaplaincy Service is an integral part of the University Student Support, supporting students from the point of entry at the Student Welcome and Orientation Events to the day they proudly graduate with the grand Graduation Ceremony.

**Welcome & Hospitality:** Creating and sustaining positive learning environment for each student is the primary objective of the Chaplaincy. Meeting students at the arrival and registration and creating opportunities for meeting others, both fellow students and staff creates an atmosphere of hospitality. Reassuring students, away from home, helping to settle in alien environment, assisting with challenging situations are part of the Chaplaincy service.

**Remembrance Day event:** The Chaplain continuing the success of the previous years organised the Act of Remembrance at the Garth Dee Campus in November 2017. As in previous years, the response was good. The 2018 event will be held on the 9<sup>th</sup> of November which is the university working day close to the centenary observance.

**Christmas Carol Service:** The Chaplain organised the Christmas Carol Service in its new venue which proved to be successful. It brings the University community and the local Garthdee community together. It is a true RGU family event where staff children from the Tree Tops Early Learning Centre take part in the service and the University Choir lead the singing.

**Graduation Ceremonies:** The Chaplain leads prayers at each ceremony and receives excellent feedback from the students and their family. The feedback confirms that this impacts the morale of the students at a point in their lives which sets them up for a new beginning. A feedback this year highlighted the quality of the Ceremony and the inspirational nature of which sound balance of spirituality and language without religious overtones.

**Crisis support:** There is evidence that mental health issues among young people is on the increase and students seek help more readily now than before. The Chaplain continues to offer crisis support in times of family bereavement and mental health issues. The past year had been a period of anxiety and challenge for a number of staff and students. Chaplain visited staff and students during their admission to the hospital with mental health issues.

**Bereavement support:** Supporting students and staff through bereavement, especially international students who feel unable to grieve properly outside their social unit remains another core activity. Some received a number of meeting sessions to work through bereavement while others found informal conversation over a cup of coffee, most helpful. The Chaplain also creates support network through local churches, should the staff or students concerned have religious affiliations.

**Kaim Cottage:** This remains a place for quiet, prayer, reflection and tranquillity, used daily by staff and students of all Faiths and none. There are daily prayer gatherings of the Islamic staff and students and weekly gathering of students and staff of Christian faith. The Chaplain meets weekly with staff and students for

reflections and prayer both within and out with the campus. Access to the Multi-Faith rooms are obscure and isolated. The vision of the Director of Student Life and his team for improving the facilities is a positive step forward. It is hoped that the steps taken by the team would help the RGU Community greatly.

**Rites of Passage:** The chaplain continues to assist staff and students of Christian faith with Weddings and Funerals. Kings College Chapel in Old Aberdeen remains a popular location for weddings. The Chaplain, however, continues to hope, develop a venue for weddings within the Garthdee Campus which has extraordinary setting for romantic weddings and reception. This has potential for developing into a popular venue for weddings, both for the RGU community and beyond.

**Spirituality Workshop:** The Chaplain continues to offer seminars on spiritual wellbeing in a learning environment like RGU. He continues to promote positive engagement with nature now amplified by the single campus in beautiful natural surroundings. He is working with local groups which offer networking for walking and trekking.

**Recommendations:** It had been suggested by several staff that the Chaplaincy Services should be made available to the RGU Community as a whole, beyond the Student Services. While working with the local Faith communities is rewarding, there is immense potential to develop a dedicated multi-faith venue in the community close to the university. Visibility of the Chaplaincy is gradually increasing and efforts are being made to improve this through public events and good communication. This would require greater commitment in time and effort.

**Acknowledgements:** The Chaplain is deeply indebted to the support and encouragement of the Principal and the Director of Student Life, Filippo Antoniazzi. There are a number of staff who through their active support make the Chaplaincy vibrant and visible. The friendly faces of many support staff around the campus make the weekly walks through the campus, pastorally valuable. The regular participation of the denominational and multi faith chaplains in prayers and public events are invaluable. The chaplain acknowledges in particular, the support of Mark Taylor of Dee Street Synagogue, Imam Emad Jedah of the Crown Terrace Mosque, Revd Gary Smith of the Baptist Church, Revd John McNeil of the Methodist Church, John Amalanand of the Garthdee Parish Church and Fr Jakub of the Roman Catholic Church.

**Isaac Poobalan, Chaplain, RGU**

#### **North East Scotland College -**

St Margaret's continues its partnership with the College, the Doric Festival and Christmas in particular. The official Chaplaincy is in abeyance at the present time.

**Emsley Nimmo – Chaplain North East Scotland College**

**Prison Chaplaincy in HMP & YOI Grampian** – No report

**Seafarers** – No report

#### **Diocesan Library and Archives**

Life goes on apace at the archives with the occasional 'find' which makes valuable additions to the canon of work which has been done by all the Diocesan Librarians since the nineteenth century. The offer of the two American Prayer Books was a case in point and they make an important addition to our American Collection. I would be grateful for any such contributions, particularly, old editions of Aberdeen & Buchan Churchman. We now have over 50 scrap-books of press cuttings which have been contributed since 1884 and a small group continues to collate ecclesiastical news in our Scrapbooks. I wish to thank the following readers who donate newspapers to us free of charge: Mrs Margaret Corbett and Mr Douglas Merson [Aberdeen Press and Journal readers]; Mr Walter Duncan [Evening Express Reader] and Mr John Souter [Scottish Daily Mail reader]; I would like to particularly mention Ms Katharine Stout of Aberdeen Public Library Information Department who

facilitates a continuing supply of the Daily Telegraph; the Sunday Telegraph; and the Scotsman and Scotland on Sunday]. These public spirited people/institutions have all made valuable contributions during the year. I would like to make a display of scrapbooks, but copyright precludes a public display of cuttings printed from 1949 onwards in our new web-site, which we hope to launch later this year.

I would, as always, like to thank and commend all the very loyal band of helpers who volunteer each week sometimes more than once a week to help me with the task of organizing the Library and Archives. I continue to be indebted to Bill Tennant who spends much time on the husbanding of diocesan Sacramental Records and in the reading rooms of Special Collections at The Sir Duncan Rice Library at King's College. Also those who turn up or contribute in the field so faithfully at my request: Jean Leiper; Irene Wells; Leigh Barrett; John MacCormack; Ken Page; and from time to time, for helpful advice from Gerald Stranraer-Mull; Kenneth Chilles; and David Welch (organ historian). Other contacts such as Caroline Brown, archivist of Dundee University, and her staff who provide me with support and advice on the Skinner/Wilson Collections and other Aberdeen Diocesan material in the Christie Collection which is deposited at Dundee.; I would also like to thank numerous other archivists and librarians, with whom I have regular contact nationally and internationally including Connecticut, whose long standing archivist, Margaret B. Smith has now retired and was replaced by Gregory D. Farr

I would also like to thank Michelle Gait, Reading Room Manager and the staff of the Woolfson Reading Room at Aberdeen University for all their help during the year. In the same vein, I must also thank Andrew macGregor, archivist, at Aberdeen University, and Ruairaidh Wishart and his staff at the City Archives for all their help.

I would also like to record my thanks the Diocesan Office Staff, Mrs Avril Scott and Mrs Maureen Lerche, Mr Ian Fraser and Miss Mary McKinnell our IT specialist who is helping us to launch our proposed web-site to showcase the depth and scope of our work.

***Stuart Donald (Honorary Diocesan Archivist)***



## ❖ **Information & Communication**

Canons for the First Reading : Canon 52 – Section 23

Discussion followed by Vote.

### **CANON 52**

#### **INFORMATION AND COMMUNICATIONS**

##### **GOVERNANCE AND STRUCTURE**

*This paper proposes a new arrangement in the governance and implementation of communications at Provincial level of the Church. It was debated at the General Synod in 2018.*

The ways in which people communicate have developed significantly, not least in the use of social media and the demand for 24 hour communications and sharing of information. This, aligned with the international stage that the Scottish Episcopal Church (SEC) has been placed on over recent years, requires the Church to ensure it is fully equipped to respond to new and increasing demands in communication. The change in the Communications Officer's role to that of Director of Communications was the first stage in recognising a need to create a more professionalised approach in the way the Church manages its communications. It also altered the role of the Information & Communication (I&C) Board in relationship to the Director who now takes the lead in identifying and implementing the Church's communications priorities, rather than the reverse role of Officer supporting the Board. The appointment of a part-time Digital Communications Co-ordinator, reporting to and working with the Director of Communications, provides the basis for the SEC to increase its digital and social media presence and the development of a growing online community. The current climate in which we operate demands that communications be supported by appropriately qualified and experienced people. A Board appointed to meet a requirement for diocesan representation cannot be guaranteed to provide an adequate mechanism of support or skills to meet this demand. In recognising that in its current format it is not best placed to adequately support the increasing priorities and pressures of internal and external communications, the I&C Board carried out a review and resolved that:

- A Communications Strategy be presented to General Synod 2018, in consultation with the College of Bishops and Standing Committee.
- The two-year process to dissolve the I&C Board commence at General Synod 2018.
- Prior to its dissolution, the I&C Board continue to work with the Director of Communications in identifying potential projects and specific tasks and appoint appropriate people to work on various short-term projects when required (eg production of marketing material and website review); this could be carried out either by some current Board members or other people across the Province with relevant and required skills, expertise and experience.
- The Director of Communications attend meetings of the College of Bishops and Standing Committee to report on communications and to discuss any amendments in implementing the Communications Strategy and addressing changing priorities and demands.

Dissolution of the I&C Board would mean that governance in relation to communication matters would fall under the oversight of the Standing Committee. The Director of Communications would be accountable to the Standing Committee, under the direct line management of the Secretary General. This new structure of governance would have a number of benefits. In particular it would allow:

1. Decisions relating to communications to be more streamlined and taken more quickly - by people with particular awareness of what impact such decisions might have on the SEC more widely (ie the Standing Committee) and who have the experience and authority to deliver governance as a whole. To an extent

part of this already happens as strategic I&C decisions require to be made by the Standing Committee; therefore the Director of Communications working directly with the Standing Committee, rather than I&C Board, would remove an unnecessary level or layer of duplication.

2. A more direct and efficient delivery of internal communications and sharing of information and discussion of priorities, given membership of the Standing Committee is representative of all boards and committees of the General Synod of the SEC.
- 3 The appointment by Standing Committee of relevant people to work on various short-term projects and specific operations, alongside the Director of Communications, when required.
4. Auditing of the communications budget (possibly carried out by a nominated individual on Standing Committee, liaising with the Director of Communications) and addressing and scrutinising specific matters relating to budget.
5. Enhanced ability to manage the risk of reputational damage to the SEC, which requires great skill and clear accountability. Standing Committee is well placed to provide oversight in this area to the Director of Communications, as it is Standing Committee that has the overall responsibility for provincial risk assessment and good governance.

At each meeting of the Standing Committee, the Director of Communications would present a forward month by month plan of communications activity and a review of its delivery and measurement thereafter, and be held to account in how this reflects the Communications Strategy and the SEC's priorities, as identified by the Boards and Committees of the General Synod of the SEC.

The change in structure of communications within the SEC would mean that opportunities and issues relating to a range of matters could be considered, managed, and implemented more swiftly in consultation with those appointed to represent the wider church, and its governance, rather than those appointed only on a diocesan representation basis. However, dissolving the I&C Board and the consequent loss of diocesan representation would not mean that there would be no contact between province and dioceses in the area of communications. The Director of Communications would continue to have regular contact with each of the diocesan bishops and diocesan offices who would be able to feed directly into the relevant diocesan structures issues for consideration, consultation or action as appropriate. It is the intention of the Communications team to host occasional workshops on aspects of communications which relevant people from across dioceses could attend.

Following dissolution of the I&C Board (in June 2019, after a canonical second reading) for the purposes of governance, an annual report of what the Communications team achieves throughout the year would be produced by the Director of Communications and this would form part of the Standing Committee's report to General Synod each year.

# Dissolving the Information and Communication (I&C) Board

At the 2018 General Synod Meeting, Synod voted for the first reading of the proposal to dissolve the I&C Board. This canonical change comes to Diocesan Synods for consultation before the final vote in General Synod in 2019. There was a request made at General Synod for the I&C Board to give some proposal of what might come after the dissolution of the Board, in terms of practice, governance and structure.

The Board engaged in a consultation process involving all provincial boards, committees, diocesan offices and Bishops, with a view to learning (a) what questions and concerns were had about the dissolution of the board and (b) discerning more clearly what communications needs are and how they can be addressed in the future.

The I&C Board has made a preliminary proposal as to the future, which can be found at the end of this document. It should be emphasised that it is not for the Board to determine what comes after it – that is the decision of Synod, and any structures suggested can be changed at any time by General Synod. The proposal that is being voted on is simply to dissolve the board.

Below are the responses the Board would like to make to some questions which arose both in Synod and in the consultation process.

## ***If the Board is dissolved, who will do the communications work?***

The short answer is that it will continue exactly as it is. All of the day-to-day work of Communications is done by the two paid officers, the Director of Communications and the Digital Communications Co-ordinator.

As in virtually every other organisation (including other churches and non-profits), the work of communications both operationally and strategically is managed by professionals. In a 24/7 news world, this not only makes sense but provides the greatest ability to respond and serve the interests of the members of the Scottish Episcopal Church (SEC).

The work performed for such areas of communication as pisky.scot, Social Media, Inspires online, website and news, these have always been handled by the communications office, operating on a daily basis, and will continue.

## ***What about future large pieces of work?***

In the past the Board undertook specific tasks, such as re-designing the website, and authorising the move to different providers etc. However the Board often found the skill sets needed were not always matched by the available personnel. Therefore, significant pieces of work were handed to authorised task groups, with a clear brief and a recognised time-limitation. We feel this is a good model to continue.

Recent groups include the website revision, and the SEC Introductory video of 2017. Most projects like these require people with good knowledge of the subject matter as well as some expertise in what is practical. This saves time and money and is focussed on finding the right expertise and skill base for diverse projects.

## ***How can dioceses influence/interact the work of communications if they have no representatives on a Board?***

***A common concern about dissolving the board is that there is no clear path for the dioceses to have input in provincial policy.***

The consultation showed there was a general need for the work of Provincial Boards and Committees to be better communicated and the Board feels there are better ways forward in addressing the link between dioceses and Province.

One aspect the Board envisages being useful is an informal network of diocesan-tiered individuals concerned with digital communications. This is currently happening.

This is, though, dependent on the willingness and cooperation of our dioceses, and must be recognised that where individuals are appointed on the basis of IT experience, this does not necessarily cover the realm of communications, so thought must be given to identifying the right people to be part of such a network.

### **Who's in charge?**

There have been various questions raised which focus around the issue of governance, responsibility and policy – i.e. without a Board, who dictates policy and strategy, who sets and approves the budget, who gets to make decisions, and who can question those decision-makers?

### *Budget*

That Board's budget does not include staff wages, but is centred around publications, website etc. Any significant changes to budget or to policy, e.g. the design/redesign of the website, Inspires magazine, communications strategy etc. has always gone to Standing Committee for approval. This will not change.

### *Policy and Strategy*

Currently governance over policy and strategy has rested with Standing Committee, and this will not change. However the proposals below seek to enable more consultation with dioceses and charges, not only on a communications level but with every other aspect of provincial work.

### *Decision making*

Any key changes which have taken place in recent years (e.g. the redesign of the website, the introduction of inspires online and Pisky.scot, the ending of inspires magazine, the production of a Communications Strategy etc) have been reported to General Synod, and it is envisaged that this will not change. General Synod will therefore continue to be able to question decisions made and to influence future decisions.

### **Outline for the future**

As mentioned above, it is not within the gift of the I&C Board to determine what comes after its dissolution. However it is clear from feedback that Synod and others would welcome a proposal for how good communications might be maintained and improved following the Board's dissolution.

With that desire in mind, and based on the consultation process detailed previously, the Board proposes the following:

- 1) Every diocese currently has someone responsible for information and communication. Three dioceses have paid positions in this role. We envisage the province will provide some budget for a group of Diocesan Information and Communications practitioners to meet with the Director of Communications and the Digital Communications Co-ordinator to share best practice, to mutually support and encourage one another and where possible to share resources, both in terms of IT and expertise.
- 2) In the past, time limited working groups have been formed by consulting dioceses for resources, in terms of writing, video, and accessibility. Such groups have included the production of the provincial video and the redesign of the website. It is hoped that Dioceses have good knowledge of the resources available to them, so they may be called upon when asked.
- 3) We would propose that each Board and Committee has communications as a standing item on the agenda, for the purposes of facilitating good and appropriate communication and consultation, using the advice of the Director of Communications.
- 4) Each Board or Committee would provide a brief précis of the main work of each Board or Committee, which can be publicised through appropriate provincial channels, with the aim of promoting the work of those Boards across the SEC.
- 5) Congregations have the responsibility to develop and maintain their own websites and digital communication platforms. When necessary and appropriate, the dioceses may be able to help, and the network and IT practitioners can share good practice.

6) The Standing Committee, consisting as it does of some elected members of Synod, Conveners of each Board and two Bishops would be responsible for:

- a) Ensuring good communication as described above is taking place in each Board and Committee
- b) Appointing working groups for specific tasks as need arises for projects
- c) Overseeing when deemed necessary reviews of the Communications Strategy

These proposals are a suggestion for future. They stand outside the proposal for dissolving the Board. It may be that more work needs to be done in terms of discerning best practice for good internal communications between dioceses, charges and province. However we would emphasise that even without any of these processes taking place, the good work which is currently done in terms of communications would continue through the work of the Director of Communications and the Digital Communications Co-ordinator.

**Information and Communication Board  
February 2019**

**From: General Synod Office : 08.02.2019**

## **CANON FIFTY-TWO OF THE GENERAL SYNOD**

*The current text of Canon 52, Section 23 is set out below for information. The text to be deleted is scored through.*

### **23. BOARDS AND COMMITTEES**

Without prejudice to its right of appointment of Special Committees, the General Synod shall appoint with such duties as it sees fit, a Standing Committee, a Faith and Order Board, a Mission Board, an Administration Board, ~~an Information and Communication Board~~, a Board of the Scottish Episcopal Institute (to be known as the Institute Council), and the Provincial Buildings Committee as provided for under Canon 35, Section 1 and which shall include persons with expert knowledge of architecture, ecclesiastical artefacts and liturgy.