

At Edinburgh, and within Palmerston Place Parish Church, the first day of December 2009, the Presbytery of Edinburgh met and was constituted with prayer.

Sederunt

Rev W Peter Graham, Moderator, Rev Dr George J Whyte, Clerk, and others, Ministers, Deacons and Elders as in the Register of Attendance.

## 1. ROLL OF PRESBYTERY

### 1.1 Tribute

Rev Alistair McGregor paid tribute to the late Miss Jean Potts DCS who died on 12<sup>th</sup> November 2009.

Jean Potts, who died on the 12<sup>th</sup> of November served as a Deaconess in this Presbytery for over 20 years and will be known to many here.

If her life, both before the Diaconate and after, could be summed up in one word it would be "caring".

She was brought up in the Borders, near Hexham, where she went to the local school: but aged 18 there came a turning point in her life. She came to Edinburgh and one evening while here, went to listen to an open-air preacher at the foot of the Mound. From then on her life changed: she became a Christian and volunteered for work with the Overseas Missionary Society.

She spent time with them in Europe but returned in due course to Edinburgh to work as a seamstress with a quality clothing firm, progressing to becoming a supervisor.

However when the company closed its Edinburgh operation to move south, Jean reached a second turning-point in her life and applied to the Church of Scotland to become a Deaconess.

After training at St Colm's she went first to Inverurie but in 1974 returned to Edinburgh to work in Muirhouse, before moving on to North Leith in 1983.

Jean was a bundle of energy: taking food to the housebound; teaching in the Sunday School; taking charge of the Thursday Fellowship for the elderly; filling up her car on a good day to take a group of Leithers to the beach or filling up a whole bus for a weeks stay each year at the Church's holiday house at Tigh-Na-Bruich.

But above all, as a very practical person, she spent hours caring for the elderly, the house-bound and the sick. There are many, many people who have reason to be grateful for her kindness her enthusiasm and her deep Christian faith.

When not working and after her retirement she continued her skill in dress-making and tried her hand at pottery and painting.

She took charge, from time to time, of the Church at Canisbay in Caithness and back in Edinburgh helped at the Edinburgh Chinese Church and at the St Columba's Hospice Shop: all with her usual enthusiasm and commitment.

So we give thanks today for the life of a faithful servant of her Lord and Master, Jesus Christ. And as we do so we also give our deepest sympathy to her sister and brother, her wider family and her many friends on their sad loss.

## 1.2 Welcome

The Moderator welcomed the Rev David Rankin and the Rev Gayle Taylor to their first meeting of Presbytery for ordinary business since their Introductions at Kaimes Lockhart Memorial and Colinton.

## 2. Minutes

The minutes of the meetings held on 3 November and 5 November were submitted and approved.

## 3. Presentation

Mrs Kelly Westbrook, a staff member in the World Council of Churches, addressed the Presbytery on the subject of the International Ecumenical Peace Convocation which will be held in Jamaica in 2011.

Dr Guillermo Kerber also addressed Presbytery on "What peace means to us all". The Moderator thanked Mrs Westbrook and Dr Kerber on behalf of the Presbytery for their presentations.

## 4. Order of Business

The Order of Business, as circulated, was submitted and approved.

## 5. OVERTURE ANENT DISCIPLINE OF ELDERS, READERS AND OFFICE-BEARERS.

### Appendix 1

On behalf of the Superintendence Committee, appointed by Presbytery to consider the Overture anent the Discipline of Elders, Readers and Office-Bearers transmitted under the Barrier Act, it was reported that the Committee recommends approval, with the submission of a comment.

Accordingly it was moved and seconded:

The Presbytery approve the Overture and transmit the comment.

On a vote being taken for and against approval of the Overture and transmission of a comment, there voted For: 178 and Against: 0, and the Presbytery resolved accordingly.

Comment:

The Presbytery appends the following comment to its response: Reference should be made to the fact the elders are ordained for life and that any 'offence' related to the office of Elder may be dealt with under this legislation whether or not the person against whom the complaint is made is in active membership of a Kirk Session.

## 6. Business Committee

The Convener, Rev Tom Gordon, gave in the report.

It was moved, seconded and agreed:

The Presbytery:

## 6.1 Communication Strategy

### Appendix 2

note the draft Communications Strategy and Report, that comments be sent to the Clerk by 18 January 2010.

## 6.2 Craigcrook Mortification

appoint as their representatives on the Board of Trustees of the Craigcrook Mortification to serve for the triennium 2010 to 2012 Mr John Ballantine, Rev Dr Derek Browning, Mr Ronald C Mather, Rev MaryAnn Rennie and Rev Peter Webster.

## 6.3 North Leith

concur in the decision of congregation North Leith Parish Church to adopt the Unitary Constitution and to transmit their application for the issue of a Unitary Constitution to the Delegation of Assembly.

## 6.4 "Holiday" Committee

grant powers to the Moderator, the Convener and Vice Convener of the Business Committee, the Convener of the Superintendence Committee and the Clerk to deal with any urgent business arising between 2 December 2009 and 1 February 2010.

## 6.5 Greenside Parish Church

note with concern the continuing problems with access to Greenside Parish Church due to road restrictions and the city's tram-works, and support the congregation in their approaches to the appropriate authorities.

## 6.6 The Magic Carpet Club, Granton Parish Church

make a grant of £250 from the Sunday School Fund to The Magic Carpet Club at Granton Parish Church to assist with the cost of materials for handwork activities.

## 6.7 Muirhouse St Andrew's

approve the appointment of the Rev Dr Anne T Logan as Interim Moderator at Muirhouse St Andrew's from 7<sup>th</sup> January 2010.

## 6.8 Locum Appointment

note and approve the appointment of the Rev Donald Pirie as locum at Balerno from 1 January 2010.

## 6.9 Discipline

The Presbytery note that the Business Committee has received notice of circumstances indicating that a disciplinary offence may have been committed by a minister and appoint as a Committee to consider the circumstances and, if appropriate, to investigate and prosecute the case the following: Rev Brian Hillsley, Miss Anne Mulligan DCS and Professor Lindsay Sawyer.

## 7. Congregational Business

### 7.1 Polwarth

The Clerk reported that he had received a letter from the Reverend Dr Linda J Dunbar asking leave to demit her charge of Polwarth to take up an appointment as full time locum at Muirhouse St Andrew's Parish Church.

Presbytery agree:

- 1 to release the Reverend Dr Linda J Dunbar from her charge of Polwarth on 7<sup>th</sup> January 2010 to enable her to take up an appointment as full time locum at Muirhouse St Andrew's;
- 2 to declare that the charge of Polwarth will become vacant on 7<sup>th</sup> January 2010;
- 3 to appoint the Rev Colin Sinclair as Interim Moderator from 7<sup>th</sup> January 2010;
- 4 to remit to the Deployment of Resources Committee the vacancy pending at Polwarth for consideration and report;
- 5 to authorise the Clerk to intimate these decisions to the congregation of Polwarth.

The congregation will have the opportunity of expressing their appreciation of Dr Dunbar's ministry at the February meeting of Presbytery.

### 7.2 Portobello and Joppa

The Presbytery resumed consideration of a Parish Grouping between Portobello Old, Portobello St James and Portobello St Philip's Joppa.

Parties were recalled.

The Clerk intimated receipt of an Extract Minute from the Presbytery Planning Task Group of the Ministries Council intimating that the Task Group had agreed to a Parish Grouping for Portobello Old, Portobello St James and Portobello St Philip's Joppa.

Accordingly the Presbytery affirmed their decision of 3 November 2009 and agree to a Parish Grouping for Portobello Old, Portobello St James and Portobello St Philip's Joppa.

From this decision there was no dissent or complaint, or appeal.

### 7.3 St Andrew's & St George's and St George's West

The Presbytery resumed consideration of a Basis of Union between St Andrew's & St George's and St George's West and a Basis of Reviewable Tenure for the united charge.

Parties were recalled.

The Clerk intimated receipt of an Extract Minute from the Presbytery Planning Task Group of the Ministries Council intimating that the Task Group had agreed to a Basis of Union for St Andrew's & St George's and St George's West.

Accordingly the Presbytery affirmed their decision of 3 November 2009 and agree to a Basis of Union for St Andrew's & St George's and St George's West.

From this decision there was no dissent or complaint, or appeal.

## 8. Mission and Discipleship

### Appendix 3

The Convener, Rev Norman Smith, gave in the report.

It was moved, seconded and agreed:

The Presbytery

8.1 receive the Report.

8.2 thank those churches who have responded and encourage those who have not to do so.

8.3 implement recommendations contained in sections 7.6, 7.9, 8.3, 8.5, 8.6, 9.4

8.4 encourage Business Committee to consider the proposals contained in section 10

8.5 commend this paper to Kirk Sessions for study

8.6 thank members of the Mission and Discipleship Group for due diligence

## 9. Property Committee

### Appendix 4

The Convener, Mr Michael Cunliffe, gave in the report.

It was moved, seconded and agreed:

The Presbytery

#### 9.1 St Cuthbert's

grant approval to St Cuthbert's to create additional office space on the first floor landing of the church at an estimated cost of £95,000 plus fees and VAT.

#### 9.2 Leith Wardie

grant approval to Leith Wardie for a new audio-visual installation at a cost of up to £35,000, subject to the agreement of the Committee on Church Art and Architecture, and to the congregation demonstrating that best value in procurement of the installation will be achieved.

#### 9.3 Kaimes Lockhart Memorial

grant approval to Kaimes Lockhart Memorial to apply to the General Trustees for a grant of up to £10,000 from the Central Fabric Fund for a feasibility study into the redevelopment of the church site, and agrees that this work is necessary and suitable.

#### 9.4 Tron Kirk Moredun

agree to the disposal by Tron Kirk Moredun of a small strip of ground to a neighbouring proprietor, subject to the purchaser meeting the cost of erecting and maintaining a new boundary fence.

#### 9.5 Leith St Andrew's

agree to the disposal by Leith St Andrew's of the former Leith St Thomas' Junction Road church and halls.

#### 9.6 Pilrig St Pauls'

grant approval to Pilrig St Paul's to carry out further electrical works to the church and halls at an increased total cost of £78,328 including VAT and fees, and request the General Trustees to release the additional funds from the Consolidated Fabric Fund;

#### 9.7 Leith North

grant approval to Leith North to sell the manse at 6 Craighall Gardens and to purchase a suitable replacement.

## 10. Ministries Committee

The Convener, Rev James Dewar, gave in the report.

It was moved, seconded and agreed:

## The Presbytery

10.1 agree the transfer of the candidature of Mr James J Griggs from Edinburgh to the Presbytery of Lothian. Mr Griggs is serving his Probationary placement at Gladsmuir & Longniddry from 1 January 2010.

### 10.2 Log Books

note that the Clerk and the convener of the Ministries Committee examined the log books of most ministers in charges in September. These were found to be well-kept and clear, by and large. Any individual issues were pointed out to the particular minister at the time. One or two ministers do not keep log books because they do not claim travel expenses as a way of helping the finances of the congregation: as a matter of policy the committee believes that all ministers should claim travel expenses; if they then wish to give the money back to the congregation that is their choice.

10.3 adopt the report of the Ministries Committee as its response to the Ministries Council Consultation on the Future of Tenure and transmit this decision to the Ministries Council.

Rev John Young proposed an amendment to the motion that " with the exception of the comments on the first proposal, which we should replace with a plea to the church to designate all subsequent vacancies as 'restricted' in tenure."

On a vote being taken the motion carried with no amendment.

## Appendix 5

### 11. Unless the Lord Builds the House

The Rev Dr Caroline Lockerbie gave an update on the progress of the "Unless the Lord Builds the House" project. The twelve visits to the pilot churches are now almost complete and a meeting will take place on the 11<sup>th</sup> December for all the Team Leaders to re visit the process and the way forward for the remaining churches.

### 12. World Mission

The Convener, Rev Gavin Elliott, gave in the report.

It was moved, seconded and agreed:

The Presbytery:

12.1 note the challenge of Rt Rev David Lunan to the Presbyteries for each to raise the sum of £10,000 for the HIV/AIDS project and urge all congregations within the bounds to raise funds through 'Souper Sunday' in January 2010.

12.2 approve that the Clerk and Alison Swindells travel to Chennai early in 2010, to negotiate the development of the proposed partnership.

## Appendix 6

### 13. Congregational Finance

The Convener, Mr Brian Moar, gave in the report.

It was moved, seconded and agreed:

The Presbytery:

#### 13.1 Standing Order Dispensation

grant the request of the congregation of Slateford Longstone that they use methods of payment other than monthly standing order to pay their full contributions to central funds from 1 January 2010 and instruct the Clerk to

advise the General Treasurer accordingly.

### 13.2 Voluntary Additional Payments (VAP) 2008

approve the decisions of the Financial Boards for the following congregations to make voluntary additional payments towards stipend in 2010 at the levels indicated to them by the Ministries Council and instruct the Clerk to advise the Ministries Council accordingly: Blackhall St Columba, Corstorphine St Ninian's, Craiglockhart, Cramond, Davidson Mains, Fairmilehead, High(St Giles), Juniper Green, Leith Wardie, Mayfield Salisbury, Murrayfield, Morningside, New Restalrig, Palmerston Place.

### 14. Report of the Clerk

The Clerk, gave in the report.

Commission of Assembly – Fairmilehead

The Clerk intimated that he has received the Extract Minute from the Commission of Assembly which met on 13<sup>th</sup> November 2009 and asked Presbytery to note the decision reached.

Commission of Assembly – 13 November

Extract Minute

Dissent and Complaint of Rev John Munro against a decision of the Presbytery of Edinburgh

The Commission of Assembly took up consideration of the Dissent and Complaint of Rev John Munro against a decision of the Presbytery of Edinburgh dated 30 June 2009 to instruct him to live in the manse of Edinburgh: Fairmilehead.

The Principal Clerk read the relevant part of Standing Order 72.  
Parties were called.

Mr Munro appeared for himself. There appeared for the Presbytery of Edinburgh Rev Tom Gordon, Rev Dr George Whyte, Sheriff Andrew Bell and Mr Charles Godon.

The Commission received the Report of the Investigating Committee appointed by the Legal Questions Committee in terms of Section 5(d)(iii) of Act VI 1997 which was convened by Rev Alan Dunnett.

Rev Dr Martin Scott and Rev John Chalmers were present, representing the Ministries Council.

Parties were heard.  
Questions were asked.  
Parties were removed.

It was moved and seconded

The Commission of Assembly refuse the Dissent and Complaint and uphold the decision of the Presbytery of Edinburgh of 30 June 2009.

It was moved and seconded as a counter- motion

The Commission of Assembly grant the Dissent and Complaint and recall the decision of Presbytery of Edinburgh of 30 June 2009.

The Principal Clerk read the relevant part of Standing Order 72.  
On a vote being taken between the motion and the counter-motion there voted for the motion 65 and for the counter-motion 7, and the Commission of Assembly resolved accordingly.

Parties were recalled and judgement intimated.

Leith St Andrew's  
Intimation that the Unitary Deed has now been issued by the Delegation of Assembly to the Congregation of Leith St Andrew's Parish Church.

#### 14. Adjournment

Adjourned to meet on 24 January 2010 at 10.45am for the service of union between St Andrew's & St George's and St George's West in St George's West and for ordinary business on 2 February 2010 at 6.45 pm in Palmerston Place Church.

Closed with Prayer

Moderator

Clerk

## Appendix 1.

### Background Notes:

The need for the Overture is regretted but recognised as being necessary as it clarifies actions that may be taken in difficult situations (adding to Section 38 of Act 3 of year 2000) and strengthens the hands of Presbytery in clarifying processes including the disposal of complaints. However, the wording of the Overture implies, but does not state, that Elders referred to are members of a Kirk Session. Whilst most Elders are indeed members of Sessions, there are many who are not; they may have moved to another church and not been re-admitted to Session membership; they may have retired on grounds of ill-health, infirmity, disinterest or pressure of other commitments; they may even have chosen to resign from a Session because of a dispute.

Elders are ordained for life and it is possible that a complaint may be raised against an Elder not in active membership of any Session. The proposed Act could be used for any Elder with the exception of Disposal of Complaint 24 (c) as that could not apply to Elders not holding any office or not in membership of a Kirk Session.

## Appendix 2

### Communication Strategy



PRESBYTERY OF EDINBURGH  
**DEVELOPING A COMMUNICATIONS STRATEGY**

### **The Present Position**

Our current approach to communication is business focused so the Presbytery papers are fairly comprehensive giving a good briefing before we meet and letters, extract minutes are dealt with in good time. However, while the website looks good and has much useful information its “internal” features – forums etc. – are not heavily used. The Presbytery Newsletter is a recent addition and while it has been well received it has a limited circulation and is written exclusively by the Clerk. Beyond those involved in Presbytery few in the city – and that includes most of our church members - have any idea that there is such an organisation never mind what that organisation could provide.

In a world where there is so much “communication” Presbytery needs to find ways of working which enhance its common life and which shares all that goes in the Church of Scotland within our city. The institution also needs to be shaped by those it is called to serve and that means an openness to what others say.

### **Good Communication**

Jesus said to them, “Go into all the world and preach the good news to all creation” (Mark 16:15)

Communication lies at the heart of the Christian faith. God reveals His saving purposes in Jesus Christ and his people are tasked with communicating those purposes – that is the Church’s mission. Effective communication is vital to the vocation of being a Christians. If we are to work together as one body then it is fundamental to the life of the Church and the Presbytery.

***The aims of our Communications Strategy should be:***

- § to promote the effective communication of information within the life of the Presbytery
- § to encourage a positive interaction between the life of the Presbytery and the wider community

To take forward these aims in terms of disseminating information we should ask:

- what do we want to communicate?
- with whom do we wish to communicate?
- how do wish to communicate?
- when do we want to communicate?

As a Presbytery we have many things we want to tell others but it is also important that we remember that allowing others to speak to us is of equal importance. Our practice of communication must be both speaking and listening. So there are also these questions:

- § for what should we be watching/listening?
- § to whom should we be paying attention?
- § how can we be attentive and observant?
- § when is it right to look for the views of others?

Set out below are three matrices which set out some answers to these questions.

**Effective Communication within the life of the Presbytery**

WHO? - TARGET AUDIENCE	WHAT? - INFORMATION	HOW? -METHODS	WHEN?
Congregations	Details of events, church life in Edinburgh, resources for local mission, prayer life, vocations, contact details,	<ul style="list-style-type: none"> <li>• Personal - Minister and Presbytery/Freeley elected elders</li> <li>• website</li> <li>• newsletter</li> </ul>	In good time before events Resources constantly accessible with availability highlighted at particular times of the year Contact details kept up to date New people and initiatives shared widely
Kirk Sessions/Boards	Instructions, remits, returns, accounts, training opportunities, vocations, service opportunities	<ul style="list-style-type: none"> <li>• Personal - Minister and Presbytery/Freeley elected elders</li> <li>• letters</li> <li>• extract minutes</li> <li>• newsletter</li> <li>• website</li> </ul>	In good time for Sessions and Boards to act and respond. Paperwork and pro formas available electronically on request or on the website
Members of Presbytery	Meetings – agenda and minutes, papers, committee times and	<ul style="list-style-type: none"> <li>• Monthly mailing</li> <li>• website</li> <li>• newsletter</li> </ul>	In good time for Presbytery meetings but allowing committee’s

	places, new members,	<ul style="list-style-type: none"> <li>meetings</li> </ul>	time for consideration and preparation Dates available on line as far ahead as possible
Central Administration and Other Presbyteries		<ul style="list-style-type: none"> <li>Extract Minutes</li> <li>Letters</li> <li>Meetings</li> </ul>	Extracts posted/e-mailed within two days of the meeting

**To encourage the positive interaction between the life of the Presbytery and the wider community**

WHO?- TARGET AUDIENCE	WHAT? - INFORMATION	HOW? - METHODS	WHEN?
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As a Presbytery we have many things we want to tell others but it is also important that we remember that allowing others to speak to us is of equal importance. Our practice of communication must be both speaking and listening. So there are also these questions:

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Kirk Sessions/Boards	Instructions, remits, returns, accounts, training opportunities, vocations, service opportunities	<ul style="list-style-type: none"> <li>Personal - Minister and Presbytery/Freeley elected elders</li> <li>letters</li> <li>extract minutes</li> <li>newsletter</li> <li>website</li> </ul>	In good time for Sessions and Boards to act and respond. Paperwork and pro formas available electronically on request or on the website
Members of Presbytery	Meetings – agenda and minutes, papers, committee times and places, new members,	<ul style="list-style-type: none"> <li>Monthly mailing</li> <li>website</li> <li>newsletter</li> <li>meetings</li> </ul>	In good time for Presbytery meetings but allowing committee's time for consideration and preparation Dates available on line as far ahead as possible
Central Administration and Other Presbyteries		<ul style="list-style-type: none"> <li>Extract Minutes</li> <li>Letters</li> <li>Meetings</li> </ul>	Extracts posted/e-mailed within two days of the meeting

**To encourage the positive interaction between the life of the Presbytery and the wider community**

WHO?- TARGET AUDIENCE	WHAT? - INFORMATION	HOW? - METHODS	WHEN?
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**Listening to others**

WHO'S SPEAKING?	WHAT MIGHT WE HEAR?	HOW DO WE LISTEN?	WHEN SHOULD WE LISTEN?
Congregations	Good practice and interesting events Troubles and matters of concern Criticism of Presbytery's work	Contact details widely known and up to date Pass on communications from Presbytery Office to relevant convener/committee	Constant access through e-mail/Office phone/answering machine/Clerk's mobile Crucial times of year e.g. start of new term
Kirk Sessions and Boards	Requests for help Responses to instructions Criticism	Contact details widely known and up to date Pass on communications from Presbytery Office to relevant convener/committee	Constant access through e-mail/Office phone/answering machine/Clerk's mobile
Members of Presbytery	Pastoral concerns Requests for information and material Criticism	Contact details widely known and up to date	Constant access through e-mail/Office phone/answering machine/Clerk's mobile Emphasis on immediately before and after Presbytery meetings
Central Administration and Other Presbyteries	Instructions Requests for information	e-mail and post personal contacts meetings/consultations	Constant access through e-mail/Office phone/answering machine/Clerk's mobile Attend consultations when invited Give adequate notice of need to meet
General Public	Inquiries about how to find/approach local church/minister e.g. weddings, funerals, baptisms, let of halls Complaints about minister/congregation	Phone/e-mail/letter to clerk/secretary Letters in press Personal contact with presbytery members	Constant access through e-mail/Office phone/answering machine/Clerk's mobile After specific events, around General Assembly
Other Faith Groups	Request for shared action/response to events Request for accommodation	Phone/e-mail/letter to clerk/secretary Personal contact with presbytery members	Constant access through e-mail/Office phone/answering machine/Clerk's mobile Before/after specific events
Other Denominations	Request for shared action/response to events Request for	Phone/e-mail/letter to clerk/secretary Personal contact with	Constant access through e-mail/Office phone/answering

	accommodation	presbytery members	machine/Clerk's mobile
City Council	Initiatives on planning, social provision, education, policing, traffic management, taxation Possible shared use of church premises	Phone/e-mail/letter to clerk/secretary Personal contact with presbytery members	Constant access through e-mail/Office phone/answering machine/Clerk's mobile Before major events Before/after disasters
Other Voluntary/Charities	Request for shared action/response to events Request for accommodation	Phone/e-mail/letter to clerk/secretary Personal contact with presbytery members	Constant access through e-mail/Office phone/answering machine/Clerk's mobile

### Implementation, Development and Review

Some of the above we already do and some if it we even do well e.g. presbytery papers. Other areas require work – e.g. congregations and general public. If we ever get to the point of thinking that we have completely mastered good communication then we will have failed. This is a good time to begin the work as we embark on a process of visiting all the congregations in 2010. Here is the Presbytery's chance to communicate with congregations and for the leadership of those congregations to speak directly to Presbytery.

So what is being suggested is that a Communications Team be established as soon as possible to take forward the implementation, development and continuous review of the Strategy. They should be people with appropriate interest and expertise, imagination and critical faculty.

Their first task would be to bring to Presbytery a programme of work with clearly argued priorities, SMART objectives and accurate costings.

In time they would also explore new media which we currently do not use – blogs, Twitter etc.

The Clerk would remain the Presbytery's spokesperson in dealing with the media and would be a member of the Communications Team.

This is an example of a communications planning calendar

	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec
Presbytery Meeting		2	2		4	29			14	5	2	7
Special Events	Unless visits begin	New Moderator		4 Easter	GA 20-26		Office closed					Unless visits end
Mailing	26	26		30		22						
Newsletter		x				x				X		
Website		update	Holy week easter resources									
Press Release	X new mod											X year's work
Group E-mail			X Keep in touch						X Look ahead			

## Appendix 3 Mission and Discipleship

### Appendix 4

#### 1. St Cuthbert's

The congregation seeks approval (deferred from June) for the creation of additional office space on the first floor landing of the church at an estimated cost of £95,000 plus fees and VAT, to be funded from congregational reserves. The Property Committee agrees the need for this work. The Deployment of Resources Committee, which had previously recommended that a decision should be deferred until there was a clearer picture of the way forward for the city centre churches and their use of existing space, accepts that (following Presbytery's approval of a union between St Andrew's & St George's and St George's West) the work at St Cuthbert's should now proceed.

#### 2. Leith Wardie

The congregation seeks Presbytery approval for a new audio-visual installation at a cost of up to £35,000, to be funded from legacies (£25,000) and congregational reserves, the latter to be reimbursed from fundraising. The Committee recommends approval, subject to the agreement of the Committee on Church Art and Architecture as regards the aesthetic aspects, and to the congregation demonstrating that best value in procurement of the installation will be achieved.

#### 3. Kaimes Lockhart Memorial

The congregation seeks Presbytery approval to apply to the General Trustees for a grant of up to £10,000 from the Central Fabric Fund for a feasibility study into the redevelopment of the church site. This follows Presbytery approval in September to demolish the church and halls. It is now proposed that this study should precede demolition. The Committee recommends approval.

#### 4. Tron Kirk Moredun

The General Trustees seek the Presbytery's agreement to the disposal of a small strip of ground (13 metres x 1.2 metres) to a neighbouring proprietor to enable a house extension. The Committee recommends approval, subject to the purchaser meeting the cost of erecting and maintaining a new boundary fence.

#### 5. Leith St Andrew's

The congregation seeks approval to sell the former Leith St Thomas' Junction Road church and halls, and to approach the General Trustees in this regard. The Committee recommends approval.

#### 6. Pilrig St Paul's

The Congregation seeks approval to carry out further electrical work on the Church and halls increasing the cost from £30,000 to £60,000, and to apply to the General Trustees for the release of funds for the congregation in the Consolidated Fabric Fund. The Committee recommends approval.

### Appendix 5

The Ministries Committee of the presbytery discussed the consultation booklet issued by the Ministries Council and received comments from some individuals. There are eight particular proposals on which we are asked to comment; we are

asked to highlight the perceived advantages and disadvantages of each and have the opportunity to make other comments as we go.

#### 1. Unrestricted Tenure

The Council proposes that Unrestricted Tenure will “remain the main form of tenure to be adopted for parish ministry.”

This form of tenure gives the minister freedom to preach the gospel without fear or favour and allows the development of a longer term vision for mission and ministry; long ministries can be a positive thing. From a congregation’s point of view there is a certain amount of comfort and stability that comes from unrestricted tenure, since a vacancy and its processes are generally unsettling.

On the other hand, unrestricted tenure can bring an amount of inflexibility to presbyteries in their planning processes for readjustment; presbyteries can only act in vacancies. It can be a huge barrier to change. There is also a danger that ministers appointed on unrestricted tenure can be seen as somehow “first class” ministers and those on other forms as “second class”.

It was also noted that employment law seems to mirror something of the spirit of this form of tenure, in providing a measure of protection to those who have been in particular employment for more than two years.

#### 2. Act VII 2003

This Act might “be amended to remove the right of a minister to refuse to allow presbytery to talk to office-bearers about future adjustment.”

Positively, this could provide an opportunity for congregations to explore their future in a way that might take a new direction as the particular ministry draws to a close. But, the main concern that we would express revolves around the continuing relationship between the minister and the congregation: if the sitting minister has no place in these discussion there could be a great deal of disruption to that relationship. There is no indication in the proposals as to when and how this intervention might be managed.

#### 3. Act VI 1984

The Council suggests amending this Act Anent Changed Circumstances.

The most significant thing about this Act is that in 25 years on the statute book, it has never been used. We would suggest simply repealing it and removing it. It is difficult to describe the concept of “changed circumstances” and the parameters of these changes would need to be more clearly spelled out if another instrument were being considered as a replacement.

#### 4. A Capability Policy

This would be an instrument for the development of the gifts and skills of those involved in ministry, describing the core competencies of ministry, supporting ministers in their development whilst highlighting those who lack these competencies and show no desire for development.

A Capability Policy is generally considered to be a good thing and should apply to all who are active in all of the Church’s ministries. There are two concerns; first

of all, there is no detail yet as to what this policy would look like and we understand that the Ministries Council is simply looking for guidance on doing this work; we would strongly recommend that this policy is necessary and probably long overdue and we look forward to giving consideration to more detailed proposals when they become available. Secondly, who will do the work of appraisal, since it would seem to be a time-demanding matter?

More generally, this kind of capability question and appraisal happens everywhere else in employment; the Church should have such a policy in place.

#### 5. Restricted Tenure

This is proposed as a new form of adjustment, which would allow, if not compel, presbyteries to make changes in the situations in which this was used. Any ministers whose tenure was ended would have the opportunity to seek another charge and some measure of compensation if unsuccessful.

One advantage of this kind of tenure from a minister's point of view is that this appears to be more about the congregation than the minister; if a congregation was coming to the end of its viable life, but through no fault of the minister, this might be an effective instrument of change.

On the other hand, restricted tenure does seem to centre on short-term ministry, which is unsettling both for ministers and congregations. The more serious concern, however, focuses on the matter of compensation: there is a certain lack of clarity and detail about this and our concern would be that it is both open to serious abuse and might leave the Church open to major financial liabilities at a time when the Church can scarce afford them. The question of pension provision was raised, in the case of someone made redundant at the age of 50, for example, who was then unable to find another charge.

#### 6. Transition Ministry

There is a full description of Transition Ministry given in the papers, so there is no need to repeat it here.

We consider that this could well provide a positive opportunity for the Church and congregations to do some forward planning and vision-building for the future. The fixed time and described objectives are seen as advantages, as is the possibility of leading into a longer-term ministry. This last advantage, however, raised our one concern about continuity: at present ministers have to affirm that they have used no "undue influence" in securing the charge – where would that stand if the Transition Minister had been in the charge for 3 years and then applied for it, alongside others?

#### 7. Interim Ministry

Interim Ministry is a good thing and should be continued.

#### 8. Continued Vacancy

We wondered what metaphysical reality was being described in the change from "instrument" to "form" of adjustment! Will there be any difference in reality if this change is enacted? We see no reason to change. Indeed, any proposal to create continued vacancies for a long period of time raises real concerns with regard to the pressure that this would put onto Interim Moderators and would

require Presbyteries to be more aware of these pressures and manage oversight of continued vacancies effectively.

The Council also asked whether we think that a detailed report should be prepared on these issues. The Presbytery committee sees enough merit in all of these proposals to warrant such a report on each area, with the exception of Act VI 1984, which we think should simply be repealed.

#### Appendix 6

The World Mission Committee would encourage the Presbytery to take up the challenge of the former Moderator Rt Rev. David Lunan which was endorsed by the Assembly in May to raise £10,000 for the HIV/AIDS Project. It is hoped that all congregations will engage with 'Souper Sunday' on 10.01.10. Worship and Publicity resources are available at [www.soupersunday.info](http://www.soupersunday.info)

Following the recent personal visit to Chennai by Andrew Anderson we have received confirmation through the Bishop that the Diocese of Chennai is keen to develop the proposed partnership with the Presbytery of Edinburgh. In order to process this as quickly as possible it is hoped that the Clerk and Alison Swindells may be permitted to travel to Chennai to hold discussions with a strategic group appointed by the Diocese early in 2010.