



On the first day of December 2020 the Presbytery of Edinburgh was invited to attend Holy Communion and an on-line meeting for ordinary business which was constituted with prayer.

### **SEDERUNT**

Rev Dr Richard Frazer, Moderator, Rev Marjory McPherson, Clerk, and others, Ministers, Deacons and Elders as in the Register of Attendance.

### **CELEBRATION**

#### **Reception of Candidates for Ministry and the Diaconate and Readers**

##### **Candidates for Ordained National Ministry**

Jack MacDonald, Cat Rawlinson-Watkins, Douglas Reid, Moira Taylor-Smith, Dawn Westwood, Kerr Wintersgill, Moira Taylor- Wintersgill.

##### **Candidate for Ordained Local Ministry**

Reuben Addis, Fiona Kennedy, Mary MacLeod-Rivett, Derek Munn.

##### **Candidate for the Diaconate**

Kirsty Forsyth

##### **Candidate for Readership**

Brian Drummond

##### **Readers**

Fiona Devoy, Herbert Kerrigan, Martin Pearce

#### **Admission to Presbytery**

The Rev Adrian Lough, having applied for membership of Presbytery in terms of Act III 2000, section 14, and satisfactory evidence of status and good standing having been presented, the Presbytery proceeded to admit him to membership.

Mr Lough, being present, gave an affirmative answer to the prescribed question and signed the Formula.

The Moderator then admitted him to membership of the Presbytery and his name was added to the Roll.

## **Congratulations**

The Moderator on behalf of Presbytery congratulated the Very Rev Prof David Fergusson on his appointment as Regius Professor of Divinity at the University of Cambridge and assured him of their good wishes.

## **Minute**

The minute of the meeting held on 3<sup>rd</sup> November 2020 was submitted and approved.

## **ORDER OF BUSINESS**

The Order of Business, as circulated, was submitted and approved with the addition of the Call from Mayfield Salisbury.

On behalf of the Presbytery the Acting Convener of the Business Committee, the Rev Dr Karen Campbell thanked the Moderator for his celebration of Holy Communion.

## **LOCAL MISSION IN CONTEXT**

### **Resourcing Mission**

The Convener, Rev Michael Mair, gave in the report. (Appendix 1)

*It was moved, seconded and agreed:*

Presbytery

1. note the following Mission Grants which have been awarded:

- a. £500 to Granton Parish Church to replace a stolen computer used for streaming purposes.
- b. £400 to Cramond Kirk to aid with costs associated with streaming of services.
- c. £65 to Corstorphine Old Parish Church to fund an art installation for Advent.
- d. £400 to Craiglockart Parish Church and St. John's Colinton Mains Parish Church to run an online holiday club.
- e. £400 to Gracemount Church to fund Community Christmas Cards and delivery throughout the parish.
- f. £1500 to Craigmillar Park, Reid Memorial and Priestfield Parish Churches to set up a listening project among the three congregations.

2. note that grants of £1,500 from the Wester Coates fund have been awarded to:

Gracemount Church, Richmond Craigmillar Parish Church, St. Martin's Parish Church, Drylaw Parish Church, Tron Kirk (Gilmerton and Moredun), St. David's Broomhouse, Slateford Longstone Parish Church, The Old Kirk and Muirhouse Parish Church, Meadowbank Church, and Dalmeny Kirk.

## **Ministries**

The Convener, Rev Iain May, gave in the report.

*It was moved, seconded and agreed:*

Presbytery

1. elect the Rev Dewald Louw as a Corresponding Member of Presbytery; he is currently on a familiarisation placement at Carrick Knowe.
2. nominate the Rev Stuart Irvin as a Mentor for applicants for the recognised ministries and note that he has completed the Mentor Training.

## **Social and Community Interests**

The Convener, Rev Bill Wishart, gave in the report. (Appendix 2)

*It was moved, seconded and agreed:*

Presbytery

1. receive the report.

## **BUSINESS MATTERS**

### **Business Committee**

The Acting Convener, Rev Dr Karen Campbell, gave in the report. (Appendix 3)

*It was moved, seconded and agreed:*

Presbytery

1. note that the “Holiday Committee” acting under powers agreed
  - 1.1 to give a donation of £5k to each of the following; The Rock Trust, Fresh Start, Cookers for Christmas Appeal and the Sarwar Foundation.
  - 1.2 that the remaining £14K is to be administered by the Resourcing Mission Committee and congregations are invited to nominate a particular charity.

This money is from the Dean Fund.

2. receive the report on Presbytery Reform.
3. approve the decision of the Business Committee to keep David McColl, Presbytery Officer, on furlough until the end of March 2021.
4. approve the decision of the Business Committee that David Todd, Project Leader, Arts & Entertainment, for Greenside Parish Church should return to work part-time, and continue to be furloughed for the remainder of his hours, until the end of March 2021.

### **Presbytery Planning Strategy Team**

The Convener, Rev Jack Holt, gave in the report. (Appendix 5)

*It was moved, seconded and agreed:*

Presbytery

1. receive the report.
2. approve the proposed Timeline.
3. note the changes to the membership of the PPST and welcome the involvement of other Standing Committees.

### **Finance Committee**

The Convener, Rev Dr Karen Campbell, gave in the report. (Appendix 6)

*It was moved, seconded and agreed:*

Presbytery

1. approve the 2021 Budget. (Page 18)
2. note that Presbytery dues are reducing by one third.
3. note that £4,400 has been allocated to the Pastoral Care Team to provide individual

supervision, spiritual direction and other means of offering support to Ministers and MDS workers who may be finding life and ministry particularly difficult due to Covid-19 restrictions.

## **CONGREGATIONAL BUSINESS**

### **Kirkliston**

The Clerk reported that she had received a call from Kirkliston signed by 98 members and two Regular Worshippers in favour of Rev George Frederick (Erick) du Toit, Associate Minister, Camelon Parish Church, Falkirk.

The electoral register has 282 members.

Mr du Toit preached as sole nominee on 1 November, 138 voted For and 0 Against.

Presbytery agreed to:

1. sustain the Call to Mr du Toit.
2. note receipt of a letter from Mr du Toit accepting the Call and confirming that he has used no undue influence in obtaining the Call.
3. meet for his service of induction on 13<sup>th</sup> December at 3pm on Zoom.
4. instruct that the prescribed edict be read on the two preceding Sundays.

### **Mayfield Salisbury**

The Clerk reported that she had received a call from Mayfield Salisbury signed by 167 members and 19 Regular Worshippers in favour of the Rev Dr Alexander Forsyth, Lecturer in Practical Theology, School of Divinity, University of Edinburgh.

Dr Forsyth preached as sole nominee on the 4 October, 279 voted For and 5 Against.

Presbytery agreed to:

1. sustain the Call to Dr Forsyth.
2. note receipt of a letter from Dr Forsyth accepting the Call and confirming that he has used no undue influence in obtaining the Call.
3. instruct the Clerk to make arrangements for the service of induction in consultation with the Moderator of Presbytery.
4. instruct that the prescribed edict be read on the two preceding Sundays.

## **Deployment of Resources Committee**

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

*It was moved, seconded and agreed:*

Presbytery

1. agree to suspend the plan for Bristo Memorial Craigmillar.
2. remit to the Deployment of Resources Committee to resolve the question of the future

ministry for Bristo Memorial Craigmillar.

3. agree to advertise for and appoint a researcher to carry out a mapping exercise in the parishes of Bristo Memorial Craigmillar and Richmond Craigmillar, with the option to invite participation by neighbouring parishes.

### **Broughton St Mary's**

The Clerk reported that in terms of Act VIII 2003 anent Vacancy Procedure, the Business Committee, sitting as the Vacancy Procedure Committee had agreed to:

1. grant permission to the congregation of Broughton St Mary's to call a minister as per the Presbytery Plan.
2. that the number to serve on the Nominating Committee shall be nine.

This decision was intimated to the congregation and to members of Presbytery on 25 October 2020. Four valid requests were received for this proposal to be considered at the next meeting of Presbytery. The proposed action was then suspended pending a decision of Presbytery.

The Acting Convener of the Vacancy Procedure Committee, Rev Dr Karen Campbell, moved that Presbytery adhere to the decisions of the Vacancy Procedure Committee. The motion was seconded.

It was moved and seconded as a countermotion to section 1; "grant permission to the congregation of Broughton St Mary's to call a minister on a Basis of Reviewable Charge and remit to the Deployment of Resources Committee to agree a Basis with the congregation."

On a vote being taken 79 voted for the motion and 73 for the counter motion. The counter motion fell.

Section 2 of the deliverance was agreed and the deliverance as a whole.

### **Deployment of Resources Committee**

The Convener, Rev Norman Smith, gave in the report. (Appendix 4)

*It was moved, seconded and agreed:*

Presbytery

1. agree the updated Presbytery Plan for 2012-2022 and remit to the Presbytery Planning Task Group for their concurrence.
2. agree to suspend the Plan with immediate effect and remit to the Presbytery Planning Task Group for their concurrence.

After discussion the Presbytery proceeded to vote.

There voted for the motion 117 and against 21. The motion was agreed.

3. note that the congregation of St Giles' Cathedral has been granted permission to appoint an Associate Minister on a full-time basis.

4. note that the congregation of Colinton Parish Church has been granted permission to appoint a Children, Young People and Families Worker on a part-time basis.

### Property Committee

The Convener, Rev Jared Hay, gave in the report. (Appendix 7)

*It was moved, seconded and agreed:*

Presbytery

1. **St Cuthbert's** – grant permission to St Cuthbert's Parish Church to remove pews from the ground floor of the sanctuary, level the flooring and install upgraded AV equipment at a cost of £112k inc. VAT, to be funded locally.
2. **Corstorphine Old** – grant retrospective permission to Corstorphine Old Parish Church to undertake emergency repairs to the stonework within the sanctuary at a cost of £29k inc. VAT and fees, to be funded locally.
3. **St Stephen's Comely Bank** – grant permission to St Stephen's Comely Bank Parish Church to proceed with Phase 1 of a previously approved project to adapt the sanctuary at a cost of £150k and instruct the congregation to seek permission through the Property Committee with plans and costs for Phase 2 before proceeding.
4. **Five-yearly Inspection of Buildings** note that the Property Committee is looking to commission five-yearly inspections of buildings early in 2021 with the intention of completing in one year as many as possible that fall due in 2020/21.
5. **St David's Broomhouse** – grant retrospective permission to St David's Broomhouse Parish Church to conduct an emergency repair to the church roof at a cost of £29k inc. VAT to be funded locally; grant permission to apply to the General Trustees to draw down funds held on behalf of the congregation in order to pay for the work.
6. **Fairmilehead** – grant permission to Fairmilehead Parish Church to undertake emergency repairs to the roof of the Church Hall adjoining the sanctuary at an estimated cost of £162k inc. VAT and fees, to be funded locally.

### Bursaries Committee

The Convener, Rev Prof. Susan Hardman Moore, gave in the report. (Appendix 8)

*It was moved, seconded and agreed:*

Presbytery

1. note that Faith Nurture now provides candidates with a £15k annual stipend.
2. note the grants awarded by the Bursaries Committee to support students for the Ministry of Word and Sacrament, and for the Diaconate.
3. note the yields in the Presbytery of Edinburgh Bursaries Fund and the Martin Harcus Fund.

### Administrative Items from the Clerk

The Clerk gave in the report.

*It was moved, seconded and agreed:*

Presbytery

1. grant permission to the congregation of St Cuthbert's to sell the property at 8 Arden Street, Edinburgh.

### ADJOURNMENT

The Presbytery adjourned to meet:

- In *hunc effectum* for the Induction of the Rev George Frederick (Erick) du Toit as Minister of Kirkliston Parish Church on Sunday 13<sup>th</sup> December at 2.50pm for service at 3.00pm on Zoom.
- for ordinary business until 9 February 2021 at 7pm on-line.

Closed with prayer

Moderator

Clerk

## **Appendix 1 – Resourcing Mission Committee**

The Resourcing Mission Committee awards Mission grants on behalf of the Presbytery to congregations undertaking missional projects in their local communities. As we continue to live under the shadow of the pandemic, the Committee has been delighted to see a number of applications to the Mission Fund from congregations who are considering how they can best respond to the needs of their communities. These applications have sought funding for remarkably different projects; from streaming live services into peoples' homes, running online holiday clubs, art projects, and starting up much needed community response projects.

The Committee especially wishes to commend the congregations of Craiglockart and St. John's Colinton Mains, and Craigmillar Park, Reid Memorial and Priestfield in the joint working that is evident as part of their applications. These congregations are modelling the close working relationships which are being encouraged as part of the Presbytery Strategy conversations and could help other congregations to envisage what can be accomplished when congregations work towards a shared goal.

The Resourcing Mission Committee also provides grants to congregations from the Wester Coates Fund. This fund traditionally provides funding to congregations to aid with ministerial assistance. The Committee has taken the decision to provide grants of £1,500 to the ten lowest income congregations within the bounds of the Presbytery (as measured by M&M contributions) to assist with missional outreach. The list of congregations who have been awarded a grant from the Wester Coates fund is provided in the section of deliverance. The Resourcing Mission Committee will consider in the new year if we can re-run the highly successful intern project in summer 2021 which was funded from the Wester Coates Fund.

## **Appendix 2- Social and Community Interests Committee**

1. At the June meeting of Presbytery we asked churches within the bounds to let us know some of the ways they were responding to the challenges of being the church in the midst of a global pandemic. We received replies from 19 churches and the level of innovation and community involvement shows that far from being closed, as many outside the church thought, the church continues to be at the heart of communities the length and breadth of the Presbytery.

Until recently, for many in the church, Zoom was an ice lolly but now it is how many of our churches have conducted worship, committee meetings and various forms of innovative children's and youth work. Even after many churches returned to in-person worship many continue with a mixed economy of in-person and digital worship. There have also been Zoom coffee mornings and breakout rooms for after service fellowship and, of course, Presbytery meetings. Microsoft Teams has also been used and the future of meetings at a local, Presbytery and National level is now under discussion as a result of the last 7 months.



Facebook, YouTube and other digital and Social Media platforms have also been used to keep in contact with members, friends and parishioners. Some of our churches post regular recorded services and Bible Studies and one even posted a daily song to brighten the day. Some congregations have also written several letters to members showing that the old and new methods can work in harmony. This work was enhanced by the Kirk Online Banners provided by Presbytery that many churches displayed on their fences and gates.

Churches in our Presbytery have also been at the heart of the 'relief effort' in our communities with many helping to distribute food and other essentials to those who were self-isolating or shielding. One congregation has been receiving a weekly bread delivery from Hovis which has been widely shared amongst community groups and individual households. One congregation has worked with their local MP and other charities to distribute 500 cooked meals a week. Another, which serves one of the poorest communities in our Presbytery, has in partnership with two others, also provided daily meals for those most in need.

Churches have shopped, provided a listening ear, walked dogs and, in general, been a good neighbour to their communities. The vital work of Bethany/Diadem has also continued helped by partner churches and individuals.

When schools returned in August at least two of our congregations provided hand knitted reassurance teddy bears for pupils going in to P1 and one member knitted mask mates for NHS & Care Workers which hold the mask ear loops away from the ear to stop irritation.

During the weekly 'Clap for Carers' some of our churches rang their bells in solidarity and many displayed thank you notices and rainbows on gates and fences.

Since March many colleagues have conducted an increased number of funerals in very difficult circumstances and their extremely high level of professionalism and pastoral care is to be commended. This continues and we encourage Presbyters to uphold those conducting funerals in prayer.

As we continue into an uncertain future with the new 5 tier system our Presbytery continues to be at the forefront of efforts to help and sustain people and to show God's love in our world.

**2.** It has been suggested recently that Presbyteries encourage congregations to share some of their innovative ideas for Advent and Christmas and so we are asking anyone who would like to share what they are doing this year to email Grace at the Presbytery office. Email: [edinburgh@churchofscotland.org.uk](mailto:edinburgh@churchofscotland.org.uk) and the ideas will be posted to the Presbytery Website for the interest and inspiration of all.

## **Appendix 3 – Business Committee**

### **Presbytery Reform**

It was reported in November that the Presbyteries of Edinburgh and West Lothian were in discussion with a view to determining in February a course that would lead to union of the two Presbyteries. It was also intimated at that meeting that an approach had been made by the Presbytery of Falkirk with a view to the three Presbyteries taking a joint overture to the General Assembly of May 2021, with a view to a union of the three Presbyteries. Previously Edinburgh and West Lothian Business Committees had also been asked to consider a future union with the Presbyteries of Lothian and the Borders, with a union in 2021 being potentially a first step towards all of those Presbyteries coming together in the next few years. The request from the Presbytery of Falkirk raises a question as to the nature and size of the future Presbytery of which Edinburgh will be a part. An initial conversation with the Presbytery of Falkirk has made it clear that a number of congregations in the Presbytery of Falkirk will move to Glasgow and others are considering that option. Business Committee is also looking to have conversations with the Presbytery of Lothian in order to gain a clearer picture on their intentions and plans in relation to Presbytery Reform, and with the Principal Clerk who is taking a lead on the process of Presbytery Reform at national level.

## **Appendix 4 – Deployment of Resources Committee**

### **Annual Review of Presbytery Plan**

All Presbyteries are required to seek annual concurrence with their Presbytery Plan. At the General Assembly in October 2020 there was a plea for an early and robust review of Presbytery Plans across the country. The Presbytery of Edinburgh is currently engaged in a planning process that has invited all congregations to participate in conversations with geographical clusters in order to shape future ministry and mission. A range of groups and Committees are also to engage with different aspects of planning in order to work towards a robust Plan for the future. This does not preclude change in the short term. The updated summary of the Plan is in the attached Document “Presbytery Plan Table”. Presbytery is asked to agree the Plan as it stands in the knowledge that a process for a new Presbytery Plan is now well under way. Any other changes agreed at this meeting will also be incorporated in the report sent to the Presbytery Planning Task Group.

### **Proposed Suspension of the Presbytery Plan**

In light of the planning process and the fact that cluster conversations have begun, the Committee discussed the option of suspending the current Plan in order that when a vacancy does arise that can be seen in the context of the wider cluster area and the possibilities being offered by the local cluster conversations. The Committee was clear that suspending the Plan at this point would simply act to remove the automatic right of call, but would not mean that all vacancies would not be filled, rather that local conversations with the congregation in question and potentially neighbouring congregations could be held,

taking into account cluster conversations and future planning for the area. The current Plan would continue to serve as a guide when looking at vacancies. Once a planning process is embarked upon there normally comes a time when the current Plan has to be suspended. After discussions the Committee, with the support of the Business Committee and the Presbytery Planning Strategy Team, felt it was the right time to suspend the Plan.

### **Scoping for Pioneer Ministry/Fresh Expressions**

Since the translation of the previous minister the Committee has engaged with the congregation of Bristo Memorial Craigmillar to look at its future mission and ministry. A number of assessor elders were appointed and the Committee has worked with the Kirk Session and congregation to explore various possibilities. A number of Session meetings and a congregational conference have resulted in the proposal being brought to this meeting. In light of the considerable new housing developments in the parish and neighbouring parishes, the changes in local leadership, the recognition that a different type of ministry is required, it would seem that a form of pioneer ministry or fresh expression of church would be desirable. In order to move towards a new kind of ministry the Kirk Session and the Committee wish to contract a researcher to carry out a mapping exercise of the parish of Bristo Memorial Craigmillar and Richmond Craigmillar in the first instance, with potential to include other neighbouring parishes should they wish to participate. This project will deliver a picture of the life of the area and offer strategies on how the Presbytery might engage with the community through Fresh Expressions or other methods. The research remit is below.

It is being put to Presbytery to agree the suspension of the whole Presbytery Plan, but should that not be agreed, Presbytery is however asked to agree to suspend the Plan for the congregation of Bristo Memorial Craigmillar, to which end the congregation has been cited to appear for its interest.

# **Bristo Craigmillar Mapping Project: Researcher**

## **Introduction and Background**

Recent years have seen the Craigmillar area of Edinburgh undergo significant regeneration. Whilst still ongoing this has already had a significant impact on the physical look and demographic makeup of the community. There are hundreds of new homes, new leisure facilities, new community facilities all of which mean thousands of people now live in the area who have no historical understanding of how the community used to connect. As such many of these people pass local churches regularly but have no history or relationship with existing congregations. These changes have in turn had an impact on the nature of Christian witness required to grow and sustain effective Christian community in the area. This mapping project recognises there is a need for something new to connect with these people but first there needs to be a fresh look at the area that maps out what the new community looks like and how it connects.

## **Aims / Objectives**

- To gain a current understanding of how people within the community live, what their life patterns are like and where their aspirations and concerns lie.
- To develop a profile of what typical people in the area are like.
- To show clearly current demographics and their implications for Christian community.
- To map out the meeting points of where people meet each other.
- To offer indicative strategies on how the Presbytery might engage with the community through Fresh Expressions or other methods.

## **Research Method**

A successful outcome should include:

- A timetable of what goes on in the area at different times of the day and different days of the week.
- Research from Local Development Plans indicating where housing has been built and where it is going to be built.
- Interviews/Questionnaires with people showing evidence upon which profiles can be built.
- A map of the area showing who meets where and when.
- Other such relevant information as may be helpful to indicate where a new Christian community might be formed.

## **Costs & Timetable**

The research will be carried out under a contract for services. The fee will be a fixed sum of £5,000 payable in 3 stages: 50% on the project starting, 25% at the half way point and 25%

on successful delivery of the final report, all to be paid on production of an invoice from the researcher. A budget of £800 is available for working expenses that will be reimbursed on production of relevant invoices/receipts. Any budgetary spend over £100 should be first cleared with the project manager.

The project will run for 4-6 calendar months from a date to be agreed. An interim report will be expected at the half way stage with a final report no later than 7 months after project start. The Researcher will be required to report progress to the project manager on a weekly basis.

(Note that the inclusion of other parishes is likely to increase cost and extend the timeframe.)

### **Skills and experience**

The Researcher will be expected to have experience in Community Development or a relevant discipline. He/she must have excellent verbal and written communication skills and must be able to gain the trust of local people.

### **Bounds of the Mapping Project**

This work is to take place within the existing parishes of Bristo Memorial Craigmillar, Richmond Craigmillar, and potentially neighbouring parishes.

### **Local Appointments**

Two requests for local appointments have recently come to the Committee. The congregation of St Giles' Cathedral seek to appoint an associate minister to work full-time. The congregation of Colinton wish to appoint a Children, Young People and families Worker to work part-time. Satisfied that resources are available locally the Committee agreed to these appointments being made.

## SUMMARY TABLES FOR THE CURRENT PRESBYTERY PLAN END 2020

Name & Roll	Current Status	End Plan	Staff Structure	Local Staff	Roll 31/12/19	Build Design	Gross Pop'n	Net Pop'n
Balerno	UC	UC	1 W&S		511	a	5927	4889
Barclay Viewforth	UC	UC	1 W&S	0.5 Children and Families Development Worker 0.5 Pastoral Associate	267		11263	8237
Blackhall St Columba	UC	UC	1 W&S		626	a	5963	4796
Bristo Memorial Craigmillar	RC	RC	1 W&S		39	a	3178	2134
Broughton St Mary's	UC	UC	1 W&S		166	a	11368	8275
Canongate	RC	RC	1 W&S	0.5 Families Worker	333	a	2703	1909
Carrick Knowe	UC	RC	1 W&S	P/T Children & Families Worker	323	a	3593	2960
Colinton	UC	UC	1 W&S	P/T Pastoral Worker P/T Children, Young People and Families Worker	788	a	7520	5897
Corstorphine Craigsbank	UC	UC	1 W&S	0.5 Children & Families Worker	381	a	9135	7431
Corstorphine Old	UC	UC	1 W&S	0.5 W/place Chaplain	371	a	8262	6773
Corstorphine St Anne's	UC	UC	1 W&S		360	a	4761	3868
Corstorphine St Ninian's	UC	UC	1 W&S		581	a	3766	3079
Craiglockhart	UC	UC	1 W&S	1 Youth Worker	354	a	4418	3549
Craigmillar Park Linked with Reid Memorial	RC	RC	1 W&S		168	d	3416	2536
	RC	RC	1MDS shared with Priestfield		268	d	3536	2693
Cramond	UC	UC	1 W&S	Pastoral Assistant	932	a	6319	4999
Currie	UC	UC	1 W&S		440	a	7494	5989
Dalmeny Linked with Queensferry	UC	UC	1 W&S	0.5 Children and Families Worker	106	a	1987	2380
	UC	UC			543	a	7099	5820

<b>Davidson's Mains</b>	UC	UC	1 W&S	1 Community Worker	418	a	6773	5421
<b>Drylaw</b>	Plan Suspended Transition Minister		1 W&S Transition		65	a	5284	4133
<b>Duddingston</b>	UC	UC	1 W&S	Pastoral Associate, Project worker	398	a	4867	3892
<b>Fairmilehead</b>	UC	UC	1 W&S	P/T Youth Worker	499	a	7096	5680
<b>Gorgie Dalry Stenhouse</b>	UC	UC	1 W&S 1MDS	1 Children and Families Outreach Worker, P/T Worship Director/Musician	194	a Gorgie a St Colm's d Stenhse	15199	10854
<b>Granton</b>	RC	RC	1 W&S 1 MDS		164	a	10995	8338
<b>Greenbank</b>	UC	UC	1 W&S	1 Youth Associate, P/T Pastoral Minister	665	a	4319	3467
<b>Greenside</b>	Gaurdianship Locum Minister	0.2 MDS (WPCS)	Link or Union with nearby charge	0.3 W/Place Chaplain	102	d	3500	2426
<b>Greyfriars Kirk</b>	UC	UC	2 W&S	4 Project Workers	298	a	12163	8485
<b>High (St Giles')</b>	UC	UC	1 W&S	2 Assistant Ministers	453	a	1856	1285
<b>Holy Trinity</b>	UC	UC	1 W&S 1 MDS	1 Youth Minister, OLM	218	a	8126	6013
<b>Inverleith St Serf's</b>	UC	UC	1 W&S		305	a	7439	5787
<b>Juniper Green</b>	UC	UC	1 W&S		281	a	4454	3655
<b>Kirkliston</b>	UC	UC	1 W&S	P/T Youth Worker	231	a	4277	3595
<b>Leith North</b>	RC	RC	1 W&S		143	a	11381	8432
<b>Leith St Andrew's</b>	RC	RC	1 W&S		166	a	6694	5254
<b>Leith South</b>	RC	RC	1 W&S		270	a	8064	5830
<b>Gracemount linked with Liberton</b>	UC	UC	1 W&S 1 MDS	2 Youth Workers	22 688	a Liberton	7555 14628	5750 11209
<b>Liberton Northfield</b>	RC	RC	1 W&S		164	a	6355	4602

<b>Marchmont St Giles'</b>	UC	UC	1W&S	0.5 Families and Children's Worker	212	a	4460	3321
<b>Mayfield Salisbury</b>	UC	UC	1 W&S	1 Pastoral Assistant, 1 Youth Worker	483	a	6155	4601
<b>Meadowbank</b>	Plan Suspended Transition Minister		1 Transition Minister 0.5 MDS		58	TBC	8499	6106
<b>Morningside</b>	UC	UC	1 W&S	1 Christian Education & Pastoral Care	393	a	11302	8681
<b>Morningside United</b>	LEP	LEP	1 W&S as LEP		98	Special Category	3467	2625
<b>Murrayfield</b>	UC	UC	1 W&S		460		6552	5073
<b>Newhaven</b>	UC	RC	1 W&S	1 Youth Worker	147	a	5163	3952
<b>Old Kirk and Muirhouse</b>	UC	UC	1 W&S 2 MDS		93	a	12032	8998
<b>Palmerston Place</b>	UC	UC	1 W&S	2 Ministerial Assistants	357	a	5762	4270
<b>Pilrig St Paul's</b>	RC	RC	1 W&S		200	a	14213	9606
<b>Polwarth</b>	RC	RC	1 W&S		147	d	7936	5993
<b>Portobello and Joppa</b>	UC	UC	1 W&S 1 MDS	1 Families Worker	779	a	12614	10031
<b>Priestfield</b>	RC	RC	1 W&S 1 MDS shared with Craigmillar Park and Reid Memorial		105	d	6568	4564
<b>Ratho</b>	UC	RC	0.5 W&S		181	a	3003	2569
<b>Richmond Craigmillar</b>	UC	RC	1 W&S 1 MDS		83	a	5458	3922
<b>Slateford Longstone</b>	RC	RC	1 W&S		178	a	4338	3470
<b>St Andrew's and St George's West</b>	RC	RC	1W&S	1W/P chaplain shared with St Cuthbert's & St John's Episcopal Church	314	a	2991	2089
<b>St Andrew's Clermiston</b>	UC	RC	1 W&S	1 Development Fund Staff Worker	164	a	6541	5277
<b>St Catherine's Argyle</b>	RC	RC	1 W&S		105	a	5468	4293



<b>St Cuthbert's</b>	RC	RC	1 W&S	1 W/P Chaplain shared with St&StGW & St John's Episcopal Church	259	a	2786	1990
<b>St David's Broomhouse</b>	RC	RC	1 W&S 1 MDS		118	a	6520	4965
<b>St John's Colinton Mains</b>	UC	UC	1 W&S		196	a	8914	6930
<b>St Margaret's</b>	RC	RC	1 W&S 0.5 MDS		193	a	7272	5377
<b>St Martin's</b>	RC	RC	1 W&S 0.5 MDS		84	a	4797	3623
<b>St Michael's</b>	RC	RC	1 W&S		306	d	6852	5209
<b>St Nicholas Sighthill</b>	RC	RC	1 W&S		316	a	6663	5385
<b>St Stephen's Comely Bank</b>	UC	UC	1 W&S	1 Youth Worker	122	a	5613	4209
<b>Stockbridge</b>	UC	UC	1 W&S	1 Outreach Worker	181	a	8216	6088
<b>Tron Kirk Gilmerton &amp; Moredun</b>	RC	RC	1 W&S 1 MDS 1 OLM		81	a both buildings	12197	9328
<b>Wardie</b>	UC	UC	1 W&S	0.5 Families Worker	486	a	1705	1389
<b>Willowbrae</b>	Plan Suspended Transition Minister		Transition Minister 0.5 MDS		105	TBC	11852	9146

**KEY:**

Gross Population – the total number of people living in the parish (2011).

Net Population – the number of people in the parish for whom the Church of Scotland is 'responsible', i.e. total number minus those of other denominations and faiths.

UC – Unrestricted Charge

RC – Reviewable Charge

MDS – Ministries Development Staff

W&S – stipendiary minister of Word and Sacrament

Building Designation:

- a- Expected to be in use beyond the lifetime of the Plan
- b- Building is expected to be closed during the lifetime of the current Plan
- c- Building is expected to be disposed of under an adjustment
- d- Presbytery is unable to make a determination at present

## **Appendix 5 - Strategic Planning Team**

### **A. Area Group Conversations**

The PPST has continued to support the working of the Area Groups; initiating conversations; agreeing, where appropriate, to a congregation being assigned to a different Area Group; arranging facilitation; assisting with hosting Zoom meetings; and responding to questions.

As was stated at the last Presbytery meeting, the Team urge all congregations to consider these Area Group conversations to be both vital and urgent, and where possible to meet fortnightly until the end of February 2021. These conversations are to be focussed on mission, taking account of the Five Marks of Mission, and the Planning Principles as laid out in Paper 1 that was sent to congregations.

### **B. Presbytery Agreement of the Proposed Timeline**

Paper 4 issued to the congregations as part of setting up the Area Groups, gave a proposed timeline for the planning process from now until implementation. However, a timeline has not as yet been agreed by Presbytery and the Team now seeks approval for the attached timeline that takes account of the fact that some additional time is needed before reporting back to the Strategy Team.

The timeline indicates when the draft Plan should be before the Presbytery. The purpose at this stage is not to approve the Plan, but rather, to affirm that it conforms to the Planning Principles set down by the General Assembly. Thereafter, the draft Plan will be sent down to the Kirk Sessions, for their response and, hopefully, agreement. At the end of this period, the revised draft will come before the Presbytery once again for final approval, before being submitted to the national Presbytery Planning Task Group for its approval.

### **C. PPST Membership**

Following discussion within the Business Committee as to how the work of the PPST should be supported, it was agreed that the membership of the Team should be increased and certain areas of its work be remitted to other Standing Committees or carried out in collaboration with them.

To that end the Business Committee agreed to one of its own members being added; Mrs Rachel Cadell, who has experience and skills that will assist the Team in the creation of the Plan. The Convener of the Finance Committee, Rev Dr Karen Campbell has also been welcomed into the Team to provide expertise in the area of congregational finance, and the Depute Clerk, Dr Hazel Hastie has recently joined the Team.

The Property Committee will be a key partner in looking at church buildings, particularly as we learn from the General Trustees' report on 'Well-Equipped Spaces in the Right Places', and benefit from the Toolkit currently being prepared by them.

Finally, the Deployment of Resources Committee, as they work with local congregations in vacancy will feed into the Team's own decision-making process.

## Appendix 6 – Finance Committee

The Finance Committee have been active this year in ensuring that the resources of the Presbytery have been used to assist Kirk Sessions in addressing the challenges of the Covid-19 Pandemic. The Assembly Trustees made the decision to reduce Congregational M&M by approximately 18% in overall terms, with variances relating to the 3 year average of incomes, the Finance Committee seriously addressed itself to supporting congregations, by reducing the Dues for the working of the Presbytery. In 2021 it will cost approximately £150,000 to maintain the Presbytery. The Committee have assigned £50,000 to ensure an average 33% reduction. It is unlikely to continue into the next year, but should provide some respite as Kirk Sessions continue to address themselves to the financial challenges of Covid-19. Notice will be given, as usual to Treasurers in early January for payment by 31<sup>st</sup> January, and the Finance Committee would appreciate prompt payment.

The Finance Committee is keeping a watching brief on the finances and considering the effect of joining with other Presbyteries.

In helping the Finance Committee of the Presbytery and each Congregation reflect on the challenges ahead, a Financial Health Check Questionnaire will be sent out in the name of the Finance Committee in December to be completed by Treasurers by 31<sup>st</sup> January. This will be in line with the Finance Statistical Form for 121. We would politely request that each Treasurer will complete the form and return it to the Presbytery Treasurer. Questions will cover the years 2019, 2020 & 2021 and be in relation to Congregational giving, investment income, other regular income, bank balances, property matters, net assets, net reserves and how the Presbytery could provide support.

## Appendix 7 - Property Committee

**St Cuthbert's** is seeking approval for a project that removes the pews from the sanctuary ground floor, levels the flooring and installs upgraded AV equipment for the benefit of in-person and online services. The cost of the project is £112k inc. VAT but with the hope of recovering some of the VAT. Funds are available locally.

### Mission Priorities

There are several priorities lying behind what is in essence a simple project, but one that would have significant impact on the use of the sanctuary, creating greater flexibility. Three areas of the use of SC are included:

- The Sunday evening ministry to the homeless when 100+ are fed in a joint venture with 'Steps to Hope'. This would now take place at tables set in the sanctuary.
- In-person and online worshippers will benefit from the upgraded technology including large TV screens for projecting words and video material, together with improved picture quality for those watching online. A number of members and others affected by C-19 are already benefitting, and schools who use the sanctuary will also benefit.

- SC is the 'home' of 4 major local orchestras and choirs. The flexibility of the space will be of help to them and the upgraded technology will enable concerts to be live streamed in high quality picture and sound.

In addition, there are ideas for how a wider use of the technology could be developed: for the training of those leading worship and preaching; SC becoming a training centre for those who operate technology in local congregations.

### **Corstorphine Old**

During routine maintenance cracked stonework was observed within stone arches of the sanctuary ceiling and on further inspection this was found to be more widespread than expected. This constituted a health and safety risk with emergency action being required and the congregation commissioned the work which is now nearly complete. The cost is £29k including VAT and fees and there is hope of recovering some of the VAT.

**St Stephen's Comely Bank** – in December 2018, SSCB was given permission in principle for a project to adapt the sanctuary and upgrade toilets. They are now ready to proceed with Phase 1 of the project at a cost of £150k, to be met from locally held funds.

Key features are:

Improved and accessible toilets with baby changing facilities.

A permanent coffee station with sink, storage and dishwashing facilities.

Better internal movement between parts of the building.

Rearrangements in the sanctuary to make better provision for music, prayer and group study.

The Committee recommends that the congregation is asked to seek Presbytery permission before proceeding to Phase 2.

### **Five-yearly Inspection of Buildings**

It has not been possible to commission the inspections that were due in 2020. However, the Committee is keen not only to deal with the backlog of those that were due in 2020 but as many as possible that are due in 2021. This will be a challenging task, but we believe that it would be wise to do so given that any as yet unidentified issues can only deteriorate with time. The hope is that at worst three years' worth of inspections can be covered in two years, and conversations have taken place with the Treasurer and Finance Convener to accommodate the expenditure.

**St David's Broomhouse** has had a persistent and difficult to trace roof leak. Investigation has now traced the leak and it has been repaired as an emergency measure given the onset of winter and the need to protect the integrity of the building. We are seeking retrospective permission for this work and a modest amount of additional maintenance work post repair to be paid for from funds held on behalf of the congregation with the General Trustees.

**Fairmilehead** Parish Church has also had a longstanding roof leak of a more serious nature. Over recent times this has become significantly worse and is doing serious damage to the building. An invasive investigation has identified the nature of the problem. The remedial work is major, but without it the building will continue to deteriorate, and the facilities become unusable. This is a health and safety issue and a missional impact issue. The estimated cost is £162k inc. VAT and fees with some of the funding to be raised locally in addition to an as yet indeterminate amount from an insurance claim.

### **Things to note:**

1. The next meeting of the Property Committee will be held on **January 19<sup>th</sup>**. Papers should be submitted by **January 12<sup>th</sup> by email to the Presbytery Office and to the Property Convener**. Please do not post hard copies of papers to the Presbytery Office, which is only visited occasionally and your application may not be received in time.
2. There are two matters from the **General Trustees'** recent report to the October GA which should be noted.
  - 2.1 The report indicates that the GT's will no longer simply act on the recommendations of a Presbytery but, if appropriate, send an application back for greater clarification regarding the future of a building.
  - 2.2 CARTA will cease to exist from 31<sup>st</sup> Dec 2020 and its functions be subsumed within the responsibilities of the GTs. The exact processes involved are being worked out but it is hoped that information on the changes will be sent out before the end of the year.
3. The General Trustees are also producing a 'Toolkit' for Presbyteries giving guidance on processes that should be used to discern whether or not particular buildings have a future within the Presbytery Plan. This will become available soon and congregations will be sent a copy for information. How exactly it will be used within our own Presbytery will be discussed when the 'Toolkit' is received.

## Appendix 8 – Bursaries Committee

The Presbytery of Edinburgh / New College Joint Bursaries Committee met virtually on 4 November 2020.

The Committee noted, and welcomed, the decision by the Church of Scotland Faith Nurture Forum to award an annual stipend of £15k to candidates (effective from this academic year, 2020/21), as this gives a steady stream of funding and will support recruitment.

The Committee discussed how to make awards in light of this change to candidate funding. It was agreed to strike a balance between (i) keeping the levels of awards as high as possible, to fulfil the purpose of the funds, and (ii) carrying forward some funding, to support future candidate recruitment, as awards in recent years have more or less exhausted accumulated revenue.

The Committee agreed to give £2.5k to all candidates (compared to £3k in 2019), with an additional £500 for those facing additional challenges in their personal circumstances. From the Presbytery Bursary Fund, the Presbytery of Edinburgh Martin Harcus Fund, and various New College and School of Divinity funds, the Committee made 12 awards to Church of Scotland candidates (11 for Ministry of Word and Sacrament, 1 candidate for the Diaconate).

In terms of the two funds specific to the Presbytery of Edinburgh, the Bursary Fund yielded £2,393, and the Martin Harcus Fund £2,962.

<b>Presbytery of Edinburgh</b>	<b>Budget</b>	<b>Estimate</b>	<b>Budget</b>	<b>Variance</b>
<b>Annual Budget - General Fund</b>	<b>Year</b>	<b>Year</b>	<b>Year</b>	<b>Year</b>
<b>Year ending 31 December.</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>	<b>2020</b>
<b>Expenditure</b>				
<b>Local Staffing Costs</b>				
Presbytery Clerk - Salary	48,576	48,576	47,520	(1,056)
Presbytery Clerk - Employer Nic	5,329	5,329	5,187	(142)
Presbytery Clerk - Pension contribs.	6,801	6,801	6,652	(149)
Presbytery Clerk - Expenses	1,000	304	2,400	2,096
<b>Sub-total</b>	<b>61,706</b>	<b>61,010</b>	<b>61,759</b>	<b>749</b>
				-
Presbytery Secretary Salary, Nic. & Pension cost	22,595	22,595	22,106	(489)
Honorary - Presbytery Officer ( <b>Net of £922 JRS Claim</b> )	500	800	1,723	923
Honorary - Treasurer incl. Nic.	4,080	4,080	4,080	-
	<b>88,881</b>	<b>88,485</b>	<b>89,668</b>	<b>1,183</b>
<b>Other Costs</b>				
Rent - Presbytery Offices	7,000	14,940	14,847	(93)
Insurances	859	842	832	(10)
Presbytery Meetings - Premises, Teas & Expenses	500	33	2,000	1,967
Audit Fee	4,300	4,240	4,000	(240)
Stationery, telephone, postage & internet	3,000	2,833	3,800	967
Professional Fees	750	747	700	(47)
Repairs & Renewals	-	-	400	400
Sundry Expenses	900	888	900	12
Depreciation of Equipment				-
	<b>17,309</b>	<b>24,523</b>	<b>27,479</b>	<b>2,956</b>
<b>Grants to Organisations</b>				
Edinburgh Churches Together	<b>2,250</b>	<b>2,250</b>	<b>2,250</b>	-
<b>Other Requirements</b>				-
Property Inspections ( <b>See below</b> )		-	23,000	23,000
Pastoral Care	6,500	5,805	6,500	695
Parish Mission Grants ( <b>See below</b> )		400	9,000	8,600
	<b>6,500</b>	<b>6,205</b>	<b>38,500</b>	<b>32,295</b>
<b>Total Costs</b>	<b>114,940</b>	<b>121,463</b>	<b>157,898</b>	<b>36,435</b>
<b>Less: Investment &amp; Sundry Income</b>	<b>(8,500)</b>	<b>(8,886)</b>	<b>(7,700)</b>	<b>1,186</b>
<b>Assessments Required (Equal to Exps less Inv Inc)</b>	<b>106,440</b>	<b>112,577</b>	<b>150,198</b>	<b>37,621</b>
<b>Actual Assessments</b>	<b>100,000</b>	<b>150,878</b>	<b>150,000</b>	<b>(878)</b>
<b>Surplus (Deficit) for Year</b>	<b>(6,440)</b>	<b>38,301</b>	<b>(198)</b>	<b>(38,499)</b>
Deduct Provision for 2021 Property Inspections (See above)		<b>(23,000)</b>		
Deduct Provision for 2021 Parish Mission Grants (See above)		<b>(8,600)</b>		
<b>Accumulated Income Brought Forward</b>	<b>40,981</b>	<b>34,280</b>	<b>34,280</b>	
<b>Accumulated Income Carried Forward</b>	<b>34,541</b>	<b>40,981</b>	<b>34,082</b>	