

REPORT
OF THE
HOME MISSIONS BOARD

How can the Church get noticed? Sometimes the Church gets noticed for all the wrong reasons – for internal strife or for judgemental attitudes to those outside the Church.

But how does the Church get noticed for the right reasons? Some may think the Church shouldn't get noticed. It should just get on quietly with loving our neighbours and preaching the gospel. But who says that's going to be quiet? It wasn't quiet around 30 AD! The Church got noticed. If the Church is going to be successful in mission, it has to get noticed. What was the secret of the New Testament Church?

These people changed the world. The apostles were used by God in the spiritual conversion of thousands upon thousands of people. They established a community that remains to this day – the church of Jesus Christ. They wrote books that revolutionised the world's ideas. Within a generation they had brought the good news of God's love to almost every city throughout the known world.

On one occasion Peter and John were hauled before the Sanhedrin, because they had been preaching to crowds of people in the Temple that Jesus had risen from the dead. But the reason a crowd had gathered was because they had healed a crippled man in the name of Jesus. Now, we are not able to heal in the direct way in which Jesus and the Apostles healed, but the point is that they had compassion on those in need and did what they could to help. There was a visible cure, a visible proof that their message was true. We read that their enemies could say nothing because “they could see the man who had been healed standing there with them” (Acts 4:14).

Where today is our visible cure? And if we are not seeing a visible cure, or little of it, why is that? Is it because the Apostles were very clever, academic, influential people and we are not? No, the Sanhedrin realised they were “unschooled”. Was it because they were towering theological giants and we are spiritual pygmies? No again, the Sanhedrin said they were “ordinary”, or as we would say, laymen. But one thing the Sanhedrin did notice was their courage or boldness. This is an interesting word. It's essential meaning is first “plainness of speech”, and then a fearless plainness of speech. In other words they did not become mealy-mouthed in the face of hostility.

So what was their secret? Where had they learned this plainness of speech? The Sanhedrin knew the answer: “They took note that these men had been with Jesus”. It was from Jesus they had learned this simplicity, plainness, boldness and compassion. Is it because we have not been enough with Jesus and learned from him how to preach, how to witness, how to show compassion, that there is so little visible cure?

We thank God that in many places throughout the Church there is a visible cure, the lost are being saved, congregations are being built up, and communities are being impacted by the gospel. Some congregations are simply getting on with this work, and they have the local resources necessary. However, there are other areas where congregations need help. That is where the Home Missions Board comes in. Through the work of our Development Officer, Rev. Neil MacMillan, and through schemes such as team ministry, we are seeking to give ministers and congregations the tools to do the job.

We now also have responsibility to inform the Church at large of the work we are doing and to fund-raise. Last year we had to fund-raise 30% of our subsidised budget, this year that has risen to 40%. The publicity side of this has gone well. Together with the International Missions Board we have produced leaflets, a PowerPoint presentation and, hopefully, this year a DVD, and we have visited many congregations. All of this has raised the profile of mission in the Church. However, it has proved less easy to estimate the amount that has actually come in through this fund-raising activity. Hopefully this will improve in the future.

Great thanks are due as usual to Rev Neil MacMillan, the Development Officer, and to our Clerk, Rev. Angus Howat, and Assistant Clerk, Mr Evan Macdonald; also to our consultants: Mr Matt Ford, Mr Iain D. Gill, Mrs I. Howat, Dr Graham Keith, Mrs Alison Macdonald, Mrs Susan Maclean, Mr Innes Macleod, Mr Tom Muir, Mr Jonathan Worthington, Miss Susan Maclean, Rev. Colin Morison (Camps Supervisor), and particularly to Miss Laura Macleod, our new Camps Administrator.

(A) CHAIRMAN

During the year the Board noted with concern that that six of the current members, including the Chairman and Vice-Chairman, are due to complete their term of appointment at the 2012 General Assembly.

In order to create a ‘phased retirement’ and so ensure a greater measure of continuity, Rev. Alex J. MacDonald, the present Chairman, has indicated his resignation from the Board and from the chairmanship. The Board would wish to put on record its appreciation of Mr MacDonald’s leadership since its inception in 2008. Mr MacDonald has not simply been an able facilitator of meetings, he has given the Board vision and direction during challenging days for the gospel. In the period of his service he has never refused any duty placed on him and has willingly and selflessly travelled thousands of miles to meet with struggling pastors and congregations. He has displayed vision and has maintained a positive but realistic view of the potential of the denomination.

(B) ASSEMBLY REMITS

1 *Team ministries* The Board was instructed by the Commission of Assembly to ‘research and develop proposals allowing the development of team ministries incorporating more than one congregation, in order to enable a more efficient deployment of full-time workers and the sharing of ministers and other personnel between congregations willing to enter into such an arrangement as a means to greater gospel growth’. As a result the Board presented to the General Assembly of 2010 a Draft Act on Team Ministries. This Draft Act, in the form of an Overture, has been sent to Presbyteries under the Barrier Act and has been approved by the majority as in the following Table. It now requires further approval from the General Assembly and so appears as Paragraph (A) 1 of the Board’s Deliverance.

Presbytery	Response
Edinburgh and Perth	Approved
Glasgow and Argyll	Approved
Inverness, Lochaber and Ross	Approved
Northern	Approved
Skye and Wester Ross	Approved
Western Isles	Approved
Prince Edward Island	Approved
Great Lakes and Western Canada	No return

2. *Centrally supported congregations* The 2010 General Assembly instructed the Home Missions Board “in consultation with the Board of Trustees Finance Sub-Committee, to report annually on (1) the current level of support required to support ministries in the centrally-supported category; (2) on savings made through adjustments and progress in existing ministries; and (3) on any surplus on budgeted income for such ministries arising from increased/surplus income from fund-raising activities. They instruct the Board to ensure budgetary provision for potential new ministries in the next year as part of the annual budgetary review.”

- 2.1 The relevant figures are as follows:
- (1) Current level of support: 2009 = £367,281; 2010 = £259,284; 2011 (budgeted) = £232,849
 - (2) Savings: 2009 to 2010 = £107,997; 2010 to 2011 (budgeted) = £26,435
 - (3) Fund-raising: Clearly identifiable income from fund-raising in 2010 = £49,244

2.2 The 2010 Assembly also instructed the Home Missions Board (1) to monitor carefully and manage the number of appointments in the categories of Church Extension, Asian Outreach and Service to Overseas Students so that the budgetary provision required to support such ministries remains sustainable; (2) to limit the number of Redevelopment charges to a level that can be sustained within the current budgetary provision; (3) to reduce the number of ministries on Special Arrangements and Terminable Appointments.

2.2.1 The Board reports that the number of appointments in the categories of Church Extension, Asian Outreach and Service to Overseas Students remains as previously. Rev. Seoras MacGillivray is presently engaged in Asian Ministry in Glasgow but is employed by the International Missions Board.

2.2.2 The Board is not proposing the creation of any further Redevelopment Charges in the meantime. Of the existing Redevelopment Charges one remains vacant.

2.2.3 The Board has approved a terminable appointment arrangement for Coatbridge in view of the fact (1) that it had already committed itself to this prior to the passing of the legislation by last General Assembly; (2) that the congregation was participating in the Team Ministry experiment for NE Glasgow and hoped to be further involved in this development. Two applications for renewal of Special Arrangements are being brought to this Assembly: in view of the Assembly's directive the Board is recommending extension of the appointment for reduced periods in each case in the hope that this will allow their inclusion in a wider ministerial arrangement.

3. Strategy: Presbytery of Glasgow and Argyll The Board is charged to liaise with the Presbytery and its Strategy Committee. Since last General Assembly the Presbytery has submitted a number of Strategy Reports showing consideration being given to the ministerial needs in different parts of the Presbytery area. Team ministries are being planned for Argyll, and the area north-east of Glasgow, and Mr Howat is liaising with the Presbytery's Strategy Committee on behalf of the Board. While it would be wrong to say that a strategy programme for the Presbytery is now in place, the Presbytery is to be commended for the progress that has been made. The Board's Executive is to meet with the Presbytery or its Strategy Committee to discuss the way forward with respect to Argyll and East Kilbride.

4. Strategy: Northern Presbytery The Board was instructed by last General Assembly to continue to liaise with the Northern Presbytery in order to assist them in the implementation of their strategy policy and specifically to their progress with regard to the ministerial arrangements for East Sutherland. The Presbytery reports: (1) a team ministry plan had been prepared for the far north congregations (see below); (2) negotiations had taken place with a view to uniting the congregations of Clyne and Golspie but these had proved abortive; (3) talks have taken place with both the Presbytery of Skye and Wester Ross and the Presbytery of Sutherland of the Church of Scotland with regard to arrangements for the congregations at Assynt and Eddrachillis, both now vacant.

The Board has received a Petition from the Northern Presbytery for the establishment of a Team Ministry in the congregations of Helmsdale and Kinbrace, Lybster, Bruan, Latheron and Berriedale, Olig, Watten and Bower, Thurso and Reay, Tongue, Farr, Strathy and Halladale, and Wick and Keiss, accompanied by a Schedule and Team Ministry Plan. The Petition appears as Appendix Nine to this Report. The Board is recommending approval of the Petition in the event of Team Ministries receiving the approval of the General Assembly.

5. Church Planting The Commission of Assembly in October 2008 instructed the Home Missions Board 'to identify new opportunities for church planting and to explore which models of church planting can best be adapted to the needs of the denomination'. As reported to the General Assembly last year the Board is investigating a new model of church plant involving small groups from established congregations and is at present experimenting with a pilot scheme. Full details will be found in the Development Officer's Report in Appendix One. The Board is asking that the remit be continued for a further year.

6. Buildings Maintenance The Board was tasked by last General Assembly with bringing forward proposals for the more effective implementation of Act XXXI, 1988. As a result a code of Conduct has been prepared for the approval of the General Assembly which appears as Appendix Two to this Report. The Board is grateful to Mr Iain Gill for his work in preparing the Code.

(C) CHURCHES AND MINISTRIES

1. Development Officer In accordance with the instructions of last General Assembly Rev. Neil MacMillan was inducted as Development Officer with a seat in the Presbytery of Edinburgh and Perth last August. His account of his very varied activities on behalf of the Board will be found in Appendix One to this Report.

2. Stipend The stipend was increased to £19,500 in January 2010. It was hoped that it would be possible to increase the stipend to £21,000 in 2011 but because of the Church's financial position the increase was reduced to £20,500 as from 1st January 2011.

3. Schedules During the course of the year the Board has granted or renewed Schedules for a number of vacant congregations. At the time of writing there are 12 vacant congregations authorised to appoint a minister or assistant minister compared with nine at the same time last year.

4. Assistantships The Board has received Petitions relating to the appointment of Assistants from the following three Presbyteries:

Glasgow and Argyll	Renewal of permission to appoint Assistant Minister for Downvale
Inverness, Lochaber and Ross	Appointment of Assistant Minister to Greyfriars-Stratherrick
Western Isles	Renewal of appointment of Assistant Minister to Stornoway

In the case of the Petition from the Presbytery of Inverness, Lochaber and Ross which was received after the last meeting of the Board, the accompanying Schedule, while promising the full cost of ministry, showed that the congregation of Greyfriars-Stratherrick in 2010 contributed less than the 300% of the Stipend required by Act IX, 2007, § 2. The Chairman has been informed that the congregation is committed to contributing £65,000 which would meet the requirement of the legislation. The Board is asking the General Assembly to waive this requirement in this case in view of this intention. With this proviso the Board is supporting these Petitions which appear as Appendices Three to Five of this Report.

5. Congregations not meeting their Schedule commitment The Board is required to report annually to the General Assembly [Act IX, 2010, § 3.10] those congregations which have failed to remit the full cost of ministry or the direct cost as promised when they were admitted to the Equal Dividend Platform. The Board has to report that the congregation of Duirinsh failed to do so during 2010. The congregation and the Presbytery have been notified in terms of the Act.

The Board has pleasure in reporting that the congregations of Cumbernauld, Lochcarron and London, reported to last General Assembly, met their commitments during 2010.

6. Congregations not remitting the stipend The same Act requires that *when any congregation, whose minister is appointed under the terms of this Act fails to remit 100% of stipend in any one year, the Home Missions Board shall draw the attention of the Congregation and the Presbytery to this fact. On receipt of such notification the Presbytery shall initiate a Review and Audit of the Congregation as in Section 6.1 below. The Board shall also report to the General Assembly that such a review has been initiated.* Last year a review was initiated for the congregations of Olig, Watten and Bower, and Sleat and Strath. In both cases the Presbytery is preparing a Plan whereby the congregations can be incorporated in a wider ministry.

The Board has to report that in 2010 the congregations of Golspie and of Olig, Watten and Bower failed to remit a sum equal to the stipend. In the former case a Review and Audit will take place by the Presbytery. The latter is already the subject of a Review from last year.

7. Consultations with Presbyteries No Presbyteries fell to be consulted by the Board in terms of Act X, 2009, during 2010.

8. Church Extension Charges There are four Church Extension charges under the oversight of the Board:

8.1 Cobham The Minister (Rev. David Miller) reported that following a big decrease in 2009 the numbers continued to fall in 2010 but to a lesser degree. Three new families have settled with the congregation. The fortnightly services at Maidenhead had been discontinued for the present because of decline in support in the area. The congregation plans to increase its impact on the community in Cobham itself by distributing leaflets and are reconsidering the arrangements for their Bible Study.

8.2 Dunfermline The Minister (Rev. Douglas Campbell) reports that a number of people from the local area and from west Fife have started attending services. Special celebrations at Christmas and Easter attracted congregations larger than usual. The congregational target for 2010 was exceeded. The lack of buildings of its own brings difficulties: the Primary School where the morning services are held is not available during the evenings: in any case the cost for further use would be prohibitive. Various social and outreach meetings are held in the Manse. The problem of the lack of leadership, highlighted in last year's Report, is being tackled and a leadership team reporting to the Kirkcaldy Kirk Session is likely to be set up. The Presbytery note as a cause for thanks that Mr Campbell has considerable involvement in several local schools.

8.3 St Andrews The Minister (Rev. A. I. Macleod) reports an increase in morning attendances during termtime. The Baptist Church, now in use for a full year, has proved suitable for their needs. Evening services are now held in Hope Park Parish Church. The congregational income has increased, enabling them to meet their target and local expenses. There is a Sunday School of nine, staffed by students. The children have established contact with a girls' home in New Delhi and write to the children there. A mentoring scheme was begun in 2010 under the leadership of Mr Kenny Robertson, UCCF Staff Worker, who is based in St Andrews.

8.4 South Uist and Benbecula Although the congregation remains vacant a Report was submitted to the Board with comments by the Presbytery. Two unsuccessful approaches to ministers were made during the year. The Board is aware of the fragility of the charge and the urgent need for an early settlement. The prayers of the Church are sought for this congregation.

9. Redevelopment charges The Board has oversight of four redevelopment charges with settled ministries; also Gairloch and Kinlochewe which continues vacant.

9.1 Badenoch The Minister (Rev. Richard Macdonald) reports that after a difficult start to the year when they lost two members the congregation stabilised and a number of newcomers joined. The Lunch Club has been discontinued for the time being but a teenage café has been opened at lunchtime as an outreach to the local High School. The Minister is involved in chaplaincy work in both High School and Primary School. The Board is grateful for the small encouragements reported and thanks Mr and Mrs Macdonald for their labours in somewhat difficult circumstances.

9.2 Elgin and Forres The Minister (Rev. Colin Morison), reports that the recent loss of some members has been partly offset. The monthly services at Dufftown continue and a fortnightly Bible study group now meets at Fochabers. The church kitchen at Elgin has been extended and refurbished, thus facilitating more social meetings. The Presbytery would like to explore the potential of more regular services at Dufftown.

9.3 Gairloch and Kinlochewe During the year the Board unsuccessfully approached one minister with a view to filling the vacancy. The Board is supporting a Petition from the Presbytery of Skye and Wester Ross for renewal of redevelopment status for Gairloch and Kinlochewe. The Petition is found as Appendix Six to this Report.

9.4 *Glenurquhart and Fort Augustus* The Minister (Rev. John A. M. Mackay) reports that there is evidence of a greater interest in the Gospel among some of the congregation in Glenurquhart. The loss of a large family from Fort Augustus has been a source of disappointment and raises questions about the future of this part of the congregation. The Glenurquhart Church building is in the process of renovation and services are temporarily being held at Balnain. The Board noted with concern that Mr Mackay has experienced health problems and trusts that these will soon be resolved. The congregation's undertaking to submit the stipend (a figure higher than the target for which they would otherwise be liable) had been realised.

9.5 *Harris* The Minister (Rev. Ruairidh Maclean) reported on continuing encouragements. There has been an increase of two members. The congregational givings have increased enabling the congregation to exceed its target. The new hall is now complete. A successful Discipleship Explored course had been held. A course of training for elders involving study of the Westminster Confession and matters of procedure is planned. The Board rejoices at these developments but continues to be aware that the congregation is still very fragile.

10. *Congregations on Special Arrangements* There are four congregations on Special Arrangements under the oversight of the Board.

10.1 *Arran* During 2010 the congregation contributed to central funds a sum equal to 68% of the stipend, an increase from 61.6% from last year exceeding the Board's target of 60%.

10.2 *East Kilbride* During 2010 the congregation contributed a sum equivalent to 79.5% of the stipend, which falls short of the Assembly's figure of 85%. The Special Arrangements lapse at this Assembly. The Presbytery is seeking renewal of the arrangement on the same basis as previously but in view of last Assembly's injunction to the Board to reduce the number of congregations on Special Arrangements, the Board is recommending an extension of one year so that their Executive may consult with the Presbytery with a view to formulating proposals for the future ministerial arrangements for East Kilbride. The Presbytery's Petition appears as Appendix Seven to the Report.

10.3 *Dumfries* The congregation of Dumfries remains vacant in spite of various efforts to secure a minister. During 2010 the congregation contributed a sum equivalent to 74% of the stipend, which exceeds the proportion of 60% of the stipend set by the 2010 General Assembly.

10.4 *Lochgilphead and Lochfyneside* The congregation contributed a sum equivalent to 85% of the stipend, thus attaining the proportion set by the General Assembly. The General Assembly of 2010 continued this congregation on Special Arrangements for a further year so that ministerial arrangements for the Argyll area might be formulated. This exercise has proved more difficult than was hoped and the Board is recommending the extension of the Special Arrangements for two years to facilitate the completion of a ministerial plan and to cover the period to the Minister's 65th birthday in July 2012. The Presbytery is requesting continuance of the arrangement until the General Assembly of 2014, or until the creation of team ministry arrangements incorporating the congregation of Lochgilphead and Lochfyneside, whichever is earlier. (See Appendix Eight).

11. *Asian Outreach* During the year discussions were held between representatives of the Board and representatives of the International Missions Board over questions of mutual concern. It was noted in particular that in Glasgow there are three workers involved in Asian Outreach: one responsible to the Home Missions Board, one serving under both the Home Missions Board and the International Missions Board since his missionary work is carried out both in Scotland and overseas, and the third working under the International Missions Board. This has led to difficulties of co-ordination, particularly given the role of Govanhill congregation, where two of the workers are members of the Kirk Session and the third worker attends. It was important that they were all treated consistently, for example with payment of expenses, reporting arrangements, deputation, provision of supply etc.

Both Boards agreed that it would be good to have representatives of each body meeting together to exercise a more effective oversight and to provide ongoing encouragement to the workers. They have accordingly established an Asian Outreach Committee, consisting of two representatives each from the two Boards, along with the Secretary of the IMB on the following basis:

1. The Committee will appoint its own Convener
2. The Committee will meet as often as necessary, normally in Glasgow.
3. The two parent Boards will delegate powers to exercise the necessary oversight of the workers, including the appointment of advisers with expertise in this area of ministry.
4. Any travel or other expenses would be covered from the budgets of the parent Boards.
5. The Committee will meet regularly with the workers, either singly or together, to discuss the work with them, listen to their proposals and encourage them in their ministry.
6. The HMB and IMB representatives will report, as required, to their parent Boards.
7. As required by Act of Assembly, the workers will provide an Annual Report to the Presbytery of Glasgow and Argyll, who will transmit it to the Committee, which will then forward it to their parent Boards. The Annual Report to the General Assembly would be presented through the HMB Report.
8. Glasgow and Argyll Presbytery could meet, if desired, with this Committee, to be informed of all relevant aspects of the Asian Outreach work.

11.1 Annual Report Rev. Duncan Peters and Rev. Colin Macleod report on their ministry in Glasgow. Their work, inevitably sensitive in nature and therefore not to be reported in detail, continues with evidences of encouragement in a number of areas. Although publicity has to be limited, the Board recognises the difficult and costly demands made on the AO workers and commends them to the prayers of the Church.

11.2 The 'City of Peace'. This meeting grew out of the House group held weekly in the home of one of the Asian Outreach workers. Since December 2010 a time of worship and fellowship attended by over twenty people including a number from non-Christian backgrounds has been held in the premises of the Well Multi-Cultural Advice Centre in Glasgow every Sunday morning. Its inauguration was not without controversy and its future is still to be determined, but it is hoped that if the experiment shows signs of fruitfulness it may develop into a permanent work. The Board is aware that it marks a shift in the Church's traditional policy for work in this field and it is proposed in the light of experience to bring proposals for the future of the work to the General Assembly of 2012.

12. Service to Overseas Students Rev. F. H. Mackenzie reports on the variety of activities and meetings in which he and Mrs Mackenzie engage among the overseas students in Glasgow involving links with the University of Glasgow, University of Strathclyde, Friends International and other organisations. During the year Mrs Fiona Mackay joined the staff of SOS working eight hours a week and assisting with leafleting, visiting, taking part in Bible studies and contacting new students. It is hoped that Mrs Mackay will be able to help with the updating of the website. The Board is grateful to the devoted work done by Mr and Mrs MacKenzie and by Mrs Mackay and commends their labours to the prayers of the Church.

14. Dundee: Pastoral Assistant Mr Bryan Kee has completed his first full year at St Peter's, Dundee. The Board contributes to Mr Kee's funding in the light of his commitment to the outreach / church planting work at St Cyrus / Montrose. As the services at St Cyrus have been discontinued the Board awaits the Kirk Session's Report on their future plans for the work there.

15. Evangelism Support Working Party In March 2010 a publicity leaflet and posters were distributed to all congregations in the Church to encourage more applications for help with outreach activities. An advertisement also appeared in the April issue of *The Record*. The response was disappointing although this exercise did raise the profile of the role of the Working Party and the fact that there is some support available from central funds for outreach projects. A summary of the projects supported by the Group appears as Appendix Ten to this Report.

The Group is anxious to raise awareness of the assistance available from them. Congregations seeking advice or assistance should contact the Clerk, Mrs Mareta Campbell, Free Church Manse, Gravir, Park, Isle of Lewis, HS2 9QX, home 01851 880283, email address: maretta@blueyonder.co.uk The ESWP Report refers to the resignation of Mrs Michelle Macdonald after five years' service as representative for the Presbytery of Glasgow and Argyll and Mr Neil Macdonald as representative for the Presbytery of Inverness, Lochaber and Ross. The Board thanks them for their service and welcomes Mrs Christine Mackenzie who replaces Mrs Macdonald.

16. *Presbytery of the Western Isles* Last year the Assembly Arrangements Committee suggested that presbyteries might report to the Assembly through the Board on matters taking place within their bounds which they considered of interest to the wider Church. The Board have been informed by the Presbytery of the Western Isles that it has agreed to the appointment of a Presbytery Evangelism Co-ordinator with financial assistance from the Board.

17. *Quinquennial Visitation Schedules* The new Schedules were introduced for use last summer. More recently the Compliance Schedule was updated and replaced in March 2011 to take into account the new legislation regarding the Protecting Vulnerable Groups Scheme which came into force on 28th February 2011.

Presbyteries are reminded that completion of this Schedule is mandatory in terms of Act XVI, 2010.

18. *Church and Manse Building Fund* During 2010 awards were made to the following congregations:

Kirkcaldy	Grant	£1490.37	Shawbost	Grant	£17,987.44
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(D) FINANCE AND SOCIAL RESPONSIBILITY

1. *Fund-raising* In seeking to raise awareness of the New Remittance Scheme and its associated fund-raising objectives, last year the Board, in co-operation with the International Missions Board, completed a series of 20 meetings throughout the denomination, where representatives of the two Boards, using a specially prepared PowerPoint presentation, were able to highlight the twelve projects which had been chosen for special fund-raising efforts. Opportunities were given for Deacons' Courts, members and adherents to ask questions about the new scheme and, on the whole, the response at these meetings was positive and helpful. In addition, both Boards produced two information leaflets about Mission at home and abroad and these were distributed to congregations in the spring and the autumn. Under the new financial arrangements, the two Boards had to raise 30% of their budgets (£150,000 for each Board) by fund-raising. For various reasons, it has been difficult to gauge how effective these fund-raising efforts have been, but it would appear that £295,000 came in for Missions, which is only £5000 short of the required target of £300,000 (£150,000 for each Board). The shortfall was made up from central funds.

For 2011, both Boards are expected to raise 40% of their respective budgets and clearly in an age of economic difficulty, this presents a huge challenge. A new four-page information leaflet outlining the three projects selected by each Board has been distributed to all congregations and a short DVD highlighting these will be available in May for congregational use. The Boards are grateful to Rev. Alex MacDonald for designing the leaflets and to Mr Colin Stone for producing the DVD.

2. *Social Responsibility* The Board continues to support caring initiatives throughout the denomination through the Social Responsibility Grant Aid Scheme and has given modest financial assistance to Road to Recovery programmes in the Western Isles and the Inverness Lochaber and Ross Presbyteries; the Kirkcaldy Community Project; the Kirkcaldy Area Reachout Trust; and the Western Isles Youth Project.

The Board was also able to respond positively to an application from the Western Isles Presbytery for a three year grant to help support a Presbytery Evangelism Co-ordinator whose remit is to help congregations within the Presbytery engage in evangelistic outreach among adults.

(E) YOUTH

As a denomination we are so very thankful for all the children and young people associated with our congregations and for the large number of dedicated volunteers who teach them in Sunday Schools and Bible Classes, those who help in crèches and toddler groups, who run congregational youth clubs and Campaigners, and all who serve as leaders and helpers in our annual Camps programme. Not least we are grateful to our Christian parents who, in an increasingly secular society, bring up our covenant children in the respect, discipline and love of the Lord. How important it is that our children and young people receive teaching from the Scriptures and are provided with Christ-like role models.

1. *Sunday School and Bible Class*

1.1 *Syllabus Revision* The four-year revision of the syllabus is nearing an end and, following a final editing process, will be fully completed by May 2012. The Board is grateful to Mrs Anne Ferrier, Dr Allan Fraser, Mrs Irene Howat, Mrs Lilian MacDonald, and Miss Helen Sharp for undertaking this work.

1.2 *The Awards System* For several years, the annual Exploration has taken up the centre pages of *The Instructor* over the winter months. This session it was agreed to devote the whole of the September issue to it - this year on the Life of Peter - to see if that would increase the number of children participating. Sunday School Superintendents were also asked to encourage more children and young people to take part. The results of these changes were most productive. There was a significant increase in the number of children who submitted Explorations: Infant – 55 (an increase of 22); Junior – 63 (an increase of 33); and Bible Class - seven (an increase of five), giving an overall increase of 63 on the previous year. It is particularly encouraging to note that children from an additional 16 Sunday Schools participated. The template provided as an option for Bible Class students was used to good effect. The Exploration in 2011 will focus on George Müller. The Board is very grateful to Mrs Irene Howat for the originality and variety she puts in to the design and production of the Exploration.

The Board is grateful to all those who this year so willingly helped in checking and marking worksheets: Miss Sandra Bain, Mrs Janie Currie, Mrs Anne Ferrier, Miss Mary Gillies, Mrs Alison MacPherson, Mrs Robina Miller, Mrs Elizabeth Murchie, Mr Innes MacLeod and Miss Kirsti Paterson. Special thanks go to Mrs Muriel Amey who has helped with marking and collating for several years and who has now decided gracefully to retire! Thanks are also due to Mrs Murdina Skinner and Mrs Mary Macdonald who helped in the production of infant Gaelic worksheets.

2. *The Instructor* At this year's Assembly Mrs Irene Howat will have completed three five-year terms as editor. The Board is very thankful that the church possesses such a willing and able servant and is very grateful to her for the loving, caring and thoughtful way she has gone about her task over the past 15 years. The Board is delighted that Mrs Howat has expressed her willingness to serve for a further five years, although she has indicated her intention to stand down, if re-appointed, at the conclusion of a fourth term.

The monthly circulation of the magazine stands at just over 1,200 and this includes 38 individual subscriptions. Six people contribute articles and artwork on a regular basis, some of them providing material as much as a year in advance.

In 2010, the *Youth Project*, which is administered through *The Instructor*, raised £5,582 for the work of London City Mission in Greenwich. Over the last 14 years Youth Projects have raised the magnificent sum of £128,833 for missionary work in India, Kenya, Peru, Cambodia, Southern Africa, Moscow, Uganda, Tearfund's relief work and now London. The sum raised in 2010 was about £2,500 less than the previous two years. In 2011, the Youth Project will raise funds to help Christian Witness to Israel produce a Hebrew translation of the Old Testament for children.

Membership of *Friends of The Instructor* stands at over 70 and the Editor is most grateful to them for their prayerful and financial support. Miss Anna Macdonald, Edinburgh, administers Friends of *The Instructor*.

3. *Youth Camps*

Camps Supervisor's Report - a Year in the Life of Camps

In **June** 2010 Laura MacLeod moved from the BBC to start work as our new Camps Administrator, replacing Mhairi Mackintosh who had moved on after seven years in post. It was then a very busy time for camps with the summer programme about to begin; Laura had excellent assistance from Andrew Fraser who had taken on the task of temporary Administrator from the beginning of May. During **July** over 300 campers were bussed to 11 camps in various locations throughout the country. Laura and the Camps Supervisor visited some of these and found highly motivated leadership teams overseeing enthusiastic groups of young people in a whole variety of wonderful activities. During **August** and **September** reports were compiled and meetings held to discuss the way forward. It was encouraging to hear about the enthusiasm our young people have – not just for physical activities but also for discussing the Christian faith. For some – as so often before – it was at camp they came to faith for the first time and for this we are profoundly thankful to God.

Then in **October** it was the Big Free Rally – in 2010 held in Culduthel Christian Centre and in 2011 due to be held in the newly refurbished and extended Smithton Free Church building. **November** was the month for a Camps Anniversary Reunion – held in Inverness and enjoyed by the great many ‘older’ campers who came to tell their stories of long ago. During these months work was progressing on the Camps Brochure for 2011 and in **December** this was finalised and sent to the printers. **January** is always bookings month; this year was typically hectic with Laura handling over 350 bookings in a matter of a few days. That is of course a good sign as it meant most of the available spaces being taken up.

In **February** and **March** work was done on updating forms for leaders and cooks, looking ahead with Susan Maclean to the Big Free Rally of 2011 and rearranging facilities for the football camps. Attention has also been given to training needs for leaders and cooks. **April** marks the start of the camps programme with the first camp taking place in Scaladale, Harris – a Gaelic camp led by Rev. Ruairidh MacLean. It also is the month when Camps Administrator Laura enters an entirely new phase in her personal life as she marries fiancé Daniel MacAulay. The Board wishes them God’s blessing for their future together. By **May** the Camps Administrator, team leaders, Bookshop Manager and others will be busy finalising programmes, ordering resources and tying up transport arrangements and payments.

Throughout the year tea towels and DVDs have been sold in many congregations; also 150 ‘hoodies’ of varying sizes and colours are no doubt terrorizing shopping centres the length and breadth of the country. What to do next? is the puzzle; answers please ...! There are plans to hold training days for leaders and thoughts are being given to further fundraising to help with the development of the work. Much thankfulness should be expressed to those who make the work of camps possible: parents who encourage and fund their children’s attendance; churches that do the same and also support both with prayer and finance; leaders all of whom willingly give up time to ensure that camps are run – and run well; volunteers and support staff in many locations doing many different things; enthusiastic campers who come and without whom there would be no camp! Above all we give thanks to God for so graciously providing everything and for his goodness and faithfulness over many years. May we continue to be faithful with what we have been given and may God continue to bless the work of Free Church camps in the future.

Colin Morison, *Camps Supervisor*

4. *Youth Workers*

4.1 *Conference for Youth Workers* The Board is grateful for those who within the denomination are involved in youth leadership roles. The Board is planning a one-day conference in Inverness in the autumn for all youth workers operating within the Free Church, to provide an opportunity for mutual encouragement, training and the sharing of ideas and experiences.

4.2 *Training for Youth Workers* The Board has investigated the range of training courses accessible to Christian youth workers in Scotland and has concluded that a modified version of the

Free Church College module devised by Professor Donald M. MacDonald offers the most appropriate possibilities for youth workers in Free Church congregations. This could be offered as a distance learning course using a combination of *Moodle* (open source version of WebCT), video-conferencing and several day conferences. In general the aim would be to provide appropriate training content that takes account of current needs, the scattered nature of the youth workers, and the benefits of developing a course that can be repeated using the model of personal, individual, directed study (rather than collegiate study), yet providing a forum in which trainee youth workers can benefit both from their instructors and their peers. It is hoped that firm proposals will be available before the end of the year.

5. Youth Conference This year's Youth Conference was attended in March by 90 young people from all over Scotland! Rev Kenny Macleod, Carlway Free Church, gave a four-part series on the life of Joseph. His message was challenging, and brought to life many similarities between Joseph and Christ. Various seminars were held outwith these talks, covering topics such as Guidance, Discipline, Relationships, God's Promises and even a bit of John Calvin! These were well attended and stimulated interesting discussion. Derek and Catriona Lamont were houseparents and made a huge effort in getting alongside all the young people. Their contribution was vital, and their presence warmly received by all, Derek even stepping in to take a seminar on "Suffering". The Conference served its purpose in teaching about Jesus Christ, and the unity and love between the young people from various parts of Scotland was evident for all to see. The Spirit dwelt there at Lendrick Muir all weekend, of this I am certain. Praise be to God for allowing such a blessed weekend at what many would call a difficult time!

Stephen Campbell, *Youth Conference Committee Member*

6. Education The Board is grateful to Dr Graham Keith for the watchful brief he keeps on developments in Scottish education. He regularly reports on conferences and seminars on Religious Education he attends and has helped the Board to submit observations on Religious Education and Religious Observance to the Scottish Government.

ALEX J. MACDONALD, *Chairman*
DAVID C. MEREDITH, *Vice-Chairman*

APPENDIX ONE

Development Officer's Report

Contemporary Scotland provides the Church with a huge challenge. Only 8% of Scots attend church regularly. Most people seem indifferent or resistant to the gospel. In order to see the gospel make a growing impact on our nation we need to equip our congregations for mission. The role of the Mission Development Officer is to help congregations to grow and multiply for the glory of God.

The work of Mission Development is hugely enjoyable. I get to work with a wide range of ministers, elders and congregations in a variety of different contexts. I have been privileged to travel to a number of useful conferences and training events. I am able to benefit from contact with some very experienced church planters and leaders. I hope that this input will allow me to serve local congregations and the denomination more effectively.

My post continues for another year (until June 2012). It is my hope that by this time I will have established programmes that will allow the Church to go on equipping and supporting ministers and congregations in mission over the longer term.

1 Redevelopment & Church Extension Charges I try to maintain contact with all of these situations but have the greatest amount of contact where I have a coaching relationship with the minister. All of these charges face challenges as they work to establish a foundation for long term growth but most of them are making progress despite setbacks and frustrations. I received further training for coaching church planters in January 2011 and the Home Mission Board hopes to train a number of other ministers to coach. Coaching is proving to be a very useful tool.

2 Hub Programme The Hub Programme provides training to congregations across the country. The purpose of the training is to strengthen local churches in the work of mission and evangelism. This is in support of our denominational strategy for mission in Scotland, ‘mission through the local church.’ I am currently working with Buccleuch and Greyfriars in Edinburgh, and the Oban and Portree congregations. I intend to widen the process further by producing a ‘Hub’ handbook and training trainers to lead the process in other congregations.

3 Church Planting The Home Missions Board has a remit to develop new methods of church planting. I am working to develop a method that uses small groups as a basis for initiating new church plants from existing congregations.

Progress on this is slow but St Columba’s Free Church in Edinburgh has begun to develop its small groups in this way and it is hoped other congregations will join later this year. The focus remains on city centre congregations in our larger cities. Training opportunities are being put together for this purpose.

4 Training

4.1 Free Church College I continue to teach a six-week module on Evangelism and Mission for the Free Church College.

4.2 Porterbrook Distance Learning This has been running since September 2010. We began with about 30 students from a number of congregations. The course is intended to equip Christians for mission. The course is proving to be both popular and very helpful and I hope to expand it to other locations.

I am currently exploring opportunities to establish a training course for church planters and part-time theological study for those with an interest in mission and ministry. The Free Church College has been very helpful in this regard.

NEIL MACMILLAN, *Development Officer*

APPENDIX TWO

Code of Conduct relating to Quinquennial Buildings Certificates

1. This Code of Conduct is a policy paper of the Home Missions Board setting out how the Board intends to meet its responsibility under Church legislation for Quinquennial Buildings Certificates.
2. The Board’s motivation is that all congregations should exercise a high standard of oversight of the fabric of their buildings.
3. Act XXXI, 1988 states that at each quinquennial visitation a Buildings Certificate has to be prepared by “a qualified person” and a Buildings Return by the Deacons’ Court. Subsequently presbytery “shall transmit a copy of the Buildings Return to the Clerk to the Buildings Committee, with their comments thereon.” The Home Missions Board has inherited the responsibilities of the Buildings Committee.
4. In order to fulfil its function the Board will ask presbyteries to report when a quinquennial visitation is held and to send the Buildings Certificate with the Return and comments.
5. The Board will maintain records including:
 - 5.1 date of all quinquennial visitations;
 - 5.2 confirmation of the receipt of Buildings Return, presbytery comments on the Return and Buildings Certificate;
 - 5.3 statement indicating that documents have been examined and found in order (see 7 below), or action taken to correct deficiencies, giving the name of the person who has checked documents and date.
6. Presbyteries and Deacons’ Courts will be reminded regularly about their responsibilities relative to buildings certificates.
7. The Board will:

- 7.1 check that a Buildings Return and a Buildings Certificate are prepared at every quinquennial visitation, and that the Presbytery comments on the Return, and that all documents (including comments) are supplied to the Board;
 - 7.2 check that each certificate has sufficient content, including whether work is required and if so that it is listed to facilitate attention;
 - 7.3 examine all papers to ensure that the requirements of Act XXXI, 1988, have been considered appropriately;
 - 7.4 obtain if necessary from each Deacons' Court confirmation that the Court has seen the Certificate and that urgent work required is subject to a plan;
 - 7.5 if appropriate ask the presbytery to give further consideration to relevant matters;
 - 7.6 monitor all reports to ensure that urgent work is attended to;
 - 7.7 identify situations where no action being taken, or able to be taken, obtain more information and work with the courts or finance committees to find a solution.
8. The Board will maintain a list of suitably qualified persons understood to be willing to prepare certificates to the standard required by the Church at restricted cost or on a voluntary basis. Presbyteries will be encouraged to access the list and also to provide information that may lead to the inclusion of additional names.
 9. The qualification appropriate for the completion of a Buildings Certificate is not formally defined and is largely a matter of common sense. The ideal is a qualified surveyor or architect who is not directly involved in the congregation and so can carry out a competent survey with a high degree of independence. Not acceptable to the Board is an office-bearer of the congregation who has no building experience. The person has to have experience or qualification appropriate to the size and complexity of the buildings and be able to demonstrate independence, either by virtue of professional training or not being directly associated with the congregation.
 10. The Buildings Certificate should cover the following areas:
 - 10.1 whether the building complies with disability access expectations;
 - 10.2 whether the building is in a good state of repair;
 - 10.3 what work is required to bring the building up to a good standard;
 - 10.4 if the needs are considerable, a programme of work sufficient to bring the building up to a good standard;

It is not expected that a survey should involve gaining access to difficult to reach areas but comment on the limitations of a survey should be built in to its wording. If the surveyor considers that further investigation on a particular matter is desirable that should be stated. If professional indemnity is excluded from the work, perhaps because of a restricted fee, this should be stated. This Code should be made available to the surveyor before work commences. The nature of survey work proposed and the financial arrangements (amount of fee and the extent of any restriction, or no fee, and rates of expenses) should be clarified before a visit.
 11. The Board's intention is that the administration of this Code should be undertaken by a person other than the Board Clerk, on a five-year appointment or by the Church Offices. Some of the work is not routine (eg 7.7) and would require the involvement of a senior person who had the confidence of those affected. A person appointed by the Board would work under the direction of the Board, with the Clerk to the Board filling the role of line manager. Offices involvement may require a separate paper setting out expectations, relationships, etc.
 12. This Code is subject to review and change by the Board .
 13. This Code was approved by the Board on 2nd March 2011.

APPENDIX THREE

Petition: Presbytery of Glasgow and Argyll: Assistantship for Glasgow: Downvale

Unto the Venerable the General Assembly of the Free Church of Scotland indicted to meet in Edinburgh on Monday 23rd May 2011, the Petition of the Free Presbytery of Glasgow and Argyll humbly shows that:

1. Whereas the congregation of Downvale has not been able to secure the services of an Assistant Minister within the timescale agreed;

2. Whereas the congregation has grown considerably since establishment in 2000;
3. Whereas the congregation has distributed the following sums to central funds over the last three years: £112,000; £130,000; £118,500 in 2008, 2009, 2010 respectively, which contributions are vastly in excess of the sum required to qualify for the services of an Assistant Minister as outlined in Act IX Class 2, 2007, Para 2;
4. Whereas the union with Paisley is now established;
5. Whereas there is suitable accommodation available for an Assistant Minister;
6. Whereas the congregation is becoming increasingly involved in a number of new initiatives in the community;

Wherefore it is humbly requested that the General Assembly take these premises into consideration and authorise the appointment of an Assistant Minister for Dowanvale Free Church in terms of Act IX 2007

Or do as in their wisdom they deem best.

And your petitioners will ever pray.

APPENDIX FOUR

Petition: Presbytery of Inverness, Lochaber and Ross: Assistantship for Inverness: Greyfriars-Stratherrick

Unto the Venerable General Assembly of the Free Church of Scotland indicted to meet in Edinburgh on 23rd May 2011, the Petition of the Presbytery of Inverness, Lochaber and Ross humbly sheweth that:

1. Whereas the congregation of Greyfriars Stratherrick was consolidated in 2005;
2. Whereas the consolidated congregation covers the two preaching sites of Stratherrick and Greyfriars, Inverness;
3. Whereas there has been significant development in the Castle Heather area of Inverness in recent years;
4. Whereas the joint congregation is large and pastorally demanding;
5. Whereas the congregation of Greyfriars Stratherrick has had an assistant minister in previous years;
6. Whereas the requirements of Act IX, 2007, have been met by the congregation;

Wherefore may it please your Venerable Court to approve the appointment of an assistant minister to the consolidated charge of Greyfriars Stratherrick Free Church in terms of Act IX, 2007,

Or do otherwise as in their wisdom they may see fit.

And your petitioners will ever pray.

APPENDIX FIVE

Petition: Presbytery of the Western Isles: Assistantship for Stornoway

Unto the Venerable the General Assembly of the Free Church of Scotland indicted to meet in Edinburgh on Monday the 23rd day of May 2011, the petition of the Presbytery of the Western Isles shows that;

1. Whereas the demands of the pastorate in Stornoway greatly exceed what can be undertaken by one minister;
2. Whereas the congregation was given permission by the General Assembly in 1989, 1991 and again in 1998, under the terms of Act V, 1986, to have an Assistant Minister appointed by the Presbytery;
3. Whereas the Rev. Kenneth I. Macleod was inducted as Assistant Minister to the congregation on 8th September 1999;
4. Whereas the Kirk Session and congregation, with the support of the Presbytery, wish to extend Rev. K. I. Macleod's appointment beyond the six years already served;
5. Whereas in accordance with Act IX, 2007, the permission of the General Assembly must be sought for the extension of an Assistant's appointment beyond six years' service;
6. Whereas the conditions of Section 2, of the said Act are met by the congregation and,
7. Whereas the congregation is prepared to meet all expenses and provide accommodation, as stated in the Sustentation Schedule submitted to the Committee, in terms of Section 4 of the said Act;

Wherefore, it is humbly requested that the General Assembly take these premises into consideration and grant the congregation of Stornoway permission to extend the appointment of Rev. Kenneth I. Macleod as Assistant Minister at Stornoway for a further three years under Act IX, 2007, renewable in terms of Section 8 of the said Act;

Or do otherwise as in their wisdom they may deem best.

And your petitioners will ever pray.

APPENDIX SIX

Petition: Presbytery of Skye and Wester Ross: Redevelopment Status: Gairloch and Kinlochewe

1. Whereas the General Assembly of 2007 granted Redevelopment Status to the congregation of Gairloch and Kinlochewe in accordance with Act XXXIV, 1988, as amended by Act XIV, 1992, and Act XIV, 1993; and granted an extension of that status at the Commission of Assembly in October 2009, in accordance with Act XXXIV, 1988;
2. Whereas the reasons supporting the petition of the Presbytery of Skye and Wester Ross to the General Assembly of 2007 and the Commission of Assembly of 2009 seeking Redevelopment Status for the Congregation of Gairloch and Kinlochewe have not been altered;
3. Whereas the two year period since the congregation was granted an extension to Redevelopment Status ends in May 2011, and according to Act XXXIV, 1988, 2.9, it is necessary to reapply for Redevelopment Status for the congregation;
4. Whereas since Redevelopment Status was granted, the congregation has had a number of encouragements: (a) an increase in the numbers attending the services, especially at the prayer meeting; (b) new members have been welcomed into the fellowship of the congregation by profession of faith and

others are showing such interest; (c) the Sunday School has continued to encourage; (d) there is also a monthly after-school club in Kinlochewe; (e) there is now a greater desire amongst the people to work in the congregation; (f) there are increased numbers of office bearers; (g) there is now a 'package of support' in place for a potential new ministry;

Wherefore it is humbly requested the General Assembly to take these premises into consideration and grant renewal of Redevelopment Status to the congregation of Gairloch and Kinlochewe, in accordance with Act XXXIV, 1988.

Or do otherwise as in their wisdom may deem best.....

And your Petitioners will ever pray.

APPENDIX SEVEN

Petition: Presbytery of Glasgow and Argyll: East Kilbride

Unto the Venerable the General Assembly of the Free Church of Scotland indicted to meet in Edinburgh on Monday 23rd May 2011, the Petition of the Free Presbytery of Glasgow and Argyll humbly shows that:

1. Whereas a sub-committee from Presbytery met with the Kirk Session, Deacons' Court and congregation on 14th September 2010;
2. Whereas a sub-committee from the Home Missions Board met with the Kirk Session and congregation on 13th October 2010;
3. Whereas East Kilbride with 90,000 residents is the largest urban town in Scotland and further expansion is ongoing;
4. Whereas the congregation is active in evangelism having run *Christianity Explored* Courses and use their building as a drop-in centre every Wednesday;
5. Whereas the congregation has exceeded its requested targets annually since last review;
6. Whereas the congregation and the Presbytery's Strategy Committee have met with and initiated further discussions for a possible union with the Greenock congregation;
7. Whereas the Presbytery and the Home Missions Board noted the willingness of the congregation to consider Team Ministry in the future;

Wherefore the Petition of the Free Presbytery of Glasgow and Argyll humbly requests, that in light of aforementioned premises, the General Assembly grant the congregation of East Kilbride continuance on Special Arrangements for a further five years in terms of Act XVIII, 1998, Section 5.

Or do otherwise as in their wisdom they deem best.

And your Petitioners will ever pray.

APPENDIX EIGHT

Petition: Presbytery of Glasgow and Argyll: Lochgilphead and Lochfyneside

Unto the Venerable the General Assembly of the Free Church of Scotland indicted to meet at Edinburgh on Monday 23rd May 2011, the Petition of the Presbytery of Glasgow and Argyll humbly shows that:

1. Whereas by Act XIII, 2009, the congregation of Lochgilphead and Lochfyneside was continued on the Equal Dividend Platform under Special Arrangements for a period of two years, to be reviewed by the General Assembly of May 2011;
2. Whereas the said Act also instructed the Home Missions Board in consultation with the Presbytery of Glasgow and Argyll to give further consideration to the most appropriate ministerial arrangements for Argyll and report to the General Assembly 2011;
3. Whereas the Presbytery is of the view that such ministerial arrangements would best be provided by team ministry and the Home Missions Board have indicated its agreement in principle;
4. Whereas legislation facilitating team ministries has not yet been passed by the General Assembly;
5. Whereas the area to be covered by the proposed team ministry is so widespread and is made up of a number of small congregations at a distance from one another so that the preparation of a team ministry plan is a complicated exercise and will take time to complete;
6. Whereas it is desirable that the Argyll area be served in the meantime by at least two ministers;

Wherefore may it please your Venerable Court to continue the congregation of Lochgilphead and Lochfyneside on the Equal Dividend under Special Arrangements on condition that they remit a sum equivalent to 85% of the stipend, under the ministry of Rev. Donald Morrison, for a period of three years to be reviewed by the General Assembly of 2014, or until the creation of team ministry arrangements incorporating the congregation of Lochgilphead and Lochfyneside, whichever is earlier.

Or do otherwise as in their wisdom they deem best.

And your petitioners will ever pray.

APPENDIX NINE

Petition: Northern Presbytery: Team Ministry

Unto the Venerable the General Assembly of the Free Church of Scotland indicted to meet in Edinburgh on Monday 23rd May 2011, the Petition of the Northern Presbytery shows that:

1. Whereas at present there are two ministers and a Resident Lay Preacher covering ministry in eight different locations in Caithness and part of Sutherland;
2. Whereas in the present situation many of these congregations are struggling spiritually, numerically and financially;
3. Whereas under the terms of Act I, 2009, Presbytery has carried out a Review and Audit of the congregation of Olig, Watten and Bower, the finding of Presbytery being that the congregation by itself is not financially or numerically viable;
4. Whereas it is the vision and determination of the Northern Presbytery to develop ministry and not to remove it from places which are struggling spiritually, numerically and financially;
5. Whereas in harmony with the spirit of team ministry the congregations of Thurso and Tongue, Farr, Strathy and Halladale propose to unite and become one congregation with the permission of the General Assembly;
6. Whereas the Home Missions Board supports the application from the Northern Presbytery for the implementation of a team ministry plan and is satisfied that all documentation has been completed in terms of relevant legislation;

Wherefore the Northern Presbytery humbly request that the General Assembly take these premises into consideration and ordain that:

1. a team ministry be created for the congregations of Helmsdale and Kinbrace, Lybster, Bruan, Latheron and Berriedale, Odrig, Watten and Bower, Thurso and Reay, Tongue, Farr, Strathy and Halladale, and Wick and Keiss;
2. the team ministry shall comprise of three full-time ministers and one 80% post;
3. the ministerial arrangements for the congregation of Odrig, Watten and Bower, presently under review in terms of Act IX, 2010, shall be met by this arrangement;
4. the work carried out by each member of the team will follow the job descriptions in the Team Ministry Plan ;
5. the Home Missions Board, is authorised to provide such finance as may be necessary to support the proposed team up to the level of one stipend;
6. a team ministry council be appointed with the responsibility of overseeing the plan;
7. the Convener of the Northern Presbytery Strategy Committee will be the Chairman of the Council;
8. this plan will take effect from a date to be jointly agreed by the Northern Presbytery and the Home Missions Board;

Or do otherwise in their wisdom as they deem best.

And your Petitioners will ever pray.

APPENDIX TEN

Evangelism Support Working Party: Projects 2010

Congregation	Dates	Project Type	Funding	Numbers attending
Dornoch	29th March – 3rd April	Easter Holiday Club	£765	40 Children
Dundee	20th – 27th June	Outreach at local Festival	£500	Not known
Shawbost	From 4th July ongoing	Evangelism & Outreach	£365	Not known
Brora	12th – 18th July	Beach Mission	£95	25 at Children's event 80 at Gospel concert 50 at Family Service
Roskeen	26th – 30th July	Children's Holiday Club	£200	27 children 57 at BBQ and Family Service
Tongue Sunday School	9th – 11th August	SS Camp, South Uist	£300	24 children
Arran	9th – 13th August	SU Holiday Club	£600	23 children
Cumbernauld	December 2010	Christmas Outreach Project	£385	Not known

Total Expenditure on projects January to December 2010 = £3,210

APPENDIX ELEVEN

Grants and Loans: Church Extension

Loan	1/1/10	Interest	HMB Grant	Repayments	31/12/10
Coatbridge	£25,500				£25,500
Falkirk Church	£35,490			£6,050.00	£33,440

Falkirk Manse	£15,300			£3,050.00	£12,250
Dunblane	£16,308.30			£1,000.00	£15,308
Cobham	£90,000	£1,617.44	-£1,617.44	£1,491.74	£88,508
South Uist Church	£52,000.10	£771.68	-£771.68	£2,200.00	£49,800
South Uist Manse	£95,500	£1,399.93	-£1,399.93	£3,500.00	£92,000
	£334,098.40	£334,098.40	-£3,789.06	£17,291.74	£316,806.66

PROPOSED DELIVERANCE

1. The General Assembly receive and adopt the Report of the Home Missions Board and thank the Board especially the Chairman and Vice-Chairman, and the Conveners of Committees.
2. The General Assembly thank the members and adherents of the Church who by their contributions have shown their concern for the maintenance and furtherance of a gospel ministry throughout our land.
3. The General Assembly thank the Chief Administrative Officer and members of the Offices staff for their contribution to the work of the Board.

(A) CHAIRMAN

1. The General Assembly note that Rev. Alex J. MacDonald has intimated his resignation from the Chairmanship and membership of the Board and thank him for his faithful service during the first formative years of the Board's existence.

(B) ASSEMBLY REMITS

1. Whereas the Commission of Assembly of October 2008 instructed the Home Missions Board to research and develop proposals allowing the development of team ministries incorporating more than one congregation, in order to enable a more efficient deployment of full time workers and the sharing of ministers and other personnel between congregations willing to enter into such an arrangement as a means to greater gospel growth, and to report on this matter to the General Assembly of 2011;

Whereas the outcome of this research as set out in the proposals below envisages a new category of relationship between congregations and ministers in a Team Ministry situation, thereby requiring the procedure of transmitting these proposals to Presbyteries under the terms of the Barrier Act;

Whereas the proposals are of sufficient importance as to affect the whole Church, and,

Whereas it is advisable "to secure due deliberation and harmony in the enactment of new laws and in the alteration of old ones" (*The Practice*, chapter III, Part II, par. 4);

Wherefore the General Assembly transmit the following proposed legislation to Presbyteries under the terms of the Barrier Act;

The General Assembly in order to enable a more efficient deployment of full time workers and the sharing of ministers and other personnel between congregations willing to enter into such an arrangement as a means to greater gospel growth, authorise the creation of team ministries in accordance with the following regulations:

- 1.1 The General Assembly enact and ordain that team ministries shall be established to serve groups of more than one congregation. Such arrangements shall be authorised by the General Assembly on the recommendation of the Home Missions Board after consultation with the Presbytery concerned.

Team ministries may be set up in any one of the following situations:

- (a) A group of two or more congregations, at least one of which does not qualify for the appointment of a minister under current legislation and where the appointment of a District Minister is not appropriate;
- (b) A group of two or more congregations, at least one of which is vacant and at least one of which has a settled ministry;
- (c) A charge where two or more congregations have been linked and where the linked charge is of sufficient size to require the appointment of more than one minister but where the appointment of an assistant minister is inappropriate.
- (d) A group of two or more congregations which have settled ministries but who wish to cooperate on a team ministry basis.

1.2 *The Presbytery*

1.2.1 Applications for the approval of a team ministry arrangement shall take the form of a Petition to the General Assembly from the Presbytery / Presbyteries in which the congregations involved are located. The Petition will be accompanied by a Schedule in which the participating congregations' contributions to the maintenance of the team ministry will be indicated.

1.2.2 The Presbytery shall, through its Strategy Committee, formulate a clear plan for the team ministry arrangement in consultation with the Kirk Sessions and congregations within the area to be covered by the team ministry plan. The plan shall give details of (a) the number and names of the congregations involved; (b) the number of ministers and auxiliary workers which will form the team; and (c) proposals for pulpit ministry, pastoral ministry, and mission/evangelism in the locality served by each congregation. The plan shall be flexible in order to ensure the exercise of all aspects of gospel ministry in the area to be served by the team ministry arrangement. This plan shall be known as the Team Ministry Plan. The number of ministers in the Team Ministry will be limited by the combined annual remittances of the congregations included in the Plan and the annual direct cost of ministry.

1.2.3 The Presbytery shall give careful consideration to the membership of the team with particular consideration given to the appointment of a team leader and the preferred location of the team leader.

1.2.4 Where the proposed group of congregations within the Team Ministry Plan contains one or more settled charges at the time of the creation of the team ministry, the Presbytery shall consult with the Home Missions Board regarding arrangements for ministerial appointments under the proposed Plan.

1.2.5 Each congregation included in the Team Ministry Plan shall have its own Kirk Session and Deacons' Court / Finance Committee. Kirk Sessions may meet together if they so desire to dispose of matters of common interest.

1.2.6 Where the congregations comprising a team ministry cross presbytery boundaries, the Team Ministry Plan will indicate which Presbytery will be responsible for the general oversight of the team ministry. In the case of a minister in a settled charge being appointed to the team ministry, the Petition shall include a crave for the minister to be a general assessor to the Presbytery within which he does not reside.

1.2.7 Having formulated a detailed plan of the team ministry arrangements, the Presbytery shall bring forward a Petition to the General Assembly through the Home Missions Board. The Petition shall indicate the number of ministers and other workers required, and the general nature of the proposed duties of the members of the team.

1.2.8 The Sustentation Fund Schedule will indicate: (1) the combined remittances of the congregations in the proposed team ministry arrangement over the last three years; (2) the arrangements for the remuneration and financial support of non-ministerial members; (3) the accommodation to be provided for the ministerial members of the team; (4) the amount of financial assistance required from the Home Missions Board. The terms of the Petition, the Sustentation Fund Schedule and the Team Ministry Plan shall be approved by the participating congregations.

1.2.9 Funding for auxiliary workers who are appointed to the team will normally be according to the terms of Act X, 2006, regarding Auxiliary Workers.

1.3 *Home Missions Board*

1.3.1 The Home Missions Board shall give due consideration to the Team Ministry Plan in the light of the strategy of the Presbytery and the overall strategy of the Board with regard to the development of existing ministries and the potential for new ministries within the Presbytery bounds.

1.3.2 The Home Missions Board shall examine the Sustentation Fund Schedule and give due consideration to the ability of the congregations included in the Team Ministry Plan to meet the financial commitment given in the combined Schedule for the five year term of the Plan. The Board may also, at its discretion, and in the light of its overall strategy, consider whether additional financial support can be given to the proposal in order to help achieve the total number of ministers required to fulfil the objectives of the Plan.

1.3.3 The Board shall give due consideration, in the light of its overall strategy, to the financial support required to fund the appointment of ministerial members of the team and also the level of financial support required to fund the appointment of auxiliary workers to the team in terms of Act X, 2006. If the Plan is approved, the Board shall ensure that annual budgetary provision is made for the five-year term of the Plan.

1.3.4 Where the proposed group of congregations within the Team Ministry Plan contains one or more settled charges at the time of the creation of the team ministry, the Board shall consider the financial viability of the settled charge or charges in terms of Act I, 2009. If a charge is no longer financially viable under the terms of the aforesaid Act, the minister shall be loosed from his charge in terms of the Act, and the minister or ministers will be available for appointment to the Team. A minister in a settled charge which is still financially viable will also have the terms of his appointment adjusted so that his pastoral relationship is extended to include all the congregations in the team ministry plan but without further induction.

1.3.5 The Board shall have further consultation with the Presbytery as necessary in order to establish a clear and definite proposal with regard to the appointment and location of the team leader and the relationship between the members of the team.

1.3.6 The Board shall be fully satisfied with the financial and practical arrangements of the Team Ministry Plan before agreeing to support the Plan.

1.3.7 The Board, after consultation with the Presbytery, may consult with the Board of Ministry with regard to the placement of students entering their year of probation in terms of Act XLVI, 2008, and the possibility of such students being appointed to assist with the Team Ministry Plan.

1.4 *Implementation of the Team Ministry Plan*

1.4.1 When authority has been granted by the General Assembly for the establishment of a team ministry, the Home Missions Board, in consultation with the Presbytery and the congregations, shall make arrangements for the appointment of members of the Team according to the Team Ministry Plan.

1.4.2 Ministers shall be appointed by the Board with concurrence of the Presbytery and the congregations involved in the Team Ministry Plan.

1.4.3 The Team Leader shall be appointed first. His appointment as such shall be with the concurrence of the Presbytery and the congregations comprising the team ministry. If the Team Leader is a minister in a settled charge within the area covered by the Team Ministry Plan, he will be appointed to the position of Team Leader and retain his seat on the Presbytery. If the Team Leader is a minister not in a settled charge within the area covered by the Team Ministry Plan, the minister will be inducted to the team ministry and granted a seat on the Presbytery. The Team Leader will carry out his duties as leader and as a minister in the team ministry according to the terms of the Team Ministry Plan. A minister not previously serving in one of the Team ministry congregations shall be inducted by the Presbytery to the Team ministry.

1.4.4 The above arrangements for the appointment of the team leader will apply *mutatis mutandis* to all other ministers appointed to the team ministry. Where a Probationer is appointed he shall be ordained in accordance with the normal practice following ordination trials. Probationers shall not be appointed team leaders.

1.4.5 Auxiliary workers will be appointed to the Team according to the terms of Act X, 2006, and will be dedicated to the work of the Team Ministry Plan.

1.4.6 The Presbytery shall appoint a Team Ministry Council which will have the responsibility of implementing the Team Ministry Plan. The Convener of the Presbytery Strategy Committee shall be a member of the Team Ministry Council and act as Chairman of the Council. The ministers appointed under the Plan will be members of the Council. Auxiliary Workers appointed under the Plan will also be members of the Council. Kirk Sessions served by the Team Ministry Plan will each appoint one representative elder to serve on the Council.

1.4.7 The Presbytery shall make arrangements for the appointment of moderators of the particular Kirk Sessions within the team ministry. All ministers appointed to a team ministry shall be members of each Kirk Session in the Team Ministry Plan. A minister in a settled charge within the area covered by the Team Ministry Plan may continue as Moderator of his previous Kirk Session.

1.4.8 Ministerial members of the team shall receive the Stipend for the current year. Other workers shall be remunerated and their terms of appointment shall conform to the current regulations for Auxiliary Workers in Act X, 2006.

1.4.9 During the first five years of a minister's initial appointment to the team ministry, no Presbytery shall sustain a call to him without the prior agreement of the Home Missions Board. If his appointment is extended beyond the initial five-year period, he shall be eligible for call to another charge in the normal way.

1.5 *Review*

1.5.1 The team ministry arrangement will be for an initial period of five years and will be subject to a full and thorough review commencing twelve months before the five year term is due to expire.

1.5.2 The Presbytery shall report on the Team Ministry to the Home Missions Board on an annual basis. The Report shall give details of progress in each area of ministry and shall draw attention to any adjustments that need to be made to the Team Ministry Plan. Any changes to the original Team Ministry Plan shall be made with the joint agreement of the Presbytery and the Board.

1.5.3 In the event of a vacancy occurring in the position of team leader, a review will be immediately put in place by the Presbytery who shall report their recommendations to the Home Missions Board. The Board, in consultation with the Presbytery and the congregations, shall take such steps as they deem necessary for the filling of the vacancy within the terms of the original agreement.

1.5.4 After a team ministry has been operative for four years from the date of its creation, the Board in consultation with the Presbytery will initiate a Review and report to the next General Assembly. The Report will include (1) recommendations as to the continuance of the arrangement when considered appropriate; (2) recommendations as to adjustments or changes to the Team Ministry Plan; or (3) recommendations as to the terminating of the arrangement and alternative arrangements for ministry in the congregations covered by the arrangement.

1.5.5 All ministerial appointments to the Team Ministry Plan will be five-year terminable or renewable appointments and the general terms of Act I, 2009, will apply to ministers whose appointment is terminated by the General Assembly. A Minister whose appointment is terminated in this way will have his name added to the Register of Ministers without Charge, Eligible for Call. Ministers appointed to the Team

Ministry who were ministers in financially viable congregations at the time of appointment will revert to the original terms of their appointment prior to the setting up of the team ministry.

1.5.6 The appointment of auxiliary workers will be for a fixed term and the conditions of employment will be according to the terms of Act X, 2006.

2. The General Assembly note that (1) the current level of support required to support ministries in the centrally-supported categories in 2010 was £259,284 with a budgeted figure of £232,849 for 2011; (2) the savings made through adjustments and progress in existing ministries was £107,997 in 2009 – 2010 with a budgeted figure of £26,435 for 2010-1; (3) the clearly identifiable income from fund-raising in 2010 was £49,244. The General Assembly instruct the Board to continue to monitor all ministries in this category during its annual budgetary review in accordance with Act XV, 2010.

3. The General Assembly note the progress that has been made towards the preparation of a Strategy Plan for the Presbytery of Glasgow and Argyll and thank the Presbytery for its efforts. They note that that the Board continues to liaise with the Presbytery through the Rev. Angus J. Howat. They instruct the Presbytery to continue to report their progress to the Board regularly.

4. The General Assembly note that the Board with members of the Strategy Committee of the Board of Trustees continue to consult with the Northern Presbytery in order to develop further the Presbytery's strategic plan as instructed by the Commission of Assembly of October 2008. They note the developments that have taken place during the last year. The General Assembly instruct the Presbytery to continue negotiations to bring about workable ministerial arrangements for East Sutherland and report their progress through the Board to next General Assembly.

5. The General Assembly receive the Petition of the Northern Presbytery and, noting the recommendation of the Home Missions Board, grant its crave to the extent that in the event of the General Assembly approving the creation of Team Ministries, they ordain that:

1. a team ministry be created for the congregations of Helmsdale and Kinbrace, Lybster, Bruan, Latheron and Berriedale, Odrig, Watten and Bower, Thurso and Reay, Tongue, Farr, Strathy and Halladale, and Wick and Keiss;
2. the team ministry shall comprise of three full-time ministers and one 80% post;
3. the ministerial arrangements for the congregation of Odrig, Watten and Bower, presently under review in terms of Act IX, 2010, shall be met by this arrangement;
4. the work carried out by each member of the team will follow the job descriptions in the Team Ministry Plan ;
5. the Home Missions Board, is authorised to provide such finance as may be necessary to support the proposed team up to the level of one stipend;
6. a team ministry council be appointed with the responsibility of overseeing the plan;
7. the Convener of the Northern Presbytery Strategy Committee will be the Chairman of the Council;
8. this plan will take effect from a date to be jointly agreed by the Northern Presbytery and the Home Missions Board.

6. The General Assembly note with approval the progress that has been made with the development of the pilot church plant from the congregation of St Columba's, Edinburgh, and the proposal to extend this venture to other centre city congregations in the near future. They instruct the Board to report on the progress of these plants with further proposals to next General Assembly.

7. The General Assembly approve the Code of Conduct relating to Quinquennial Buildings Certificates and instruct the Board to implement it as soon as possible. They thank Mr Iain Gill for his assistance in preparing the Code.

(C) CHURCHES AND MINISTRIES

1. The General Assembly declare a stipend of £20,500 from 1st January 2011, this figure being based on the variation permitted by Act XII, 1989. The General Assembly approve the continuance of the other categories of salary that are paid at a fixed proportion of the stipend.
2. The General Assembly thank Rev. Neil MacMillan, Development Officer, for his Report and for his diligent and varied work on behalf of the Board. They note the continued development of Hub congregations strengthening local congregations in the work of mission and evangelism and commend this project to the prayers of the Church.
3. The General Assembly receive the Petition of the Presbytery of Glasgow and Argyll: Downvale, and noting the recommendation of the Home Missions Board, grant its crave. They renew permission for the congregation of Downvale to appoint an Assistant Minister in accordance with the terms of Act IX, 2007, such permission to lapse at the General Assembly of 2013.
4. The General Assembly receive the Petition of the Presbytery of Inverness, Lochaber and Ross: Greyfriars-Stratherrick. Noting the recommendation of the Home Missions Board, and waiving the requirement of Act IX, 2007, § 2, that such applications shall only be considered from congregations which contribute to central funds an amount not less than three times the Stipend, they grant its crave. They approve the appointment of an Assistant Minister to the charge of Inverness: Greyfriars-Stratherrick in accordance with the terms of the said Act, such permission to lapse at the General Assembly of 2011, on condition that the congregation contributes 300% of the stipend.
5. The General Assembly receive the Petition of the Presbytery of the Western Isles. Noting the recommendation of the Home Missions Board, and waiving the irregularity in the procedure followed in that the congregational meeting at Stornoway which approved the Schedule and the Petition had not been called after notice on two previous Sabbaths, they grant its crave. They approve the renewal of the appointment of Rev. Kenneth I. Macleod as Assistant Minister of the Stornoway Free Church in terms of Act IX, 2007.
6. The General Assembly give thanks for the diligent work of Church Extension in the congregations at Cobham (Rev. David Miller), Dunfermline (Rev. Douglas Campbell), and St Andrews (Rev. Alasdair I. MacLeod). They call on the Church to continue in prayerful support of the work in these congregations.
7. The General Assembly note the continuing vacancy in the Church Extension charge of South Uist and Benbecula and commend the congregation to the prayers of the Church.
8. The General Assembly give thanks for the conscientious work being undertaken in Redevelopment Charges and commend the Rev. Ruaridh Maclean (Harris), Rev. Richard MacDonald (Badenoch), Rev. Colin Morison (Elgin) and Rev. John MacKay (Glenurquhart and Fort Augustus) for their faithful labours and entrust them and their congregations to the prayers and support of the Church.
9. The General Assembly receive the Petition of the Presbytery of Skye and Wester Ross: Gairloch and grant its crave. They grant renewal of Redevelopment Status to the congregation of Gairloch and Kinlochewe in accordance with Act XXXIV, 1988, as amended by Act XIV, 1992, and Act XIV, 1993. The General Assembly note the continuing vacancy in the Redevelopment charge of Gairloch and Kinlochewe and commend the congregation to the prayers of the Church.
10. The General Assembly receive the Petition of the Presbytery of Glasgow and Argyll: East Kilbride, and grant its crave to the extent that they continue the congregation of East Kilbride on the Equal Dividend Platform under Special Arrangements for one year on condition that the congregation remit a sum equivalent to 85% of the stipend. They further instruct the Board through its Executive, with Rev. Neil MacMillan, to meet with the Presbytery or its Strategy Committee in order to assist them formulate proposals for the future of the congregation for the General Assembly for 2012.
11. The General Assembly receive the Petition of the Presbytery of Glasgow and Argyll: Lochgilphead and Lochfyneside, and grant its crave to the extent that they continue the congregation of

Lochgilhead and Lochfyneside on the Equal Dividend Platform under Special Arrangements for two years on condition that the congregation remit a sum equivalent to 85% of the stipend or until the creation of a team ministry incorporating this congregation, whichever is earlier. They further instruct the Board through its Executive, with Rev. Neil MacMillan, to meet with the Presbytery or its Strategy Committee in order to assist them formulate proposals for the future of the congregation for the General Assembly for 2012

12. The General Assembly note the continuing vacancy in the charge of Dumfries and commend the congregation to the prayers of the Church.

13. The General give thanks for the dedicated ministry of Rev. Duncan Peters and Rev. Colin Macleod and all involved in Asian Outreach. They commend this work to the support and prayers of the Church.

14. The General Assembly note with approval the formation of a Joint Asian Ministry Sub-Committee.

15. The General Assembly note that a multi-cultural service has been held in Glasgow every Sunday since December 2011. They instruct the Board in consultation with the Presbytery of Glasgow and Argyll to bring proposals for the future of this work and any necessary amendments to the existing legislation to the General Assembly of 2012.

16. The General Assembly note with appreciation the work done by Rev. Finlay H. and Mrs Mackenzie and Mrs Fiona Mackay in the work among overseas students in its various aspects and commend their work to the prayers of the Church. They also commend the SOS website to the attention of all who are interested in this work of mission.

17. The General Assembly thank Mr James Morrison for his devoted labours in small congregation of Lybster and commend him to the prayers of the Church.

18. The General Assembly thank Mr Bryan Kee for his services to Dundee Free Church. They instruct the Kirk Session of Dundee to report on their future plans for the work in St Cyrus / Montrose through the Presbytery of Edinburgh and Perth to the Board.

19. The General Assembly thank the members of the Evangelism Support Working Party for the help and support given to various congregations engaged in evangelistic outreach. They commend the work of the group to the interest and prayers of the Church and invite congregations who can benefit from such help and support to approach the Working Party. They instruct the Working Party to consider ways in which evangelistic projects might be stimulated.

20. The General Assembly note that the Presbytery of the Western Isles has agreed to the appointment of a Presbytery Evangelism Co-ordinator with financial assistance from the Board and commend the person appointed to the prayers of the Church.

21. The General Assembly note that new Schedules for use at Quinquennial Visitations were introduced last summer and that since that time the Compliance Schedule has been updated and replaced to take into account the new legislation regarding the Protecting Vulnerable Groups Scheme which came into force on 28th February 2011. The General Assembly remind Presbyteries of the requirement to complete this Schedule in terms of Act XVI, 2010.

22. The General Assembly approve the awards made by grant and loan from the Church and Manse Building Fund.

(D) FINANCE AND SOCIAL RESPONSIBILITY

1. The General Assembly thank the Home Missions Board along with the International Missions Board for undertaking a nationwide programme to raise awareness of the New Remittance Scheme, especially as it relates to fund-raising for the identified projects of the two Boards, and for the apparent success of these efforts. The General Assembly note the challenge which faces the two Boards in seeking to raise 40% of their respective budgets in 2011 and commend their efforts to the prayers and sacrificial giving of the Church.

2. The General Assembly note with gratitude the various caring and youth initiatives being undertaken within the denomination and commend them and their workers to the prayers of the Church.

(E) YOUTH

1. The General Assembly receive and adopt the Supplementary Report of the Home Missions Board.

2. The General Assembly note with gratitude the progress being made with the revision of the Sunday School syllabus and thank Mrs Anne Ferrier, Dr Allan Fraser, Mrs Irene Howat, Mrs Lilian MacDonald, and Miss Helen Sharp for their work. They commend the syllabus to Kirk Sessions and Sunday School staff.

3. The General Assembly congratulate all those who have gained awards and certificates and who have completed Explorations. They thank all the teachers and parents for their work in our Sunday Schools and Bible Classes and in our homes. They are gratified by the increase in the number of children who participated in the Awards scheme.

4. The General Assembly thank all those who prepared worksheets and marked and collated Explorations: Mrs Muriel Amey, Miss Sandra Bain, Mrs Janie Currie, Mrs Anne Ferrier, Miss Mary Gillies, Mrs Mary Macdonald, Mrs Alison MacPherson, Mrs Robina Miller, Mrs Elizabeth Murchie, Mr Innes MacLeod, Miss Kirsti Paterson and Mrs Murdina Skinner; and Mrs Irene Howat for co-ordinating the whole Awards system.

5. The General Assembly acknowledge with gratitude the work done as a marker by Mrs Muriel Amey and wish her well as she steps down after many years of willing service.

6. The General Assembly thank the Office staff, especially Mrs Sharon Fraser, who are responsible for the processing and distribution of materials relating to the syllabus.

7. The General Assembly acknowledge with much thankfulness the debt the church owes to Mrs Irene Howat for her work as Editor of *The Instructor* over the past 15 years. The General Assembly appoint Mrs Irene Howat as Editor of *The Instructor* for a further term of five years in accordance with the terms of Act XVIII, 1996.

8. The General Assembly thank the children, young people and parents for their generosity in contributing so generously to the work of the London City Mission as part of last year's Youth Project.

9. The General Assembly thank the Camps Supervisor, Rev. Colin Morison, and all who serve on the Camps Working Group along with the Offices staff who help with the Camps administration. They especially thank Miss Laura MacLeod, for the way in which she has so efficiently and enthusiastically risen to the challenge of her appointment last June as Camps Administrator, following the resignation of Miss Mhairi Macintosh, and commend her to the prayers of the Church. They also thank Mr Andrew Fraser for his help as interim Administrator before Miss MacLeod took up her appointment. They also thank all leaders, cooks and others who have helped in any way to promote the work of camps. They urge Presbyteries and congregations to be active in promoting the work of the camps and commend the 2011 programme to the prayers of the Church. They thank Deacons' Courts and individuals who have contributed to sponsorship for campers and leaders and encourage others to consider this form of help.

10. The General Assembly give thanks for all that our youth workers do in influencing our children and young people for good and commend them to the prayers of the Church. They commend the Board's plans to hold a conference for youth workers and to arrange for the provision of a module on youth worker training.

11. The General Assembly thank the Youth Conference Committee, especially the Convener, Mr Craig Nicholson, for arranging this year's Conference and commend the new Committee to the prayers of the Church.

12. The General Assembly thank Dr Graham Keith for representing the Church on the Scottish Joint Board for Religious and Moral Education and for keeping the Home Mission Board informed of developments in RME and other educational issues which are of interest and concern to the wider church.