

The Diocese of Brechin





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Introduction



This profile of the Diocese of Brechin offers an honest yet ultimately hopeful assessment of the diocese, its mission and its vision for the future.

At the beginning of the drafting process, the Diocesan Council determined that both description and evaluation should be faithful to the realities of our situation whilst at the same time reflecting the hope and energy shown in our Diocesan Synod discussions of 2016 and 2017.



In those discussions, it became clear that Synod members recognised the scale of the challenges that face us (reflecting the Scottish Episcopal Church as a whole) and the need to address them realistically and strategically. The results of this can be seen in the analytical and evaluative sections of the profile.

The document is organised into three parts: Part One presents an evaluation of the strengths and challenges of the diocese, the qualities looked for in a new bishop, and the priorities that will face him or her upon taking office. Part Two describes the diocese from the standpoint of its charges, its management and governance structures, and its finances. Part Three offers some general information about the setting of the diocese in this part of Scotland and its setting in the Anglican Communion from the perspective of the Companion Links it has with the Dioceses of Iowa and Swaziland. All three parts make challenging reading, yet also

contain seeds of hope which we are determined to grow by the grace of God under the leadership of a new bishop.

As the process of discerning whom God might call to this task unfolds, our diocese remains both hopeful and prayerful as we look forward to the next stage in our calling to be the (Episcopal) people of God in service of his kingdom.



STRENGTHS AND CHALLENGES OF THE DIOCESE

Strengths

1. We seek to be a warm, welcoming, inclusive diocese comprising a diversity of clergy and lay leaders, male and female, who serve God in a variety of contexts.
2. We have developed a new structure of diocesan governance designed to streamline management and decision-making. The Diocesan Council is central to this, while remaining subject to Diocesan Synodical oversight.
3. We have created a new Diocesan Centre in Stobswell (inner city Dundee), comprising a sizeable Bishop's office, a worship space, and halls for use by diocesan groups and community organisations. This offers a significant diocesan resource with considerable potential, adding to the Diocesan Retreat Centre at Tarfside.
4. We have entered into partnership with Church Army to establish a Centre of Mission based at St Luke's Church, Downfield (greater Dundee) and at St Paul's Cathedral.
5. We have continued to grow our Anglican Communion partnerships with the Diocese of Iowa and the Diocese of Swaziland. Regular exchanges and visits between the trio of dioceses have deepened our relationships and enlarged our worldwide vision.
6. We are open to exploring different approaches to mission, worship and 'being church', and recently hosted a well-received dayconference, open to the Province, on 'Fresh Expressions' led by Church Army personnel.
7. We have begun to develop strategic diocesan discussions aimed at creating more effective structures and vehicles for collaborative mission and ministry based on groups of charges comprising mission 'hubs'. This is in its early stages but, we believe, offers the best way forward for the diocese to face its missionary challenges.



Challenges

1. Demographic: the high age profile of most congregations and absence of young families and youth.
2. Diminishing membership in most charges with concomitant effect on finances.
3. Shortage of clergy across the diocese and the challenge of attracting sufficient numbers to replace those who retire or move to other dioceses.
4. Increasing number of charges able to afford only part-time or non-stipendiary clergy.
5. The increased expectations placed upon decreasing numbers of clergy and laity.
6. The tendency of some congregations to act in isolation from others and from the diocese, its structures and leadership.
7. Perceptions of Brechin as a complex and challenging diocese.
8. Shortage of diocesan financial resources for new initiatives and ventures.

QUALITIES OF A NEW BISHOP



As we look ahead to the next decisive stage in the development of the diocese, we seek a bishop whose ministry is undergirded and energised by a prayerful personal spirituality, a visionary and entrepreneurial outlook and a collegial style that enjoys working as leader of a team. He or she will be a dynamic leader, inspirer, teacher, missionary and pastor, open to creative thinking and innovative approaches to the challenges that face us.

Professional Qualities

- Has a clear understanding of, and commitment to, the ethos of the Scottish Episcopal Church;
- Welcomes sharing her/his episcopate with colleagues at all levels;
- Is an inspiring preacher and leader of worship;
- Is committed to a mission focus in ministry and will model this in his/her own ministry; Is an enabler of clergy as leaders-in-mission;
- Welcomes new models of being church and will support and facilitate clergy and lay leaders in experimenting with them;
- Encourages initiative and risk-taking;
- Is willing to speak prophetically into contemporary culture and society and to foster relationships with secular organisations in pursuit of common agendas;
- Can think theologically, reflectively and imaginatively;
- Is an effective communicator and persuader in person and in print;
- Will encourage lay leaders and ensure effective training and support for them;
- Has proven managerial experience, preferably at a senior level;
- Possesses team building skills;
- Is capable of facing and managing conflict constructively;
- Thinks strategically and will work collaboratively with the Diocesan Council and Synod to develop and implement strategic planning;
- Recognises the strategic value of central diocesan resources (financial, human and material) to the common good;

Personal Qualities

- Is open, warm, approachable and humble;
- Is a good pastoral leader with empathy and compassion towards people of all ages and backgrounds;
- Is thoughtful, reflective and possesses godly wisdom;
- Is tough-minded, courageous and ready to take hard and unpopular decisions;
- Has a good sense of humour;
- Recognises the importance of self-care for all engaged in ministry, including him/herself;
- Has the gift of patient and realistic hopefulness.



PRIORITIES FOR A NEW BISHOP

In the light of the strengths and challenges outlined in chapter 1.1, we have identified the following as priorities (not in any particular order):

- 1.To engender greater congregational self-understanding as a movement from membership to discipleship.
- 2.To enable an understanding of mission as participation in the redemptive mission of God rather than a congregational membership drive.
- 3.To encourage the deepening of the Companion Links Partnership with the dioceses of Swaziland and Iowa.
- 4.To offer active and ongoing pastoral care and support to clergy.
- 5.To offer a model for effective teaching ministry that that will encourage clergy in the exercise of their own.
- 6.To develop, implement and sustain the developing strategic discussions about the future of the diocese in collaboration with the Diocesan Council and Synod.
- 7.To encourage youth initiatives and the work of the Diocesan Youth Officer.
- 8.To take an active lead (with others) in fundraising for diocesan projects.
- 9.To attract and retain high quality clergy and increase the number of lay leaders.
- 10.To encourage vocations to ordained and lay ministry.



CHARGES OF THE DIOCESE



Overview

The Diocese of Brechin comprises the City of Dundee, Angus, the Mearns and Carse of Gowrie. It contains 25 charges stretching from Muchalls in the north to Dundee in the south, in a variety of contexts ranging from inner-city Dundee through country and seaside towns such as Brechin and Montrose, to villages such as Laurencekirk and Glencarse. Its congregations are broadly liberal Catholic, though High Anglo-Catholic and Evangelical worship are present too.

In addition to these charges, the diocese offers chaplaincy at the Universities of Dundee and Abertay and provides the trustees and chaplaincy of St Margaret's Residential Care Home in central Dundee.

A list of charges is appended at Appendix 2 and a detailed interactive map showing the geographical distribution of charges can be found on the diocesan website at:
<http://www.thedioceseofbrechin.org/churches/map>

Analysis and Comment

At the present time, the 25 charges of the diocese are served by 12 stipendiary clergy of whom:

- 5 are full time
- 2 are three-quarters time
- 1 is two-thirds time
- 3 are half time
- 1 is quarter time

This equates to 8.91 full time stipendiary clergy. In addition, there is one full time Church Army captain.

8 non-stipendiary clergy holding licences or permissions to officiate are active on a regular basis. Similarly, there are 15 active Lay Readers.

At the time of writing 7 charges are in vacancy, including 2 linked charges and 1 dependent congregation. Of these, 5 have been vacant for more than one year. It is unlikely that any of the 7 will on their own be able to afford a full-time priest in the foreseeable future.

The picture presented by these statistics is a challenging one. Brechin, like all dioceses, has found it difficult to attract clergy. But, unlike some other dioceses, it cannot rely on a sizeable pool of active retired priests to sustain its charges during vacancies. Consequently it struggles to provide Sunday priestly ministry to all charges and is reliant on its committed lay readers to enable worship (often with the reserved sacrament) in congregations without priests. It is clear from these statistics that a radical reassessment of patterns of ministry, both ordained and lay, will be an urgent task facing an incoming bishop.



Charges of the Diocese





Cathedral Church of St Paul



THE MISSION

St Paul's Cathedral is situated in Dundee's city centre at No 1, High Street. Although the city centre is predominantly made up of commercial property, there are some flatted dwellings nearby. However, the canonical district assigned to the Cathedral also includes the city's 'West End' with a combination of flats and high end of the market houses. A significant proportion of the Cathedral congregation lives in this area. The Sunday morning congregation normally numbers between 110 and 130 people of all ages. This congregation is diverse in nationality, ethnicity and age. The age range is from 0 to 98 with each ten-year range represented. The Sunday evening service fluctuates



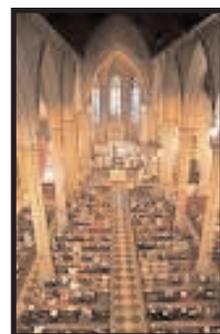
between around 10 and 50 to 60 people depending on which service is on offer – Choral Evensong being the most popular in terms of numbers. The Cathedral is liberal catholic in its 'churchmanship'. Vestments, lights, incense and reservation are all in use although the liturgy is modern and inclusive with a canonically permitted house-style based upon the 1982 Scottish liturgy.

THE MISSION

The Cathedral is a Eucharistic community which celebrates the diversity of all humanity as made in the image of God and tries to be entirely inclusive of all. It seeks to share the Good News of Jesus Christ through sacramental worship and preaching and through loving service to the wider community and the world, seeking justice for all.

SIGNS OF ENCOURAGEMENT

The Cathedral congregation has grown significantly in numbers and commitment over the past years and there are many seeking genuinely to deepen in their faith. The warmth of welcome and atmosphere in worship is often commented upon by visitors as is the quality of liturgy and music.



THE CHALLENGES

The building plant poses many challenges in terms of accessibility and long term sustainability. It is extremely expensive to run, difficult to maintain and not fit for purpose. It remains the only cathedral in the UK currently unable to offer equal access.



St Mary's

Arbroath

THE CHARGE

Mixed town of Arbroath approx. 23,000 population and Auchmithie a village of 200. Arbroath, although famous for its smokies, is not dependent on its fishing industry which has all gone north except for smaller shellfish boats. Arbroath has become the strawberry growing capital of the UK producing nearly 25,000 tonnes.

Our usual service attendance is as follows; 07:45 St Mary's 8-12, 10:30 St Mary's 20-30, 09:00 St Peter's 6-8

Thursday midweek H.C. 10:30 St Mary's 12-16.

Age profile is mostly the over 60's however recently at the 10:30 we have had 2 new younger families and at a recent service 25% of the congregation were under 35.

We are central Anglican with a personal leaning towards open evangelical.

THE MISSION

Discipleship! We have been historically woeful in this area, which has had a major impact on what we see as "church" and what we think "church" is, we are very building focused.

We have started a number of new ventures, a parents and toddlers group, foodshare and Saturday lunchtime concerts (concerts is a grand word for what it is though). We are trying very hard to use the church building much more and to become a community hub.

SIGNS OF ENCOURAGEMENT

We have a new re-licensed reader, a new lay Eucharistic Assistant, younger people and children appearing. An older person praying "out loud" for the first time in their life.

Giving has gone up and our deficit of £25,000 for 2016 is budgeted to be £19,000 in 2017.

THE CHALLENGES

Money or the lack of it. It will be touch and go whether we become insolvent before we have turned our deficit into a surplus. We have a £250,000 HLF grant at the second-round stage, if this grant is unsuccessful then it is difficult to see how our building can be sustained.



St Peter's

Auchmithie

THE CHARGE

Rural Church – a small village 75% owner occupied, 25% social housing. Mainly retired, commuters to towns. Attending at 9am, 6- age range 45-90. Informal workshop, blue book.

THE MISSION

Grow the congregation – all denominations are welcome to use the church. There are regular attendees from other denominations as it is the only church in the village.

SIGNS OF ENCOURAGEMENT

Occasional requests for baptisms, weddings and funerals from village residents. The church is used for Arts Festivals each year. Members are involved in all village activities.

THE CHALLENGES

Finance is always a problem with so few members. Attendance though small has doubled in the last year, mainly due to invitations from members to neighbours and newcomers to the village. Our aim is to be a friendly, welcoming congregation to all.

Our Christmas Eve service in which many children of the village take part is always well attended and we would like to build on that throughout the year. Many artists live in the village and we plan to invite them to use the Church to display their work throughout the year.



St Andrew's

Brechin

THE CHARGE

St Andrews serves an extremely diverse community that is both urban and rural (unemployment rate 25% & social housing 30%)

Our services comprise 8:00 a.m. with 6 people and 10.30 a.m. with 20 to 30 people.

The age range is 60-97 years Average 70 years and our worship is traditional - said Eucharist at 8:00 a.m. from 1970 liturgy book and a Sung Eucharist at 10.30 a.m. from the Blue 1982 Liturgy book

THE MISSION

To cherish and grow the spiritual life of its members.

To offer worship and teaching that inspires and renews and transforms lives in the community.

To continue our work with the elderly and young in the Brechin Community Area.

SIGNS OF ENCOURAGEMENT

A new website has been created to welcome people.

New physical changes have taken place:

Vestry members have uplifted the church grounds

New welcome notice boards and entrance flower tubs

Updated the sound system

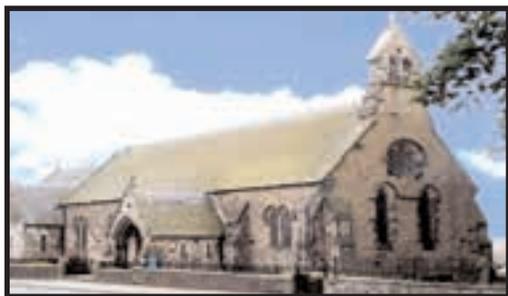
Planning ahead for big wedding in July.

THE CHALLENGES

To widen the age profile by encouraging younger families to come to church.

To encourage more members to increase participation in church life.

To streamline the church management procedure.



St Mary's

Broughty Ferry

THE CHARGE

A small seaside town, 90% owner occupied, 10% social housing; high degree of affluence alongside pockets of deprivation. Significant retired population; professional family estates.

Our usual Sunday attendance at each service is 8.30am=7; 11.00am=32;

The age profile of our congregation range = 2yr to 96yrs; majority over 70. 1 young family.

Our main style or tradition of worship is 1982 Blue Book, sung Eucharist; monthly Service of the Word.

THE MISSION

- To worship God faithfully.
- To witness to the transformative love of Christ for all.
- To reach out with the Gospel of Jesus Christ to the community in which we are set.
- To engage with the people of Broughty Ferry in ways that speak to their diverse situations.
- To offer St Mary's premises freely to community groups for the benefit of the wider community.
- To work with fellow Christians in the Broughty Ferry Churches' Group for the ecumenical mission of the Church.

SIGNS OF ENCOURAGEMENT

- Diverse ministry team
- Vestry teamwork
- Mutual support among congregation
- Active Mothers' Union
- Lay congregant's initiative to set up Bookbug early years literacy sessions
- Good working relationship with Balgillo Nursery (lease church premises)
- Refurbishment of heating and lighting systems
- Congregational support for major reordering project to enable use of church by wider community

THE CHALLENGES

- Need for numerical growth
- Age profile of congregation (most over 65)
- Long-term financial viability as congregation ages
- Missional engagement with the wider community
- Need to attract young families and adults
- Sustainable outreach that does not depend on clergy
- Openness to experimentation and change within worship



Holy Rood

Carnoustie

THE CHARGE

Our charge serves a suburban area, 75% owner occupied, 25% social housing, could be said to be a commuter town.

Our usual Sunday attendance at each service at 10.30am is 35.

The age of our congregation ranges from 1 year to 90 years. Majority over 50. A few young families. Our main style or tradition of worship is 1982 Blue Book, Sung Eucharist, Choir of 12/14 with 3 young people under 16.

THE MISSION

A congregation which aims to show the love of God to each other and to others in the local community.

A happy community of worshipping people of all ages in Carnoustie.

The Church of the Holy Rood, Carnoustie exists in order to be a living and open sign of God's unconditional love.

SIGNS OF ENCOURAGEMENT

The Sunday attendance has not decreased during the interregnum.

The weekly study group attracts up to 6/8 people.

Continued commitment by congregational volunteers to ecumenical joint services at Christmas and Holy Week.

Junior church make & sell craft items to facilitate their visit to Glen Almond

THE CHALLENGES

Financial viability over next five years

Encourage younger lay leaders to come forward.

A need to attract young families and adults

Continue to engage in mission without a full time priest

Continue to search for a new, part-time priest who can help us with our mission in Carnoustie, Diocese and the World



St Philip's

Catterline

THE CHARGE

Catterline is a seaside village with a population of about 200. The surrounding area is mainly agricultural land. It is 7 miles south of Stonehaven. The village has strong links with the world of art and design; Joan Eardley painted for a number of years from a cottage in the village. The church has hosted art exhibitions.

It is primarily a commuter village for Aberdeen and this has introduced younger people into the village. St Philip's is linked with St. James in Stonehaven. It has no rector, with oversight being given by an Interim Ministry Co-ordinator and the Dean. It is currently unable to fund one. In the past it has shared the costs of a rector with St James' and St Ternan's, Muchalls.

Until the end of last year one service was held each month in the church attracting a congregation of 6 to 8 people, most from St James'. At present no services are being held in the church as there is insufficient clerical cover.

There is a thriving community church in the village and they use St Philip's at Easter and Christmas. The fabric of the church building, which dates from 1848, is in a reasonable condition and a small kitchen and toilet was added a few years ago.

The church has a capacity for about 100 people. The church remains open during daylight hours. The church is about half a mile from the village. There are some neighbouring properties occupying what was once the rectory and church school, but is otherwise in a quite isolated location.

There is very limited car parking near the church which has restricted its use for weddings and other events.

THE MISSION

We strive to share our experience of God's love with all those with whom we come into contact, through:

- Our worship
- Our fellowship
- Our welcoming and non-judgemental attitude
- Our ecumenical links
- Our involvement with the local community, as individuals and as a church congregation, by which we hope to grow spiritually.

SIGNS OF ENCOURAGEMENT

It has no immediate financial problems having significant financial reserves.

It has, in the past, been used for small group reflection and study days and this may be one way of making more use of the building in future.

THE CHALLENGES

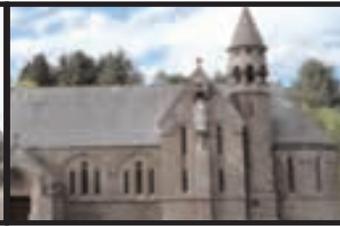
Building up a congregation given a strong Community Church in the village.

Accessibility - the church is distant from the village and has very limited parking space

It is a beautiful little church but, owing to its location and lack of car parking, has been difficult to promote as a wedding venue.



Laurencekirk



Drumtochty



Drumlithie



Fasque

Laurencekirk Fasque Drumtochty Drumlithie

THE CHARGES

Laurencekirk, Fasque, Drumtochty and Drumlithie (covering approximately 100 square miles) are rural villages with usual associated spheres of employment but with a significant percentage of commuter and pensioner occupancy.

Congregations are Laurencekirk (every Sunday) 15; Fasque (once or twice a month) 7; Drumtochty (once or twice a month) 8; Drumlithie (once or twice a month) 2.

All congregations are predominantly of pensionable age, but with some in their 40s and 50s. There are a few families with children but they rarely attend worship.

Laurencekirk and Drumtochty use 1970 Liturgy; Fasque uses the English Order of Holy Communion; Drumlithie uses the 1982 Liturgy (all with singing of hymns).

THE MISSION

To live and be known within the community;

to extend a welcome to those who make contact with the congregations and to seek out those who might want to join us;

to maintain, as far as security permits, an open door policy for the church buildings;

to work co-operatively with other local established denominations.

SIGNS OF ENCOURAGEMENT

People come and spend a quiet time in the church;

Couples come wishing their marriages to be solemnised in church, especially Fasque and Drumtochty;

An appreciation of the visitations and reading material received even by those who do not come to worship.

THE CHALLENGES

Currently living financially within our means without using capital reserves may not continue at some point in the future on the death of generous older members of the congregations;

small congregational numbers place a significant demand on the ability of each person to cover all required tasks.



Dundee University Chaplaincy



THE CHAPLAINCY

The Chaplaincy has a high profile within the University of Dundee and plays an important role in supporting the University community. The University Chaplain, the Rev Dr Fiona Douglas, has a very strong team of honorary chaplains who represent most Christian denominations and other faiths. Three honorary chaplains, including an Anglican (Revd Professor Annalu Waller), are members of the University Staff.

The Chaplaincy Centre is situated at the centre of the University campus and a wide range of faith and community groups use the Chaplaincy. The Chaplaincy team offer opportunities for worship in the form of weekly prayer groups, inter-denominational Eucharists and formal University services to mark the opening of the Academic year, Advent, Lent, Easter etc. The annual 'Anatomy Funeral' provides a moving thanksgiving for families of donors and students who benefit from their 'silent teachers'. The Chaplaincy works alongside staff and student support services and the chaplains provide counselling for individuals who may or may not have a faith tradition.

As the Anglican Chaplain, Professor Waller's work is mainly inter-denominational and inter-faith. The Chaplaincy has close ties with the Cathedral (the University holds its annual carol service in St Paul's Cathedral, although the issue of access remains a concern). The Provost of the Cathedral is also an honorary University Chaplain. Building up an Anglican community within the University is something for which Professor Waller strives, but it has not been possible for a number of reasons to convene an Anglican society for some years. However, looking the future, she holds a vision of a stronger connection with the Cathedral as the project for providing access to the building progresses, and a continuing strong relationship between Chaplaincy and Diocese with the encouragement and involvement of the new bishop.



Brechin Diocesan Centre

St John the Baptist Church *Dundee*

THE CHARGE

The Brechin Diocesan Centre at St John the Baptist Church was inaugurated by Bishop Nigel at the Diocesan Synod in March 2017. The Charge was dissolved at that time, the final Sunday service having been held in August 2015. During 2015/6 the Diocesan Council made its home with the Diocesan Office, moving from Dundee Technology Park to occupy the upper hall of the St John's campus. St John's provided worship and hospitality for the July Companion Dioceses Pilgrimage of Discovery for Young Adults (Brechin, Iowa and Swaziland). Since then refurbishment of the campus has been steadily undertaken. The lower hall and offices are now ready for users and letting – discussions are underway with a local drug counselling charity. The leader of Dundee Centre of Mission will shortly be based in an office here also. We are beginning to consider what worship and social outreach will serve the vibrant diverse inner city area in which we are situated

THE MISSION

To root the Bishop as a leader of mission in Brechin Diocesan Centre together with colleagues supporting the ministry and outreach of the diocese, serving the local community in which the St John the Baptist campus is set.

SIGNS OF ENCOURAGEMENT

The Diocese has welcomed the improved hospitality and office services we can now provide. St John's campus has excellent parking and disabled access and we are receiving many more visitors. Locals have noticed the awakening of the premises (graffiti!) and the Bishop is visible in a needy area. We are determined to get regular worship use of the church going, probably a 'fresh expression'

THE CHALLENGES

To establish creative and sustainable partnerships with community users and to generate an income stream to offset the financial costs of maintaining an historic and quirky set of buildings which inevitably present issues



St Luke's Café Church

Dundee Centre of Mission

THE CHARGE

Urban dormitory between two large social housing estates.

Average weekly attendance 32 people Average Sunday attendance 20

Our age profile is mixed: 5 people 70+, 6 people 50+, 2 people 40+, 2 people 30+, and 6 children.

Our main service is Café Church, we also run a Pirate Monks group for men with an average attendance of 12 (different from Sunday) and a drop in on Wednesday of about 25 people (also different from Sunday).

THE MISSION

To make Jesus known to the people of Downfield so they come to a living faith in Christ and become active, baptised, communicant members of His Church.

- 1.To equip the people to be effective in mission and evangelism
- 2.To inspire and promote evangelism within the Diocese
- 3.To grow new expressions of Christian community across Dundee

SIGNS OF ENCOURAGEMENT

We began with five people three years ago, we now have 57 people in three activities.

We have had four total immersion baptisms at the beach, 8 infant baptism, three confirmations (there had not been any of the above for over twenty years).

We have monthly outreach events with 20 non-churched people attending

THE CHALLENGES

It is not clear if we can continue to fund this ministry. Those that currently give are in their 80's. The church is down to its last 20k. If the income drops or we have a significant event such as a leaking roof the project would have to stop. While we are trying to bring in extra income through renting the building this takes time away from mission.



St Margaret's

Dundee

THE CHARGE

Suburban Dundee (Lochee, Menzieshill, Birkhill and Charleston). Mixture of social housing and owner occupied.

Our usual Sunday attendance at each service: 9.15 a.m. - 4-5 11:00 a.m. 15-16.

The age profile of our congregation is mostly 70+ with no children or young families.

Our main style or tradition of worship is traditional + Blue Book

THE MISSION

To maintain the Episcopal tradition in the area served by the charge.

SIGNS OF ENCOURAGEMENT

Support from a team from St Mary Magdalene's providing full care and management for over three years.

All the Church property repairs have been completed.

Much help from non-stipendiary clergy.

Generosity of St Mary's team & NSMs in taking no reimbursement has eased pressure on finances.

THE CHALLENGES

Grow numerically

Deepen spiritually,

Become less reliant on external assistance.



St Martin's

Dundee

THE CHARGE

Our charge serves an inner city area; 80% social housing & private rented; 20% owner occupied; high levels of deprivation but some regeneration.

Our usual Sunday attendance at each service is as follows: 10.30 a.m. 20 people;

The age profile of our congregation is in the range of 2yrs to 95yrs; majority over 70.

Our main style or tradition of worship is 1982 Blue Book, sung Eucharist.

THE MISSION

To worship God faithfully

To witness to the kingdom of God at work in Hilltown and Coldside

To reach out to the surrounding community in relevant ways

As an act of witness, to offer our premises for community use

To offer opportunities for social activities through our Tea and Blether Club and other outreach initiatives

To offer a welcoming and hospitable environment to worshippers and visitors alike

SIGNS OF ENCOURAGEMENT

Steady flow of baptism requests over last 12 months

Monthly outreach Tea and Blether Club attracting 20 attenders, mainly non-churchgoers

Willing and able lay leadership

Harmonious congregation and vestry

Modernised hall premises available for community use

Potential for outreach as new social housing scheme is completed in 2019

THE CHALLENGES

Ageing congregation

Attracting younger attenders and worshippers

Resourcing outreach to new housing scheme above

Diminishing finances

Staffing resources after current clergy leave



St Mary Magdalene *Dundee*

THE CHARGE

Although located in central Dundee, our membership is spread across the whole city and surrounding countryside. We have a congregation drawn from Forfar, Arbroath, Newport, Gauldry, Errol and Meikle

Our usual Sunday attendance at each service is as follows:

8:00 a.m.	8 people
11:00 a.m.	70+ 15 children

The age profile of our congregation is a cross section of all ages between 3-96

Our style of worship is traditional

THE MISSION

Funeral care for many outside the congregation (30 + 7 funerals in two charges in 15-16)

Welcoming many people for baptisms (287 baptisms in 15 years)

Good pastoral care for the elderly, those in hospital and young families.

SIGNS OF ENCOURAGEMENT

Property repairs constantly undertaken

Finances in good order

Generous donations for special projects

A good choir

A very active Young Church

Lovely people

THE CHALLENGES

Time and manpower



St Ninian's

Dundee

THE CHARGE

St. Ninian's serves the East End of Dundee. It is located in an Urban Priority Area in the worst 5% of the Scottish Index of Multiple Deprivation.

Usual Sunday attendance at our 11.00am service is 35 - 40.

The age profile of attending congregation is: under 18 years = 15; 19 - 40 years = 10; 41 - 60 years = 5; 60 + years = 15. Main Service is a 1982 (Blue Book) Sung Eucharist with Sunday School for children and young people. We frequently include themed services and All Age services.

THE MISSION

Mission Statement is

"We are a Christian community living in the love of God, serving with the love of God sharing the love of God among ourselves and all whom we meet."

As disciples of Christ we aim to be

Confident Christians, successful learners, responsible citizens, effective disciples.

We do this through

Being a community church; Inviting others; Sharing faith 24/7; Stay and Play Family Support; Girl's Brigade; Special services; School chaplaincies; Being Visible, Vital, Viable.

SIGNS OF ENCOURAGEMENT

Growth in Stay and Play Family Support Group leading to baptisms, weddings, new members of Girl's Brigade, families attending worship celebrations, holiday clubs; older youth taking active role in worship; leadership and upkeep of attractive buildings/ground; re-establishment of ecumenical work and shared worship.

THE CHALLENGES

Financial viability; multi-facets of poverty eg: long-term illness especially mental health, high unemployment leading to intense pastoral care; small multi-purpose building with constant change of layout although this is also a blessing; through community use our church income has stabilised.



St Salvador

Dundee

THE CHARGE

St. Salvador's is a congregation gathered from all over the Diocese and beyond who come to worship in this Bodleian architectural jewel, and who value a traditional Anglo-Catholic context. The church and its ancillary buildings are located in what has been officially identified as one of the most deprived urban wards in Scotland.

Average attendance at Sunday services: Morning Prayer (4), Low Mass (7), Sung Mass (25), Midday Prayer (17), Evening Prayer (7). Average attendance at Midweek services: Tuesday Low Mass (7) and Wednesday Low Mass (11). There are also Masses on Festivals that fall Midweek. Attendance can be as high as 20.

Members of our congregation are middle-aged or older, with a small number of younger people. There are no children. Our theological and liturgical tradition is Eucharistic, Traditional and Catholic.

THE MISSION

Our motto is: "Hearts to the Saviour; Hands to the Poor".

In our teaching, spirituality, and worship we try to draw everyone to a loving, forgiving, and powerful High Priest.

In our outreach, we seek Jesus in those around us who are blighted by homelessness, poverty and/or addiction.

On Sunday afternoons we provide refreshments, friendship and prayer. We also distribute about 60 food parcels a week.

Through World Vision we support a child in Mozambique.

SIGNS OF ENCOURAGEMENT

Our outreach has given us a positive profile in our community.

We have increased our membership, including individuals whom we have helped through our outreach.

Those who support us by volunteering or by donating food and money include members of other churches, improving our ecumenical contacts.

THE CHALLENGES

To grow our membership.

To continue our present level of outreach or expand it.

To increase our level of stewardship. At present our Priest is voluntarily foregoing half his stipend.

To maintain our buildings for community and religious use.



All Saints

Glencarse

THE CHARGE

All Saints' Church, Glencarse, is a rural charge, the most westerly church in the Diocese of Brechin, and serves the Anglican community in the Carse of Gowrie. The village of Glencarse is 15 miles from Dundee and 6 miles from Perth. This is a stretch of fertile land, historically known as the 'Fruit Garden of Scotland,' that borders the north bank of the River Tay between the cities of Dundee and Perth. There is no measured boundary to its catchment area, governed more by the 'distance travelled' by attending communicants, but an estimate of size would be 20 miles x 5 miles.

All Saints' has a congregation of 125, of which 94 of those are communicants (2016). Our weekly numbers average between 18 and 40 over the year but varies from week to week. The age profile is between 3 and 95, predominately in the range of 40+ to early 90s, although there are a number of families with young children. Family services usually enjoy a congregation of 40+ while other important services – Christmas Carol Nativity Service, Christmas Day, Easter Day, Harvest Sunday and Mothering Sunday – can have an attendance of more than 100.

Sunday worship is centred around the Eucharist (1980) and varies in style from the traditional to meditative and contemplative services. Music ranges from traditional hymns to Taize and Iona music. There are weekly morning prayer services during Lent and Advent and members are encouraged to attend spiritual day retreats.

THE MISSION

All Saints' mission is to be a centre of Christian prayer and worship, to be a caring community growing together in faith, and to identify spiritual and practical needs in the wider community and respond to them appropriately.

SIGNS OF ENCOURAGEMENT

All Saints is an active church with a welcoming, inclusive ethos. There is increasing spiritual growth and lay leadership (eg. new prayer group, fundraising etc). An increase in weddings (12 in 2016) along with broadening community engagement (exhibitions, biannual Glencarse Games and music events etc).

THE CHALLENGES

The local Church of Scotland has a large, family oriented profile & is currently building a new community church. We can be perceived as the 'posh English Church'. Due to economic realities, the church is tending to focus on maintenance rather than mission. It is unlikely to sustain a stipendary priest beyond 2017.



St David's

Inverbervie

THE CHARGE

St David's Church is a very small black and white tin tabernacle church built in the 1920's. It is a single open large worship space with no toilet or kitchen facilities. The charge is set back off the road at the back of a large grassed area in a small rural seaside town, population 1500 approx. Inverbervie is 15 miles north of Montrose, 40 miles north of Dundee and 20 miles south of Aberdeen. The town is mainly made up of commuters to Aberdeen and locals.

The past 5 years has seen this small congregation grow steadily from 5 or 6 members to 10-12 on a weekly basis including 3 children. The Vestry and congregation, alongside the Rector, have made it a priority to raise the profile of the church within Inverbervie. The age profile of the church is 60+. We have one service of 1982 Blue book Holy Communion every Sunday at 9.30am. There are no other services during the week but the church is open every day for access. The Catholic Church uses the premises on Saturday evenings for their service. Attendance to that is approx 30.

There is one Rector who covers both Inverbervie and Montrose linked charges, as well as two lay readers, one server and a strong lay ministry team who assist with all the services. Each church has their own Vestries

THE MISSION

Our mission for Inverbervie and Montrose churches and communities can be summed up in our Mission Statement which is on our church notice board and on every communication we print i.e. newsletter/pewsheet:

*"We are a family called by God: to live God's love,
share the Gospel, grow spiritually"*

SIGNS OF ENCOURAGEMENT

In Inverbervie the members are very comfortable now in praying aloud for the needs of their small communities – and local people now ask them to pray on a Sunday for folk. From the communities' point of view people are now aware of the church and its profile from the members being more confident in their faith.

THE CHALLENGES

This is a small community and a small charge. The members are very busy personally and professionally, so regular attendance is lacking – some weeks there are only a handful of people. Whether it is right for this community to continue to meet every week for worship is one question that has to be asked. There is also a strong evangelical and Kirk presence in this small village that do everything already faith wise that we could offer. As with Montrose, the downturn in the oil industry is having a huge negative impact upon church income and potential church development/growth.



All Souls'

Invergowrie

THE CHARGE

Invergowrie is a village in the South-Eastern corner of Perthshire, on the outskirts of Dundee, partly rural and partly suburban in character. Local Employers include the James Hutton Institute and Scottish Water as well as Invergowrie Motors and the local shops. Other major nearby employers include Ninewells Hospital and the two Universities (Dundee and Abertay)

The membership of All Souls' is drawn not only from Invergowrie, but also from Dundee and Angus.
Population: 1,793

Housing stock is mixed, including older stone-built houses (c.1900), former mill workers' housing, council-built housing (some of which is now privately owned), some sheltered housing, and recent owner-occupied estates.

Usual Sunday attendance 10 - 20 Age Profile Regular/frequent attenders 0-90 Core membership 45-65

Main style or tradition of worship

Sung Eucharist (Scottish Liturgy 1982 + variants)

Musically ambitious (Iona/Taizé; non-choral)

Middle to high, inclusive, traditional if not particularly formal

THE MISSION

We gather to celebrate the presence of God in worship and prayer.

This is the focal point: we take worship seriously, and aim to do it well.

We aim to be a community in which God's love is shared.

This is vital: we value our common life.

We aim to serve Christ among friends and strangers

SIGNS OF ENCOURAGEMENT

Congregation numbers seem to be steady despite being low & regular worship continues. Good financial situation (at the moment). Active congregation with shared ministry. Enthusiastic singing group. Skilled membership. Excellent ecumenical relationships. Attractive buildings, well used by church and community. Involvement with local school. Ceilidh Band

THE CHALLENGES

Numerical growth is elusive. Financial challenges. Reduced incomes of retired members. The loss of even a single member can have a significant effect. Addressing the challenges. Outreach visiting. Participation in Perthshire Open Doors. Raise awareness of the availability of All Souls' for weddings. Continuing to be child-friendly. Effective stewardship.



Holy Trinity

Monifieth

THE CHARGE

- Serving the Angus burgh of Monifieth and surrounding villages.
- Mainly owner-occupied (85%).
- Sunday congregation at 10.30am 25 -30 and midweek service with 5-7.
- 80% over 60 years with 5 younger families with teenagers and young children.
- Eucharistic worship using 1982 Liturgy.

THE MISSION

We are a small church with a warm welcome. We aim to provide a caring and inclusive Christian environment, encouraging the spiritual growth and wellbeing of each individual and of the community through Prayer, Worship, Fellowship, Care and Service.

SIGNS OF ENCOURAGEMENT

- the continued faithfulness and commitment of the congregation
- the Parents and Toddlers Group 'Little Angels' now in its second year
- increased use of the hall by community groups especially those from the neighbouring Retirement Housing
- completing the Developing Healthy Church programme

THE CHALLENGES

- to attract and retain younger families
- to become more visible within our community
- to be more outward looking and intentional in mission
- to more effectively deepen our faith and discipleship
- to continue to be a community of welcome, compassion and care.



St Mary's & St Peter's

Montrose

THE CHARGE

St Mary's and St Peter's Church is an impressive 19th Century building in its own walled grounds with graveyard in the Links area of Montrose. Montrose is 30 miles north of Dundee and 30 miles south of Aberdeen. The church has no hall but has a lady chapel, meeting rooms and an area at the back of the church to socialise. There are current plans for a toilet and kitchen refurbishment. The charge is set back off the road at the back of a large grassed area in a small rural seaside town – socially diverse population of 14,000 approx. This is mainly made up of commuters to Dundee/Aberdeen and locals.

The past 5 years have seen this small congregation grow steadily from 20 members to 35 to 55 on a weekly basis including 8 children. The Vestry and congregation, alongside the Rector, have made it a priority to raise the profile of the church within Montrose. The age profile of the church is 35+. There is one service of 1982 Blue book Holy Communion every Sunday at 11am. During the week Morning Prayer is held at 10.15am on Mondays and Tuesdays. On Wednesdays there is a 10.15am Holy Communion for approximately 8-10 people with coffee afterwards. The church is open every day for access and is used by the local schools for term assemblies as well as local choirs for performances. There is one Rector who covers both Inverbervie and Montrose linked charges as well as two lay readers, one server and a strong lay ministry team who assist with all the services. Each church has their own Vestries.

THE MISSION

Our mission for Inverbervie and Montrose churches and communities can be summed up in our Mission Statement which is on our church notice board and on every communication we print i.e. newsletter/pewsheet:

*"We are a family called by God: to live God's love,
share the Gospel, grow spiritually"*

SIGNS OF ENCOURAGEMENT

In Montrose the lay members along with the Vestry are fully capable of running the church both in secular and sacred matters. From the community's point of view, people are a lot happier coming into the church for various events and now see it as 'their' local church.

THE CHALLENGES

The main challenges that Montrose face is whether they have enough income to sustain a future full time priest or whether a team ministry covering the North of the Diocese could be worked out. They have many regular committed members but they do not give as they could or perhaps should. As with Inverbervie, the downturn in the oil industry is having a huge negative impact upon church income and potential church development/growth.



St Ternan's

Muchalls

THE CHARGE

The area the charge serves:- several villages/towns along the A90 corridor from Muchalls to the Aberdeenshire border and also the new town of Chapelton.

Time of normal Sunday service- 10.30a.m.

Average attendance on a Sunday:- 20-25. Age profile of charge:- 70.

Main style of worship:- 1982 said Eucharist. Alternative services are organised throughout the year using special themes for Mothering Sunday, Harvest and Carol Service.

THE MISSION

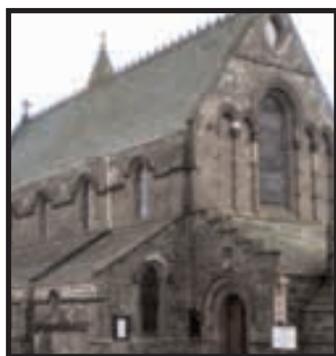
- We come together to worship God and learn about the Christian Faith.
- We care for and accept one another.
- We are concerned about showing God's love for the communities in which we live, in words and actions.

SIGNS OF ENCOURAGEMENT

- Strong lay ministry team who maintain weekly services with help from retired Minister and attached Lay Reader
- More members of the congregation have joined the rota to do Bible readings and intercessions

THE CHALLENGES

- Engaging in mission/pastoral care without a Priest
- Financial viability for a Priest -in-Charge
- Need to attract new members of a younger profile



St James the Great *Stonehaven*

THE CHARGE

Stonehaven is a seaside town with a population 11,451 (2014). It is primarily a commuter town for Aberdeen (only about 20% work in Stonehaven) which is 15 miles to the north. It has a low unemployment rate of 0.6% in 2014 but with the shrinking of the oil industry this is rising. Its average household income in 2014 was £32,873. St James is linked with St. Philip's in Catterline. It has no rector, with oversight being provided by an Interim Ministry Co-ordinator and the Dean. It is currently unable to fund a rector. In the past it has shared the costs of a rector with St Ternan's, Muchalls. However, there are two lay readers emerita and a further person who is permitted to offer communion from the reserved sacrament. There are also several people who assist in a variety of roles in the services. There are 127 people belonging to the congregation of which 69 are on the communicant's roll. The age of congregational members is predominantly the over 60s.

There are two services each Sunday with a typical attendance of 24 in total. The Sunday services are Eucharists, following the 1982 Scottish Liturgy, except for one on the second Sunday in the month which is entitled Songs of Praise and allows us to explore other themed forms of worship. On the second Wednesday of the month we hold a Eucharist and Healing Service. The fabric of the church building, which dates from the late 19th century and is Grade 1 listed, is in a reasonable condition and is currently being renovated with funding from the Heritage Lottery Fund. The church has a capacity for 260 people. The church remains open during daylight hours and attracts many visitors and users. There is a hall adjacent to the church with a capacity for about 60 people. It is in regular use by local organisations. The hope is to generate more income from hall lets to permit the employment of a rector. There is a rectory in Stonehaven which is currently being let.

THE MISSION

We strive to share our experience of God's love with all those with whom we come into contact, through:

- Our worship
- Our fellowship
- Our welcoming and non-judgemental attitude
- Our ecumenical links
- Our involvement with the local community, as individuals and as a church congregation, by which we hope to grow spiritually.

SIGNS OF ENCOURAGEMENT

Increased recognition in the local community through our outreach activities. Funding to develop two display areas in the church to attract more visitors. Greater involvement of members of the congregation in the church's work. Encouraging responses to different forms of worship.

THE CHALLENGES

Financial - generating a robust income stream to support a rector. Encouraging younger people into the church. Maintaining pastoral support without a rector.



St Drostan's

Tarfside

Glenesk

THE CHARGE

St Drostan's is the fourth Episcopal Church to be built in Glenesk. It was built in 1879 by Lord Forbes in memory of his brother, Alexander Penrose Forbes, Bishop of Brechin. The Church is an Incumbency, and has its own constitution which originally dated back to 1877, but which was updated in April 2009.

There is no Episcopal Congregation in Glenesk, the ten members consisting of the Trustees and their families. Located in the church grounds is St Drostan's Lodge, a self catering establishment, sleeping 17 persons, which provides low cost accommodation for groups and families, of all denominations, in the heart of Glenesk. The church business is managed by a committee of Trustees. Rev Jane Nelson is Priest in Charge and also has responsibility for St Drostan's Lodge bookings and her husband Peter is Secretary and Treasurer. Jane and Peter also look after maintenance and deal with housekeeping issues at the Lodge. There is a Eucharist on Easter Day, on our Patronal Festival, and at 2.30pm every second Sunday between Easter and October using the 1982 Blue Book. Groups using the Lodge also hold their own services from time to time, both in the Church and in the Lodge.

The church is open to visitors at all times and is well known as a place of peace and spiritual tranquillity. We normally hold a Picnic and Pilgrimage on our Patronal Festival in July, which is open to all.

THE MISSION

We successfully manage an asset which is widely seen as a haven of tranquillity and spiritual refreshment in today's busy and complex world.

We relate to the life of this rural community by not only by providing facilities, but also Baptisms, Weddings and Pastoral care.

To continue our mission by improving the facilities at St Drostan's Lodge and encouraging more to experience its unique qualities.

SIGNS OF ENCOURAGEMENT

The Lodge is used by Church Groups of all denominations from throughout Scotland and the UK, as well as family and specialist interest groups. It is used regularly by social works and educational bodies and continues to make an important contribution to assisting young people make their way in the world.

THE CHALLENGES

Cost of maintaining church structure

Lack of qualified volunteers to take on administrative maintenance roles

Trying to achieve better use of St Drostan's by Brechin Diocese, (it is used more by people from outside our Diocese!).





St Margaret's Residential Home *Dundee*

THE HOME

The Diocese has provided care for the elderly for over a century and St Margaret's Home is the 21st century successor to the ministry of Religious Sisters in Dundee. The five Charity Trustees meet three times a year and are chaired by the Bishop who works closely with Elaine Kerr the Manager and her forty staff.

St Margaret's is a 32 bed residential home with an annual turnover of £1million in the centre of the city offering 24hr care and support for older adults. Two additional rooms and increased social space are to be added in the next twelve months.

THE AIM

The aim of the home is to provide the highest quality care whilst promoting independence and maintaining the individuality and the privacy and dignity of all our residents. St. Margaret's can offer both long term and respite stays to suit individuals. We encourage a full and active lifestyle wherever possible, but above all each resident is encouraged to exercise choice in all aspects of their care.

We are proud of our excellent reputation: the Care Inspectorate has rated St Margaret's Home as Very Good or Good every year since 2008. Many of our experienced and dedicated staff have long service at St Margaret's.

Residential care is a highly regulated sector and the Trustees are aware of the reputational risk for the Church should things go wrong. Equally though we can promote quality faith-based care to the wider community.

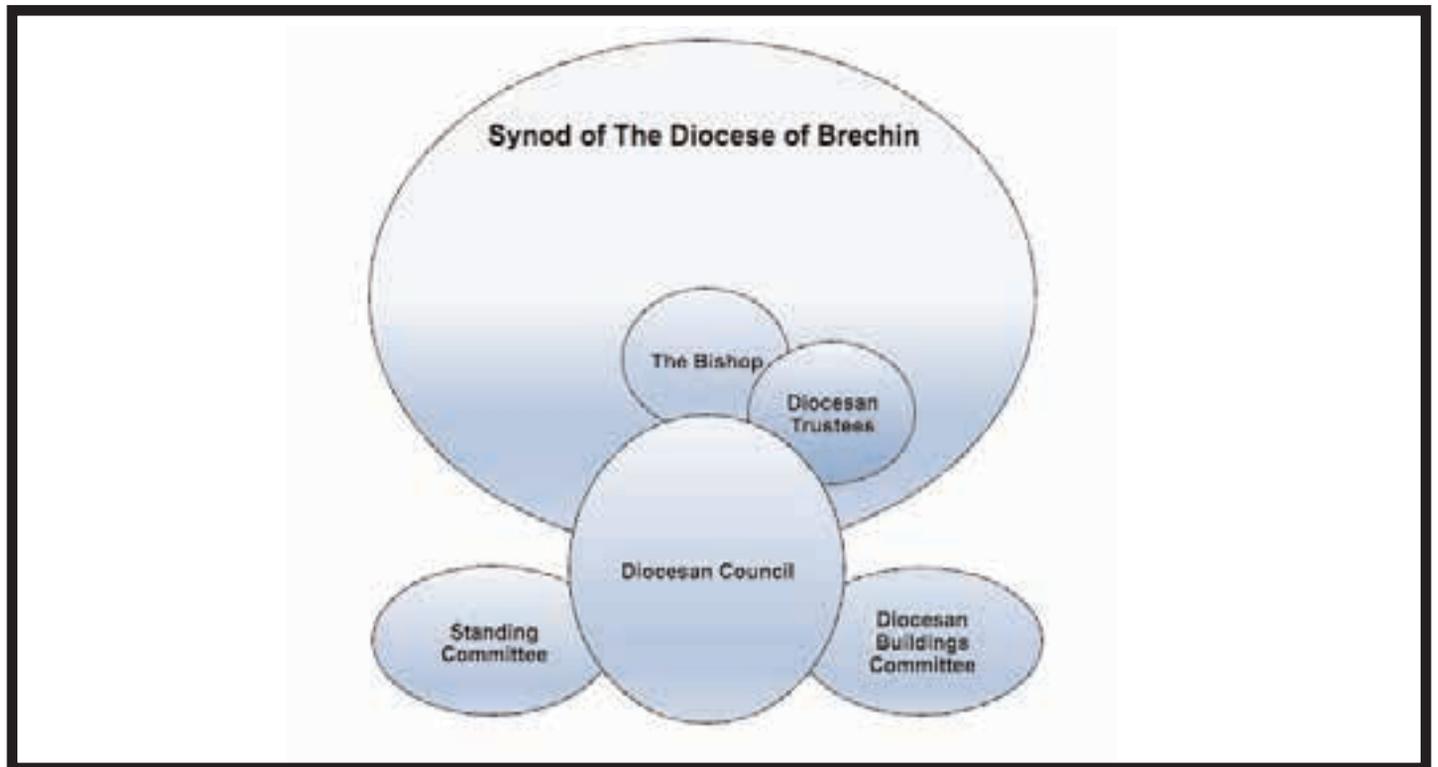
Chaplaincy services and pastoral care are provided by the staff of the Cathedral.





DIOCESAN STRUCTURES AND MANAGEMENT

1. The diagram below illustrates the structural relationships at the heart of the diocese.



2. Explanation and Comment

Diocesan Synod constitutes the governing body of the diocese. It meets annually in March and, when needed, in October. All other councils and committees are responsible to it.

Diocesan Council

In recent years the diocese has streamlined its committee structures in order to avoid overlapping of personnel and responsibilities and to achieve a greater degree of coordination and strategic thinking in managing the affairs of the diocese.

As can be seen above, the Diocesan Council is central to this process. Created in 2015 by Diocesan Synod following a review of structures, it has taken the place of the previous Administration Board and Mission Board, bringing into one body the functions and responsibilities of both. Consequently, management and mission are considered in relation to each other. This has enabled strategic thinking to be informed from both perspectives. Such an approach has been crucial in the Council's discussions over the last year regarding future patterns of ministry.

The composition of the Council is as follows:

Chair: Bishop

Ex officio members: Dean, Diocesan Secretary, Diocesan Treasurer, Diocesan Companion Links Officer, Diocesan Mission Officer, Diocesan Ministry Officer, Convener of the Diocesan Buildings Committee.

Elected laity: two

Elected clergy: two

The Council, which meets eight times per year, is active in developing the strategic thinking and direction of the Diocese and deals with all matters of mission and ministry, finance and property and any matters sent from General Synod to the Diocese. It has two pendant committees, the Buildings Committee and the Standing Committee.



The Diocesan Buildings Committee, appointed in accordance with Canon 35 and Canon 50(9), is responsible for the upkeep of diocesan properties and for approval of applications under Canon 35 for changes to church buildings. It also seeks to support and advise charges. The Committee's business is conducted mainly by email with meetings when required. Further details are available on the Diocesan website.

The Diocesan Standing Committee comprises the Bishop (Chair), Dean and two members (one lay, one clerical) elected annually by Diocesan Council. It has the responsibility to act in an emergency on behalf of the Diocesan Synod or the Diocesan Council when they are not sitting. In practice it has not met for at least two years. It also has responsibilities during an episcopal vacancy if required.

From time to time the Council may create ad hoc working groups and/or invite attendance of non-members at Council meetings as appropriate.

The Diocesan Trustees comprise the Bishop, the Dean, the Chancellor and the Registrar (all ex officio) and are ultimately responsible for purchase and disposal of diocesan properties.

3. Diocesan Administration

Day to day administration is carried out by the Bishop, the Bishop's Personal Assistant, the Diocesan Treasurer and Diocesan Secretary. The Dean also assists the Bishop in management. Other officers include: the Companion Links Officer, the Mission Officer, the Ministry Officer, and the Convener of the Buildings Committee. The Diocesan Office is the base of operations, is open plan and is located in the Diocesan Centre.

Responsibility for the appointment of salaried staff employed by the Diocese and their terms of employment falls to the Diocesan Council.

4. Strategic Planning

The Diocesan Council provides the principal forum for collective strategic deliberation and planning. Following discussions at Diocesan Synod in 2016 and 2017, it has discussed at length a number of models for patterns of ministry that offer innovative possibilities for missional development within the diocese.

The outcome of these discussions has been a decision to work towards the creation of groups of charges known as Mission Hubs. On this model, such groups would not simply share clergy but would develop collaborative ministry teams comprising clergy and lay workers to work within the hub. The aim would be to create synergy for mission rather than maintenance of the status quo, and thus to move away from a model of ministry that views clergy primarily as congregational chaplains. Underlying this approach is the Whole Church Mission and Ministry Policy adopted by General Synod which envisages mission as the responsibility of all baptised members of the Church, not simply of the ordained, and seeks to move congregations towards a missional understanding of themselves as communities of faith.

The Council believes the hub model offers exciting possibilities for development at the local level and is in the process of beginning a round of conversations with interested charges. It fully recognises that such an approach will not be appropriate to all, but is committed to discussions that could enable charges to flourish and grow in their local contexts (rather than merely survive) with help and resources from the Diocese. The leadership offered by a new bishop will be critical in moving this vision forward.



DIOCESAN FINANCES

1. The Historic, Current and Prospective Financial Situation

Overview

The financial position of the Diocese is shown in the accompanying Statement of Financial Activities for the year ended 30th November 2016 which has been extracted from the annual Financial Accounts.

The Diocese approves an annual budget at Synod every year and an attempt is made to balance Income and Expenditure. The Diocese continues to work to meet its objectives in providing mission and ministry through its Charges across the region.

Progress has been made in filling some clerical posts while providing cover for vacant Charges. Alternative ministry and focus for charges is being explored in a number of places. The Dundee Centre of Mission is a jointly funded project with Church Army which is encouraging, and helps to provide Fresh Expressions of Church in the city and beyond.

Some short and longer term financial support has been provided to maintain ministry throughout the Diocese. Support has been given to Charges undertaking property projects and when Vestries have encountered financial or other difficulties. There is a continuing review of the progress and resources of Charges.

Grants paid by the Diocese are generally based on applications to, and funds received from the Province of the Scottish Episcopal Church for specific projects, which are then assessed on the basis of the relative needs of the applicants, paying due regard to the particular purposes that the grant fund will be used for.

A major part of funding stipends comes from the Province. From 2016 stipend support is distributed on a formula-based, block grants basis. Under the agreed formula, the grant to the Diocese will reduce by £7200 or 11.7% of the previous grant level, by 2019 the Grant will be reduced to £35,538. In the light of the reduced level of Grant it has been decided that we need to review the level of support which we can reasonably afford. As a Diocese, we need to manage the consequent transitional period.

The Diocese had fixed assets worth £2million as at 30 November 2016. These comprise dwelling houses and a church - and investments which generate income. Net current assets amounted to £140,000. These can be considered to be the Diocese's useable reserves. It is of course prudent to retain a level of reserves for unexpected contingencies.

Extract from Diocesan Treasurer's Report 2016.

The Diocese budgeted to use reserves of £10,000 in 2015/2016 to meet the cost of running the Diocese and various mission-related commitments which are paid for centrally. The final position for the year was a deficit of £4825, before accounting for gains and losses on the market value of the Diocese's investment portfolio. Planned expenditure was slightly below budget. Investment income was above budget. Quota has been assumed to be on budget, but in cash terms there is an outstanding balance of £36183. It is hoped that the outstanding sums due have been addressed and steps taken to reduce the sums outstanding. There is also a year-on-year downward trend in grant funding from the Province which is projected to continue for the next three years as the transition towards block grant for stipend support is completed.



2. Bishop's Remuneration

a. Stipend, Pension and Expenses

Bishops' stipend is payable at the level of 1.5 times Standard Stipend. Standard Stipend is fixed annually by the Provincial Administration Board and for 2017 is £25,440 producing Bishops' stipend of £38,160.

The Scottish Episcopal Church operates a non-contributory defined benefit (final salary) pension scheme. Pension benefits are the same for bishops and clergy and are based on Standard and Pensionable Stipend.

For service accrued after 1 January 2014 the pension payable upon retirement is calculated on the basis of Pensionable Stipend. Pensionable Stipend increases each year with reference to RPI, subject to certain maxima. In 2017 Standard Stipend is £25,440 and Pensionable Stipend for the year from 1 July is £24,892. Entitlement of 1/80 of Pensionable Stipend accrues for each completed year of service within the Scottish Episcopal Church. Normal retirement age is 67.

Death in service benefit is three times Standard Stipend and the widowed spouse's pension is 2/3 that of the member. There is no lump sum provision on retirement otherwise than through commutation of pension. For further information, please contact the Pensions Officer, Daphne Audsley at the General Synod Office (0131 225 6357). Various housing options are potentially available on retirement for those unable to make adequate provision for themselves but are subject to means testing and the individual having been in stipendiary service of at least 10 years in the Scottish Episcopal Church. Details are available from Daphne Audsley.

Regarding expenses, paragraph 6.9 of the General Synod's Digest of Resolutions applies:-
"In addition to stipend at the rate of 1.5 times standard stipend and appropriate accommodation or arrangements for accommodation, every Diocese shall pay to its bishop the following expenses:-

Council Tax in relation to the bishop's residence

Telephone rental and calls incurred in the performance of episcopal duties and the cost of postage and stationery plus such administrative expenses as may be approved on behalf of the Diocese

Reimbursement of travelling expenses including a mileage allowance payable to bishops using their car in performance of episcopal duties. Such mileage allowance shall be in accordance with the Approved Mileage Allowance Payment rates as determined from time to time by the Inland Revenue

Contributions to the Scottish Episcopal Church Pension Fund.

All expenses to be paid by a Diocese must, if so required by the Diocese, be adequately vouched for." The current recommended mileage rate is 45p per mile for the first 10,000 miles and 25p per mile thereafter.

b. Bishop's House

At the time of writing, the house occupied by previous bishops is in process of being sold in order to purchase a modern family home fit for purpose. It is anticipated that the purchase will be completed prior to the election of a new bishop and ready for occupancy well in advance of her/his taking up the role.



MISCELLANEOUS NOTES FROM A BEAUTIFUL PART OF SCOTLAND

The Diocese of Brechin comprises the east of Scotland from the Carse of Gowrie, a few miles east of Perth, to the outskirts of Aberdeen. At its southernmost end lies Scotland's fourth city, Dundee. It is the smallest of the seven dioceses which make up the Scottish Episcopal Church.

Its size, however, should not belie its beauty. From Episcopal charges on the north western edge of the diocese you can overlook the beautiful Angus glens of the Cairngorms National Park. A few miles to the east, travel the coast road south from Muchalls and Stonehaven through the lush and hilly countryside of Aberdeenshire and Angus to the Tayside city of Dundee and you will experience a diocese of contrasts. Rural and coastal communities, the historic town of Brechin, and the post-industrial conurbation of Dundee all reflect the diversity of its landscape and history.

Known for its historic "three Js" – Jute, Jam and Journalism – Dundee is a thriving and vibrant modern city containing two universities and a major teaching hospital. Its population of 160,000 continues to grow as exciting new developments draw people in to live and work. The construction of the new £1billion V&A Museum of Design on the banks of the Tay, adjacent to the city centre, has proved an engine of economic and cultural regeneration.

Significantly, the city was recognised by Unesco in 2014 as the UK's first City of Design for its diverse contributions to fields ranging from medical research to comics and video games. As the BBC noted in 2014:

'The City of Design designation has previously been awarded to 12 cities, including Beijing, Berlin and Montreal.'

Dundee was added to the Unesco grouping of "creative cities" alongside European cities Turin, Helsinki, Bilbao and Curitiba in Brazil.

The title recognises the design innovations Dundee has contributed to the world, including aspirin, biomedical research which has led to hundreds of new cancer drugs, comics including the Beano and Dandy, orange marmalade, and video games including Lemmings and Grand Theft Auto.

All this has contributed to a sense of optimism and new life as the context in which Episcopalian charges serve their local communities.

For further information about the diocese and its setting, especially of an historical kind, please see the Diocesan website: <http://www.thedioceseofbrechin.org/about/history-of-the-diocese-of-brechin/>



COMPANION LINKS WITH IOWA & SWAZILAND



Our diocese has enjoyed a long established, three way Companion Link with the dioceses of Iowa and Swaziland (B.I.S) This link has been active for around 30 years: many such Companion Links have a limited life, but ours has grown and strengthened over time. It is active, purposeful and provides meaningful and practical benefits across the three continents.

In the early years, exchanges were occasional and mainly among senior clergy. In more recent times, with easier travel, visits have become more regular for both clergy and laity. Joint projects are well established - mainly in Swaziland - and there is firm commitment to support our Companions, to deepen relationships and to strengthen existing support networks and friendship groups. Brechin diocese has been actively involved in all aspects of this development.

In 2013, all three Companion bishops were together with us in Dundee for our annual Diocesan Synod. Bishop Ellinah of Swaziland said about that visit:-

“Meeting together in Dundee for the first time as the three current Companion Diocesan Bishops has been a personal pleasure and a significant encouragement. There is no substitute for face to face contact: the global and the local come together in a real way”

The three bishops were able to share with one another and with all of us the opportunities and challenges facing the Church in the regions where they were each called to lead God’s people in mission and service. We were able to celebrate how much we have in common, to give and to receive across three continents.

Iowa and Brechin continue to support Swaziland’s needs, largely associated with the HIV/AIDS pandemic and the increased poverty associated with the recent severe drought. We are humbled by +Ellinah’s conviction that the money, while needed and welcomed, is diminished without the personal relationship.



At the 2013 Synod, we shared a belief that we needed to bring together our young people, to grow spiritual life across our cultures and to explore fresh patterns of ministry for laity and clergy. We also believed that communication and true experience of the companionship would be enhanced through better use of information

technology. As a result, Brechin was asked to take action on these two priorities and so, in July 2016, we hosted a group of 16 young adult church leaders from all three dioceses. Our visitors travelled to Dundee to share in a ‘Spirit of Discovery Pilgrimage’ - the overarching theme being discovering and exploring spirituality within cultural settings. The group lived together for ten days, sharing in a programme of worship, study, travel, special cultural events and social time. They told us that the experience had been ‘life changing’.

We established closed social media groups for the group and through these they remain in close and regular contact, providing immediate encouragement and prayer support for each other and sharing news of many life events.

Support for joint projects and organised visits continues: a group of three from Brechin are planning a working visit to Swaziland in September 2017, where they will join a group of around 12 adults from Iowa, to work on projects identified by Bishop Ellinah in parishes across the diocese.

We encourage involvement in this worthwhile and often transformative Companion Link work, which our dioceses began so long ago.



THE CONSTITUTION FOR THE DIOCESAN SYNOD OF THE DIOCESE OF BRECHIN *(Scottish Charity No SC016813)*

Diocesan Synod

1(a) There shall be a Diocesan Synod in which is vested the functions, powers and duties set out in Canon 50 – Of Diocesan Synods – and in Sections 6.6.1 and 7 of the Digest of Resolutions of the General Synod 1997 and such other relevant Resolutions that General Synod may pass.

1(b) The Diocesan Synod's Boards and Committees shall comprise those listed in Articles 7 to 9 inclusive, hereof.

Membership

2. The Diocesan Synod shall consist of the Bishop, all instituted, licensed and commissioned clergy of the diocese, the diocesan officials as specified in Canon 61, and the lay members specified in Section 3 below.

3(a) The lay members of the Synod shall consist of a Lay Representative for each congregation within the diocese, the lay members of General Synod elected by the Diocesan Synod under Canon 52 Section 5, the alternate members of General Synod elected under Canon 52 Section 7, a lay member of the Diocesan Standing Committee ex officio and such additional lay members as elected by the Diocesan Synod.

3(b) Alternate Lay Representatives, Readers, Church Army Evangelists, members of Religious Orders working in the diocese shall be invited to participate fully in the proceedings of the Diocesan Synod, save in the matter of voting.

Meetings

4. At meetings of the Synod, the Bishop shall preside. In the absence of the Bishop, the Dean of the diocese shall preside, but should the Dean also be absent the meeting shall appoint one of its own members.

Officials

5. The Synod shall appoint a Treasurer, a Secretary and an Auditor whose appointments shall not be for a longer period than until the next annual meeting.

Trustees

6. The Diocesan Trustees shall be the Bishop, the Dean, the Chancellor and the Registrar ex officio

Boards and Committees

7(a) The Diocesan Standing Committee shall be responsible for acting in an emergency on behalf of the Diocesan Synod or the Diocesan Council when they are not sitting.

7(b) The Diocesan Standing Committee shall consist of the Bishop, the Dean, the Diocesan Secretary and two members of the Diocesan Council, one clerical, one lay, elected annually by Diocesan Council.

7(c) The Bishop shall chair meetings of the Standing Committee, or in the absence of the Bishop the Dean shall chair; if neither are present the Standing Committee shall appoint one of its members to chair the meeting.

8(a) The Diocesan Administration Board and the Diocesan Mission & Ministry Board shall be disbanded and all functions previously carried out by the two boards shall be carried out by the Diocesan Council with immediate effect. The Diocesan Council shall administer the strategic direction and life of the diocese on behalf of Diocesan Synod in all matters of mission and ministry, finance and property, and such matters sent to the diocese by the General Synod. For the avoidance of doubt the Diocesan Council shall be responsible for the appointment of salaried staff employed by the Diocese and their terms of employment.

8(b) Membership of the Diocesan Council shall be: the Bishop, who shall act as Chair; the Dean, the Mission Officer and the Ministry Officer (the latter two endorsed by Diocesan Synod), for the duration



of their appointment by the Bishop; also the Diocesan Treasurer, Diocesan Secretary and the Convenor of the Diocesan Buildings Committee, each elected annually by Diocesan Synod; two Lay Members elected by the House of Laity for a four year term; two Clergy Members elected by the House of Clergy for a four year term. The Diocesan Secretary shall act as Secretary to the Diocesan Council. The Diocesan Council shall have the power to co-opt up to two further members whose term shall only continue until the next Diocesan Synod. In the absence of the Bishop, the Dean shall act as chair, failing which the Diocesan Council shall elect one of its members to act as chair. Each member of the Diocesan Council shall have one vote.

8(c) All decisions and resolutions made previously by the Diocesan Administration Board and Diocesan Mission & Ministry Board shall be adopted without further action by the Diocesan Council.

8(d) The Diocesan Council shall have the power to appoint pendant or ad hoc committees.

9. There shall be a Diocesan Buildings Committee, reporting to the Diocesan Council, set up in accordance with Canon 35 and Canon 50(9). The membership shall be the Dean and Diocesan Secretary and seven other persons with expertise in architecture, ecclesiastical artefacts and liturgy. The Convenor shall be elected annually by Diocesan Synod members for a four year term.

Members and Conveners

10. Unless otherwise specified in this Constitution, members of the Diocesan Council and Committees shall serve a term of four years and may be re-elected or reappointed provided, however, that no such member shall serve for a continuous period of more than eight years. No member on ceasing to be a member shall be eligible for re-election until after an interval of at least one year. In the event of any vacancy, appointments shall be made by the Diocesan Synod at its Annual Meeting, after nominations have been invited from members. Casual vacancies may be filled by the Council or Committee concerned until the next Annual Meeting of Synod, when an appointment shall be made for a new four year period.

11. The Convenor of the Diocesan Buildings Committee shall be elected annually by Diocesan Synod and may serve for a total period of four consecutive years. The Diocesan Buildings Committee, however, shall have power to recommend that the Diocesan Synod extend the period of office of their own Convenor, in which case the Synod may extend the period of office for one further year only.

Quorum

12. At meetings of the Diocesan Synod, the quorum shall be one half of the number of Clerical and of the number of Lay Members entitled to vote, rounded up to the nearest whole number.

13. At meetings of the Diocesan Council, the Standing Committee and the Diocesan Buildings Committee, the quorum shall be one third of the total membership, rounded up to the nearest whole number.

Amendment of Constitution or adoption of new Constitution

14. It is competent for this Constitution to be amended or a new Constitution adopted by a simple majority of those present and voting at a meeting of the Diocesan Synod. Proposals for changes to the Constitution must be submitted for consideration to the Diocesan Council, whose comments shall be reported to Synod.

Review

15. Notwithstanding the power of the Diocesan Synod to amend its Constitution or to adopt a new Constitution at any duly constituted meeting thereof, the Constitution of the Diocesan Synod shall be



Diocesan Personnel

Appendix 2

Dean
Bishop's Personal Assistant
Diocesan Treasurer
Diocesan Secretary

Very Rev. Dr Francis Bridger
Mrs Sharon Louden
Mr Allan Duffus
Vacant

Diocesan Trustees

Bishop
Dean
Chancellor
Registrar

Bishop
Very Rev. Dr Francis Bridger
Mr Gregor Mitchell
Mr John Thom

Cathedral Chapter

Dean
Provost
Synod Clerk
Canons

Very Rev. Dr Francis Bridger
Very Rev. Jeremy Auld
Rev. Canon Kirrilee Reid
Rev. Canon Kerry Dixon
Rev. Canon Fay Lamont

Honorary Canons

Rev. Canon W McAusland
Rev Canon F H Magee
Rev. Canon Dr. J J Morrow
Rev. Canon M J R Turner

Canons from Companion Dioceses

Rt Rev. A Scarfe
Rt Rev. E Wamukoya

Canons Emeriti

Rev. Canon M Paternoster
Rt Rev. M Mabuza
Rev. Canon I G Stewart
Rev. Canon S Fox
Rev. Canon J Milne
Rev. Canon Dr J Cuthbert



Diocesan Officers

Diocesan Mission Officer

Rev. Canon Kerry Dixon CA

Diocesan Ministry Officer and Director of Ordinands

Rev. Canon Fay Lamont

Warden of Lay Readers

Dr Peter Smart

Diocesan Companion Links Officer

Mrs Pat Millar

Convener of the Diocesan Buildings Committee

Professor Peter Sharp

Diocesan Communications Officer

Mrs Karen Willey

Diocesan Archivist

Dr David Bertie

Protection of Vulnerable Groups Officer

Rev. D B H Herbert

Provincial Youth Network Representative

Mr Robson St Clair

Instituted Clergy

Very Rev. Jeremy R Auld

Rev. Peter Mead

St Paul's Cathedral, Dundee

St Mary the Virgin, Arbroath & St Peter,
Auchmithie

Rev Kate Gibson

St Andrew, Brechin

Very Rev. Dr Francis W Bridger

St Mary, Broughty Ferry & St Martin,
Dundee

Vacant

Holy Rood, Carnoustie

Vacant

St Philip's, Catterline

Rev. Canon Michael J R Turner

St John the Baptist, Drumlithie and
St Palladius, Drumtochty, St Andrew,
Fasque & St Laurence, Laurencekirk

Rev. Canon Captain Kerry J Dixon

St Luke's, Dundee

Vacant

St Margaret, Lochee

Rev. David Shepherd

St Mary Magdalene, Dundee

Rev. Canon Fay Lamont

St Ninian, Dundee

Rev. Clive Clapson

St Salvador, Dundee

Rev. Canon Kirrilee A Reid

All Saints, Glencarse

Vacant

St David of Scotland, Inverbervie and

Rev. Ashley Cummins

St Mary and St Peter, Montrose

Rev. Kenneth Gibson

All Souls, Invergowrie

Vacant

Holy Trinity, Monifieth

Vacant

St Ternan, Muchalls

St James, Stonehaven

Licensed Clergy

Rev. Helen Bridger

St Mary, Broughty Ferry & St Martin,
Dundee

Rev. William Neill,

St Mary, Broughty Ferry

Rev. Jane Nelson

St Drostan, Tarfside



Commissions

Rev Professor Annalu Waller OBE

Warrants

Rt Rev. L E Luscombe

Rev. Canon W J McAusland

Permissions to Officiate

Rev. P M Balfour

Rev. Dr J R Cree

Rev. L Dawson

Rev. S M Dyer

Rev. D J Gordon

Rev. G M Greig

Rev. G H Hall

Rev. D B H Herbert

Rev. J F Lyon

Rev. Dr D A S MacLaren

Rev. Canon Magee

Rev. Canon Dr J I Morrow

Rev. R F Paterson

Rev. Canon A Tilson

Church Army Officer

Captain Stuart Budden

Lay Readers

Ms Carole Spink

Mr I S Fletcher

Mrs Elaine Hammersley

Mr R J Pemble & Mr I D Turnbull

Mrs Edna Boffey & Ms Jean Forbes

Mrs Anne Geldart & Mrs A Iles

Mrs Georgina Middleton

Mr Bruce D Gowans & Mrs Georgina Middleton

Dr Peter Smart & Mr Harold Jack

Mr W McFawns & Mrs L Walls

St Paul's Cathedral, Dundee

St Mary the Virgin, Arbroath & St Peter,
Auchmithie

St Mary's, Broughty Ferry

St Martin, Dundee

Holy Rood, Carnoustie

St Philip's, Catterline Stonehaven & St James,
Stonehaven

St Laurence, Laurencekirk

St Luke's, Dundee

St David of Scotland, Inverbervie & St Mary
and St Peter, Montrose

Holy Trinity, Monifieth



Budget 2017

Diocesan Budget 2017

PAPER S

	2017 Budget	2016 Actual		2017 Budget	2016 Actual
Bishop Income			Bishop Expenditure		
Dunderdale	8500	8480	Stipend	38160	37545
Episcopal Inc Fund	9358	9088	NI	4146	4061
Quota makes up shortfall (a)	40530	40043	Travelling etc.	3500	3400
			Pension	8192	8161
			House Insurance	990	970
			Council Tax	2400	2360
			Repairs to House	1000	1114
	<u>58388</u>	<u>57611</u>		<u>58388</u>	<u>57611</u>
Diocesan Office			Diocesan Office		
St John the Baptist Fund	1470	0	Secretary's salary	14629	14479
			Printing, Post, Stationery	1000	1536
Quota makes up shortfall (b)	28609	29814	Rent and Services	3000	4007
			Telephone	1600	2999
			Insurance	5000	3350
			Equipment Maintenance	350	327
			Repairs to Property	4000	2709
			Sundries	500	407
	<u>30079</u>	<u>29814</u>		<u>30079</u>	<u>29814</u>
General Fund Income			General Expenditure		
Investment Income	10	491	Ministry		
			(Inc Companion Diocese Provision)	4000	6222
Rent	11100	11100	Grapevine / Communication	1250	1263
			Diocesan Synod Expenditure	650	630
Bishops Ministry Fund	6777	6581	Shortfall on Stipend Support	9000	9351
Quota (c)	21772	30367	Audit and Accountancy Fee	15000	15000
			Admin Expenses	750	720
			Catterline Loan	1749	1749
			Depreciation	750	1118
			Sundry	900	986
			Other Properties - Repairs and Ins.	5000	10208
			Diocesan Events	500	1188
			Web Upgrade/Maintenance	110	104
	<u>39659</u>	<u>48539</u>		<u>39659</u>	<u>48539</u>
Needed from Quota					
Bishop (a)	40530		Diocesan Quota	90911	
Diocesan Office (b)	28609		Provincial Quota	46291	
General Fund (c)	21772			<u>137202</u>	
	<u>90911</u>				



Statement of Financial Activities for y/e 30 November 2016

	Unrestricted Funds	Restricted Funds	2,016 Total funds	2,015 Total Funds
Income and Endowments				
Charitable activities	214,629	-	214,629	213,461
Fund raising activities				
Investment income	<u>16,948</u>	<u>19,423</u>	<u>36,371</u>	<u>39,452</u>
	231,577	19,423	251,000	252,913
Total income and endowments				
Expenditure				
Charitable activities				
Grants Payable	75,829	17,392	93,221	112,519
Costs directly attributable to activities	<u>162,604</u>	<u>-</u>	<u>162,604</u>	<u>153,345</u>
Total expenditure	<u>238,433</u>	<u>17,392</u>	<u>255,825</u>	<u>265,864</u>
Net gains/(losses) on investments	<u>62,397</u>	<u>52,313</u>	<u>114,710</u>	<u>37,132</u>
Net movement of funds	55,541	54,344	109,885	24,181
Fund balances at 30 November 2015.	1,333,177	664,040	1,997,217	1,973,036
Fund balances at 30 November 2016	<u>1,388,718</u>	<u>718,384</u>	<u>2,107,102</u>	<u>1,997,217</u>

Balance Sheet at 30 November 2016

	Unrestricted Funds	Restricted Funds	2,016 Total Funds	2,015 Total Funds
Fixed Assets				
Heritable property	749,474		749,474	747,278
Investments at market value	<u>652,474</u>	<u>599,761</u>	<u>1,252,235</u>	<u>1,137,525</u>
	1,401,948	599,761	2,001,709	1,884,803
Current Assets				
Debtors	87,598	-	87,598	68,839
Cash at Bank	<u>1,135</u>	<u>118,622</u>	<u>119,757</u>	<u>150,821</u>
	88,733	118,622	207,355	219,660
Current Liabilities				
Creditors falling due within one year	<u>66,978</u>	<u>-</u>	<u>66,978</u>	<u>72,262</u>
Net current Assets	21,755	118,622	140,377	2,032,201
Long term liability	<u>34,984</u>	<u>-</u>	<u>34,984</u>	<u>34,984</u>
Funds of the Charity	<u>1,388,719</u>	<u>718,383</u>	<u>2,107,102</u>	<u>1,997,217</u>

Produced by the Diocese of Brechin.

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