

**Scottish Episcopal Church
Diocese of Brechin**



Diocesan Synod

Saturday 7th March 2026

St. Mary's, Broughty Ferry

Guidance Notes

Please print off these papers for Diocesan Synod. If you wish to be sent a hard copy please contact the Diocesan office. Some hard copies will be available at St Mary's Broughty Ferry on the day of the Synod.

NOTES on Membership of Synod and Voting

Full Membership of Synod is given on pages 50-53.

Voting Members of Synod are:

Clerical members who are instituted, licensed or commissioned.

Lay Members who are:

- Lay Representatives of congregations
- Alternate Lay Representatives of congregations whose Lay Representatives are **NOT** available to vote at the time of the ballot (e.g. owing to absence or illness). Only one voting representative per congregation is permitted.
- Lay Members of General Synod
- Alternate Lay Members of General Synod

Lay Members of the Diocesan Council and the Diocesan Buildings Committee are *ex-officio* non-voting members of Diocesan Synod.

Clergy with Warrants are entitled to attend and speak at Diocesan Synod but not to vote.

Clergy with Permission to Officiate may be invited to Diocesan Synod but have no rights in the meeting.

Synod Membership, Rules of Order and Constitution

Diocese of Brechin Lay Representatives 2026	(page 49)
Membership of Diocesan Synod 2026	(pages 50-53)
Rules of Order for Brechin Diocesan Synod	(pages 54-58)
Constitution of Brechin Diocesan Synod	(pages 59-61)

Agenda

Scottish Episcopal Church
DIOCESE OF BRECHIN
Scottish Charity No SC016813

Agenda for Diocesan Synod – Saturday, 7th March 2026
St Mary’s Church, Broughty Ferry

9.30am Coffee & Registration
10am Synod Eucharist
10.45am Commencement of business

Timetable

Session 1 10.45am – 11.45am

Mission & Ministry

Break 11.45am – 12 noon

Session 2 12noon – 12.45pm

Council Reports, Buildings and Environmental Matters

Lunch 12.45pm – 1.30pm

Session 3 1.30pm – Close

Governance & Elections

Session 1: 10.45am–11.45am

Mission & Ministry

1.1	Opening Business:
	2024-25 Changes in Diocese of Brechin Clergy & Lay Ministers (page 7)
	Minutes of previous Diocesan Synod October 2025 (pages 8-12)
	Welcome to Guests & Representatives and consent to speak
	Appointment of Assessor and Tellers.
1.2	Ministry & Mission
	In this session the following reports will be received as read and questions received:
1.2.1	Diocesan Statistics (pages 13-14)
1.2.2	Mission & Ministry Report (pages 15-17)
1.2.3	Dean’s Report (page 18)
1.2.4	Young People’s Report (page 19-20)
1.2.5	Communications Report (page 21)

Agenda

1.3	<p>Mary Lily Walker Diocesan commemoration (Dr Jaap Jacobs & Dr Suzanne Zeedyk). Background and rationale for the request in papers. (page 22-25)</p> <p>This Synod requests the Bishop of Brechin:</p> <ol style="list-style-type: none">1. to create a Diocesan Supplement to the Scottish Calendar (1991), held and reviewed locally in conformity with Canon 22, article 8.2. to authorise amending the Diocesan Supplement to the Scottish Calendar (1991) by the inclusion of Mary Lily Walker with as recommended date 1 July.3. to support and promote amending the Scottish Calendar (1991) by the inclusion of Mary Lily Walker through a Motion by General Synod.
1.4	<p>Business from General Synod 2025: The proposal that Blessing of a Marriage (2025) be added to the Schedule to Canon 22 was read for the first time and passed by General Synod 2025.</p> <p>This Liturgy is therefore sent to Diocesan Synods for responses and opinions, to inform the second reading at General Synod 2026 (page 26)</p> <p>Rev Rosie Addis will be able to respond to queries.</p> <p>Motion: “That Blessing of a Marriage (2025) be added to the Schedule to Canon 22.”</p> <p>Advisory votes will be taken in houses, plus comments to be fed back for the Faith and Order Board and General Synod.</p>
1.5	<p>Scottish Episcopal Church Legacy of Slavery Working Group</p> <p>A presentation on the work to explore and understand the legacy of Transatlantic Slavery on the modern-day SEC.</p> <p>(Dr Martine van Ittersum, member of Synod and of the SEC Legacy of Slavery Working Group)</p>

Break: 11.45am-12noon

Session 2: 12noon–12.45pm: Council Reports, Buildings and Environmental Matters

2.1	Questions on reports received:
	In this session the following reports will be received as read:
2.1.1	Diocesan Council Report (pages 27-30)
2.1.2	Diocesan PVG Officer Report (pages 31-36)
2.1.3	Diocesan Buildings Committee Report (pages 37-38)

Agenda

2.2	<p>Net Zero Update(page 39)</p> <p>A Net Zero update will be given on developments in the Province and the Diocese by Jack Nevin, link member for Brechin.</p> <p>Questions will be invited and table discussions held.</p>
2.3	<p>Brechin Diocesan Buildings Committee: Guidance Regarding the Purchase and Sale of Properties. For information and communication. Paper on page 40-41.</p> <p>This is a time in many charges' lives when there are changes with property: buildings are being sold or purchased. Overview of reasons and issues: making property decisions for us to be healthy churches. (Bishop)</p> <p>Discussion in table groups.</p>
2.4	<p>Safeguarding – a standing item on all agendas in the Province. PVG Officer's report shows that there is a great deal of work being carried out. Questions or discussions.</p> <p>Invitation and update on the Diocesan Safeguarding Conference led by the Provincial safeguarding team on 19th March 2026 at Holy Trinity Monifieth.</p>

Lunch break 12.45pm – 1.30pm

Session 3: 1.30pm – 2.30pm

Governance & Elections

3.1	<p>Elections: (The Dean will take the chair of the Synod) Summary: (page 42)</p> <p>Voting only required if more candidates than posts for all bar Alternates for the General Synod. Election by acclaim of Synod recommended for all posts where there is the same number of posts and candidates.</p> <p>Posts and terms of office are indicated in the pages below: please check this for accuracy and feed back any corrections by the day of the Synod.</p>
	<p>Diocesan Elections & Appointments (see Annex at pages 43-44)</p>
	<p>Provincial Elections & Appointments (see Annex at pages 45-46)</p> <p>Alternates for General Synod: voting will take place to determine order that alternates are called. Voting slips will be used.</p>

Agenda

3.2	<p>Charge Re-organisation (The Bishop will resume the chair)</p> <p>Proposal for the change of status of charges in the Laurencekirk Area to allow for a simplified governance structure appropriate for the charges and their capacity. There is no change in numbers of churches, services held or other day to day aspects of church life. Overview of process on page 47-48.</p> <p>Discussion and questions.</p> <p>Motion: That this Synod approve under Canon 36.12 that the following charges cease to be incumbencies:</p> <p>St Laurence Laurencekirk (incumbency); St Andrew Fasque (incumbency); St John the Baptist Drumlithie (incumbency) and St Palladius Drumtochty (dependent congregation).</p> <p>If this motion passes, a new structure and constitution will be formed for a newly constituted incumbency. This incumbency would consist of a single charge and vestry with the four church buildings incorporated. This will be brought to the next Synod for a decision in accordance with Canon 36.1.</p> <p>The OSCR registered charities that underpin the charges and their constitutions will also be reorganised as required to match this new structure.</p>
3.3	Concluding Business
	Votes of thanks for service in the past year and for the Synod
	Confirmation of the Acts of Synod, Final Liturgy, the Blessing, Dismissal

Dates of Next Meetings of Synod

Autumn Synod – Saturday 24th October 2026 – Mission & Ministry and Accounts 2024-25 and Budget 2027

Spring Synod – Saturday 6th March 2027

1.1 Opening Business

Changes in Diocese of Brechin Clergy & Lay Ministers

Ministry Appointments and Movements between Dec 2024 and Nov 2025

- Very Rev Roxanne Campbell appointed Provost, St Paul's Cathedral Dundee.
- Reverend Ellie Charman appointed as Interim Pastor for the Laurencekirk Group of charges.
- Reverend Lynn Davidson appointed as Priest in Charge of All Souls', Invergowrie and St. Margaret's, Dundee.
- Reverend Enza Gibson was ordained to the Order of Deacons.
- Reverend Canon Mary Jepp retired as a full time stipendiary incumbent for Muchalls and Stonehaven. She remains House for Duty priest for St. James', Stonehaven.
- Reverend Canon Michael Turner retired from the Laurencekirk group of charges.

In addition, many new Lay Worship Leaders and Eucharistic Assistants were appointed and re-licensed in the year. Several interim priests were appointed to support vacant charges in their governance and worship.

The Diocese extends heartfelt thanks to all who support and serve the Diocese and its charges in so many ways.

1.1 Opening Business

1.1 Minutes of Diocesan Synod

Held Saturday 25th October 2025 at St Ninian's Church

Synod Opening Eucharist

The Bishop celebrated the eucharist and the Synod was constituted.

Session 1 – Preliminaries & Governance

1.1 Preliminary Business

Apologies were received from Rev Pete Mead, Bernie Arnott, Helen Stewart, Nic Constantine, Rev Ashley Cummins, Geoffrey Bell, Tricia Duffett-Smith, Cate Ashley, Sheriff George Way and Rev Canon Michael Turner.

Tellers: Rev Martin Allwood and Dr Aileen Black

Roll call: 38 members of Synod were present and registered as they signed in on arrival.

New attendees: There were no new attendees.

Minutes of the meeting of Diocesan Synod of March 2025

Proposed by Ven Rev Ian Young

Seconded by Valerie Beveridge

Accepted unanimously with no matters arising.

Minutes of the meeting of Diocesan Special Synod of September 2025

Proposed by Rev Martin Allwood

Seconded by Dr Aileen Black

Accepted unanimously.

Bishop Andrew spoke on a matters arising from the Special Synod minutes. Our Diocesan request to General Synod for the delay that the College of Bishops can introduce would be no longer than 6 months was put into the canonical change of Canon 4.

1.2 Annual Report and Accounts for 2023-24

The Diocesan Treasurer presented the accounts and provided a general explanation.

Rev Canon Jim Benton-Evans thanked Bob for the presented accounts and suggested that it would be helpful if the restricted funds were presented with a note of what the restrictions are to help people access the funds. Bob reported that there is a current action from diocesan council for himself and Bishop Andrew to produce an explanation of all the grants and how they can be accessed.

Ian Thornton-Kempsley brought up Item 26 Assets held on behalf of others on page 31 as it has been present on the accounts for many years. The Diocesan Treasurer thanked Ian for bringing it up as it is an area he is looking to tidy up. St. Andrew's Fasque Fabric Fund was presented as one that he is hoping to resolve by next year.

Motion: "That this Synod receive the Annual Report and Accounts of the Diocese of Brechin for Financial Year 2023-2024."

Proposed by Bob Main

1.1 Opening Business

Seconded by Rev Mark-Aaron Tisdale

Accepted unanimously with a vote of thanks to the Diocesan Treasurer.

1.3 Revision of the Diocesan Constitution

Diocesan Secretary Jaap Jacobs reported that Article 14 of the Diocesan Constitution mandates a review every five years. Jaap has reviewed the constitution and presented the alterations that Diocesan Council, after discussion in its meeting of 7 October 2025, recommends to Diocesan Synod.

The Diocesan Secretary explained the two major revisions regarding changes to the quorum and voting rights of ex-officio Synod members.

Motion 1.3: “That this Synod amend the Diocesan Constitution as proposed.”

Proposed by the Diocesan Secretary Dr Jaap Jacobs

Seconded by Rev. Martin Allwood

Accepted with one against all others for.

Session 2 – Mission & Ministry: “A Healthy Diocese”

2.1 Children and Youth Work in The Diocese of Brechin & Province

Children and Youth Officer Claire Benton-Evans reflected on her mountain leader course and applied its ethos of Vision, Challenge, Support to youth work in our diocese. Vision is what success looks like in your particular context. Challenge being the decline in numbers of children and youth in our churches. Support for youth work across the province is increasing. Claire’s role at GSO is expanding to become the Youth Ministry Lead for the SEC. Working with a Deputy Youth Ministry Coordinator the team will be supporting youth work across the province. Claire is continuing in her position as Children and Youth Officer in our diocese though with reduced hours to accommodate the increased provincial work.

Bishop Andrew thanked Claire for all her work in the diocese.

2.2 Progress and Planning for Change in Charges

Bishop Andrew Swift gave an overview on diocesan mission and ministry support taking place in the diocese. There was an underspend in the diocesan budget for transitional ministry and mission projects as there was enough money received from Edinburgh. This give us more money in the designated funds to use in future years.

Bishop Andrew reported on diocesan actions that have been taking place when issues arise and charges can’t continue as they are. For those with financial challenges there has been support. Funds have been found and further funds to continue this support are coming. Vacant charges are being worked with to recruit new clergy and current clergy being supported. An issue that is becoming more of a challenge is that vestries are finding it harder and harder to recruit members and charge officers such as treasurers. Across all the SEC the diocese are trying to find ways to support these charges to become healthy. Bishop Andrew highlighted current charges who are having these difficulties and what actions the diocese is doing to help.

1.1 Opening Business

Bishop Andrew asked Synod to discuss within groups the challenges they are facing and what is looking great, where can the diocese support and build up what is going well and where can diocesan support help in the struggles.

Enza Gibson spoke on behalf of her group. They discussed the difficulty finding treasurers in charges where one has been there for many years. There perhaps needs to be a term limit for the post or a handover year for new treasurers so they are not overwhelmed. The group also feels that education is needed on what vestry members do.

Fiona Buchan spoke from her experience as a management committee chair. As they grew they had to be deliberate in recruiting those with the skills that were needed for the roles. Her group also agreed that there needs to be education for the congregation on vestries members roles.

Very Rev Fay Lamont referred to St. Ninian's having a vestry member induction pack which included information on vestry duties, OSCR and being a charity trustee. Bishop Andrew noted that the information would be good to have

Rev Denise Herbert spoke on her experience of having a paid bookkeeper for her charges and how having a paid person for this in the diocese is an incredibly good idea.

Peter Sharp shared that OSCR does produce a number of helpful documents on the duties of charity trustees. He also pointed out that although there are a lot of liability for trustees most things will be covered by a charges insurance policy.

Aileen Black spoke for her group's reflection on the changing church and how great is it seeing young people involved in the church and diocese.

Rev Canon Jim Benton-Evans spoke that the Diocese of Edinburgh has a toolkit of vestry resources including a useful template document with the roles and responsibilities of vestry members.

Rev Canon Kerry Dixon spoke on the experience of St. Lukes. They found it useful to have a written plan for what they were trying to be. They made a mission statement and then broke that down into strategies. Every AGM they review how they are doing against their goals. He highlighted the importance of prayer during these challenges.

Betty Matheson said that the province also has information available for treasurers and vestries. The problem is how the information is presented and how easy it is to access.

Ven Rev Ian Young spoke on his time at a charge in Bahrain where they couldn't find a treasurer and asked the local bank manager for assistance who completed the tasks and became a member of the congregation.

Session 3 – Budget/Quota & Appointments

3.1 Budget and Quota for 2026

The Diocesan Treasurer presented the budget and quota and provided a general explanation.

1.1 Opening Business

Diocesan Treasurer Bob Main highlighted a new budget item of the diocesan financial support position. This position is being created after treasurer discussions highlighted a help is needed for charges with bookkeeping. The new financial position will take over this duty for various charges that sign up. The cost is being paid 50% from the diocese and 50% from the charges using the service.

A new budget item of staff accommodation was also discussed. This is to contribute to the staff housing costs of both the Bishop's PA and the new financial support position who use the cathedral offices.

Quota requested had remained frozen for the past 2-3 years but will need to be increased by 5%.

Motion: "That this Synod approve the Diocesan Budget for Financial Year 2025-2026 and the associated charge quota levels for 2026."

Proposed by the Diocesan Treasurer
Seconded by Rev Mark-Aaron Tisdale
Accepted unanimously.

Concluding Business

Any Other Competent Business:

Appointment of Mr John Lansley to the Diocesan Buildings Committee

The election of Mr. John Lansley to the DBC was omitted from the Spring Synod. He was nominated but missed on the papers. Diocesan Council was able to appoint John Lansley on a temporary basis but it is necessary at the next Synod for him to be appointed.

Proposal: Mr. John Lansley is appointed to the DBC.

Proposed by Dean Kenneth
Seconded by Dr. Jaap Jacobs
Accepted unanimously.

Bishop Andrew led Synod in a thanks to Jean Fenwick, General Synod Rep for her last General Synod. She has represented the diocese for over 40 years.

Bishop Andrew led Synod in thanks to Rev Canon Michael Turner, who retired at the end of September and Rev Canon Mary Jepp, who is retiring in November.

Iain Turnbull, Lay Reader at St. Martin's is moving to Edinburgh. Bishop Andrew thanked him for his many year of service, dedication and commitment to the diocese.

Rev Lynn Davidson has been appointed as Priest in charge of All Souls, Invergowrie and St. Margarets, Lochee.

Rev Ellie Charman has been appointed as an Interim Priest for the Aberdeenshire charges.

1.1 Opening Business

Bishop Andrew announced that Rev Prof Annalu Waller has taken the role as Pro Vice Chancellor and Dean of the School of Science Engineering and Environment at the University of Salford. Bishop gives our congratulations, prayers and support as she begins this new role.

Votes of Thanks

The Bishop expressed his thanks to Diocesan Council, the Diocesan Buildings Committee, the Diocesan Officers, the Diocesan Secretary, the Diocesan Treasurer, Claire Benton-Evans, Elliott Scarfe, the St Ninian's home team, Ainsley (music), Very Rev Roxanne Campbell (liturgy), Rev Martin Allwood and Dr Aileen Black as our tellers, John Thom our assessor and all for coming.

Date of Next Meeting: Saturday 7th March 2026

Confirmation of Acts of Synod

The Acts of Synod were confirmed and were followed by Final Prayers, The Blessing and Dismissal.

1.2 Mission and Ministry Reports

1.2.1 Diocesan Statistics

DIOCESE OF BRECHIN - DIOCESAN SYNOD - 7 March 2026

STATISTICS (Returns relating to previous year)

Name of Church	Persons of all ages belonging to congregation			Persons on Communicants' Roll			Communicants on Sunday next before Advent			Attendance on Sunday next before Advent		
	2025	2024	change	2025	2024	change	2025	2024	change	2025	2024	change
Dundee Cathedral Church of St. Paul	197	186	11	166	153	13	85	77	8	89	87	2
Arbroath St. Mary the Virgin	79	77	2	70	69	1	25	26	-1	25	27	-2
Auchmithie St. Peter	9	10	-1	6	7	-1	25	5	20	25	5	20
Brechin St. Andrew	80	71	9	56	41	15	15	16	-1	15	17	-2
Broughty Ferry St. Mary	57	59	-2	53	53	0	36	34	2	38	36	2
Carnoustie The Holy Rood	78	83	-5	53	53	0	28	35	-7	30	35	-5
Drumlithie St. John the Baptist	0	7	-7	0	4	-4	0	0	0	0	0	0
Drumtochty St. Palladius	3	23	-20	1	7	-6	0	4	-4	0	4	-4
Dundee St. Luke	54	54	0	47	47	0	18	18	0	18	18	0
Dundee St. Margaret	23	17	6	19	17	2	9	7	2	9	8	1
Dundee St. Martin	44	45	-1	25	26	-1	13	13	0	13	13	0
Dundee St. Mary Magdalene	119	121	-2	55	98	-43	31	31	0	37	37	0
Dundee St. Ninian	95	98	-3	59	61	-2	17	19	-2	17	20	-3
Dundee St. Salvador	30	32	-2	24	27	-3	10	9	1	14	12	2
Fasque St. Andrew	9	24	-15	8	15	-7	0	4	-4	0	4	-4
Glencarse All Saints	130	130	0	119	119	0	77	77	0	81	81	0
Inverbervie St. David of Scotland	15	14	1	14	11	3	9	7	2	9	9	0
Invergowrie All Souls	30	29	1	18	24	-6	25	11	14	55	11	44
Laurencekirk St. Laurence	43	63	-20	13	25	-12	4	4	0	4	4	0
Monifieth Holy Trinity	32	30	2	24	24	0	12	12	0	12	12	0
Montrose St. Mary and St. Peter	59	58	1	46	45	1	23	14	9	23	18	5
Muchalls St. Ternan	51	55	-4	36	41	-5	30	25	5	31	25	6
Stonehaven St. James	70	55	15	56	43	13	24	19	5	24	20	4
Tarfside St. Drostan	2	10	-8	2	10	-8	0	5	-5	0	7	-7
Totals	1309	1351	-42	970	1020	-50	516	472	44	569	510	59

1.2 Mission and Ministry Reports

SCOTTISH EPISCOPAL CHURCH, DIOCESE OF BRECHIN

SUMMARY OF STATISTICAL RETURNS FOR THE YEAR ENDED EVE OF ADVENT 2025

Charge with name of church	Clergy	Persons of all ages belonging to congregation	Persons on Communicant's Roll	Persons baptised (under 6 years)	Persons baptised (over 6 years)	Children admitted to Communion	Persons Confirmed	Marriages Solemnised	Burials or Cremations	Celebrations (public & private)	Communicants at Eastertide	Communicants on Sunday next before Advent	Total Attendance on Sunday next before Advent	Total Communion made throughout the year	Total Communion from the Reserved Sacrament
Cathedral Church of St Paul	Very Rev Roxanne Campbell	197	166	1	2	0	5	2	3	113	197	85	89	5520	43
St Mary the Virgin, Arbroath	Rev Peter Mead	79	70	0	1	0	0	0	4	124	47	25	25	2035	0
St Peter, Auchmithie	Rev Peter Mead	9	6	0	0	0	0	0	0	22	35	25	25	109	0
St Andrew, Brechin	Rev Canon Jim Benton-Evans	80	56	2	0	0	0	1	3	52	56	15	15	634	0
St Mary, Broughty Ferry	Rev Mark-Aaron Tisdale	57	53	0	0	0	2	0	6	148	58	36	38	2122	66
The Holy Rood, Carnoustie	Rev Martin Allwood	78	53	0	0	0	0	1	4	71	30	28	30	1220	30
St John the Baptist, Drumlithie	Rev Ellie Chapman	0	0	0	0	0	0	0	0	0	0	0	0	0	0
St Palladius, Drumtochty	Rev Ellie Chapman	3	1	0	0	0	0	3	0	3	5	0	0	3	0
St Luke, Dundee	Rev Canon Kerry Dixon	54	47	0	0	0	0	0	1	28	18	18	18	229	32
St Margaret, Dundee	Rev Lynn Davidson	23	19	0	0	0	0	0	0	52	58	9	9	403	83
St Martin, Dundee	Vacant	44	25	2	0	0	0	0	1	79	18	13	13	623	12
St Mary Magdalene, Dundee	Vacant	119	55	2	2	0	2	0	5	91	54	31	37	1621	83
St Ninian, Dundee	Very Rev Kenneth Gibson	95	59	1	2	0	0	1	2	64	27	17	17	1132	5
St Salvador, Dundee	Vacant	30	24	1	0	0	0	0	0	100	22	10	14	836	0
St Andrew, Fasque	Rev Ellie Chapman	9	8	0	0	0	0	2	0	4	10	0	0	4	0
All Saints, Glencarse	Ven Canon Dr Ian Young	130	119	2	0	5	3	1	3	4	96	77	81	1848	11
St David of Scotland, Inverbervie	Rev Canon Jim Benton-Evans	15	14	0	0	0	0	0	1	46	6	9	9	386	97
All Souls, Invergowrie	Rev Lynn Davidson	30	18	1	0	1	0	0	1	61	12	25	55	633	12
St Laurence, Laurencekirk	Rev Ellie Chapman	43	13	0	0	0	0	0	1	67	4	4	4	68	0
Holy Trinity, Monifieth	Rev Martin Allwood	32	24	0	0	0	0	0	4	88	16	12	12	668	15
St Mary and St Peter, Montrose	Rev Canon Jim Benton-Evans	59	46	0	0	0	0	0	1	59	138	23	23	982	5
St Ternan, Muchalls	Vacant	51	36	0	0	0	0	1	2	72	32	30	31	783	294
St James, Stonehaven & St Philip's, Catterline	Rev Canon Mary Jepp	70	56	1	0	0	0	0	1	107	34	24	24	1090	461
St Drostan, Tarfside	Vacant	2	2	0	0	0	0	0	0	1	5	0	0	5	0
2025 Totals		1309	970	13	7	6	12	12	43	1456	978	516	569	22954	1249
2024 Totals		1351	1020	20	8	6	6	19	46	1456	968	472	510	24283	914
Increase/decrease		-42	-50	-7	-1	0	6	-7	-3	0	10	44	59	-1329	335

1.2 Mission and Ministry Reports

1.2.2 Diocesan Mission and Ministry 2024-2025

1. Overview

Mission and Ministry in the Diocese of Brechin is the historical ‘charge’ model where stipendiary clergy act as our leaders of mission and ministry, supported by other authorised clergy, lay readers and other lay ministers. The clergy support and lead these teams of lay members of their congregations to allow worship, community and outreach activities to take place. The Diocese supports and enables this mission and ministry with the use of financial resource and diocesan level activities. The Diocesan strategy continues to focus on supporting being a ‘healthy’ church.

Diocesan Council, as the charity trustees for the Diocesan Synod working with the Bishop, has overall responsibility for the work of the Diocese, including financial support for those charges in their ministry, and the Cathedral Chapter is asked to help the Bishop provide specific oversight of Mission and Ministry in the Diocese.

This present report focuses on how the Diocesan Council, as charity trustees for the Diocesan Synod, supports all those church communities.

2. Cathedral Chapter: The “Bishop’s Council”

The Cathedral Chapter’s role as defined in the statutes of the Cathedral is “[to] advise the Bishop in matters connected with the exercise of the Bishop’s office in the Diocese”, so acts as ‘Bishop’s Council’. There are also honorary canons appointed under the cathedral statutes. In 2024-2025 the following changes took place:

- Very Rev Roxanne Campbell was appointed as Provost in May 2025
- Canon Dr Peter Smart, former warden of lay readers, was appointed honorary Lay Canon in May 2025

The Chapter at the 2024-2025 year-end therefore consisted of:

Bishop: Rt Rev Andrew Swift
Provost: Very Rev Roxanne Campbell
Dean: Very Rev Kenneth Gibson
Synod Clerk: Rev Canon Jim Benton-Evans
Canons appointed by bishop:
Rev Canon Captain Kerry Dixon CA
Rev Canon Mary Jepp

Chapter met twice times in the period from December 2024 to November 2025, once for an ‘away day’, to work with the Bishop on oversight of mission and ministry.

3. Mission and Ministry Strategy

The three focus areas in the Diocesan Strategy as adopted in October 2023 are: Healthy Churches—Healthy Environment—Healthy Leaders.

Healthy Churches

This aspect can be summarised as ‘Ministry & Mission’ support for ALL Charges. Transitional Ministry continues in this category, but we include ALL the churches of the Diocese whether Transitional

1.2 Mission and Ministry Reports

Ministry projects or not. We want all of our church communities to be supported in their mission and ministry: to be healthy!

Support here includes ongoing financial, governance & spiritual support.. Relationships with Place for Hope (a conflict transformation charity), GoHealth (a Christian Health & Healing Charity etc.), Church Army and other partners, all of which involve budget decisions, are managed under this area. The Diocesan commitment to encouraging and supporting children and youth work via an employed Children and Youth Officer is also a key part of being healthy churches.

Support to vacancies and safe recruitment of clergy fall into this area, along with mission planning and audit of charges at times of change. The Mission and Ministry Support Grants from Edinburgh and other Diocesan/Provincially supported charge funding is managed under this heading. We continue to use Diocesan income and reserves for longer term support for ministries.

Healthy Environment

The Scottish Episcopal Church commitment to achieving Net Zero by 2030 needs Diocesan support for charges, with Diocesan Council addressing the financial implication of communications/events or assisting with funding for projects and other areas of environmental improvement and energy efficiency for our buildings.

The Diocese participates fully in the Provincial Net Zero activities to raise awareness and support charges in addressing the theological and practical aspects of Net Zero and environmental matters. 'Pilot' and 'Pioneer' projects, funded by the Benefact Trust grant to the Provincial Net Zero Team have had impact on Brechin charges. Diocesan grants are assumed in the Provincial Net Zero plan, for example for Green Rectory funding. Events have been held, with a Net Zero Roadshow held in St Paul's Cathedral in August 2025.

Other environmental initiatives: There are many activities and initiatives that charges have been following already for some years. Several congregations are members of 'Eco-Congregation' and work hard on recycling, fair trade and other environmental issues. For the Diocese, tree planting (with Woodland Trust trees planted to mark new ministries in Brechin now a regular feature), promotion and support for Season of Creation worship, recycling schemes etc. are all in this area of focus.

Healthy Leaders

The leaders of our churches are the clergy, lay readers and other lay leaders as well as so many others who serve and lead and support our church communities. The Diocese and Bishop take a lead on clergy support through running an annual training programme and social events and other 'team' activities. A budget for stipendiary clergy to access support/training that they choose themselves is now part of the annual Diocesan budget. A Ministry Review process, currently offered for full-time clergy, was launched with members of the Cathedral chapter as reviewers and will be revisited in the next year. This process will be rolled out to the wider group of self-supporting clergy and lay readers. There are also provisions to provide extra help for clergy in the event of illness or other events that impact their wellbeing in their ministry.

Lay training & development is an area where more diocesan work will take place. We already offer a scheme where the bishop will authorise lay ministries in a church community, under the direction of the local clergy. Lay worship leaders are being trained by their local priest or in local groupings. These worship leaders form a vital part of the ongoing liturgical and worshipping life of our churches. To help the clergy support their lay teams, defining and resourcing a Diocesan scheme for training and support

1.2 Mission and Ministry Reports

of all authorised ministers will be developed and rolled out in the next few years. We have very skilled and experienced individuals in our church communities and the Chapter, working with the Bishop, will aim to identify people who can deliver courses and events that will support this development. External training and resources can also be accessed in this way. Some of the ongoing Children and Youth work feed into this plan, with resources and training for those who work with our young people.

4. Financial Support for Mission and Ministry

Direct financial support is provided to various church communities in the Diocese, to ensure the mission and ministry of these charges can be maintained and enhanced. This supports the costs of 'employing' clergy in these charges. Several clergy posts in the Diocese were designated as time limited 'Transitional Ministry' posts, but these are progressively changing to supported open-ended ministries (with ongoing periodic reviews) or changing to non-stipendiary forms of leadership.

The funds to support ministry come from two primary sources, both under the control of Diocesan Council. These are:

1. Restricted Income for this purpose: Provincial Mission and Ministry Support Grants (MMSG), allocated to Diocese via a formula; Iowa fund for ministry in areas of high deprivation.
2. Planned and reviewed use of reserves (legacies, unrestricted funds etc.)

Generally, quota requested from charges is used to fund Diocesan central activities and Provincial Quota requests, and not for this ministry support.

5. Conclusion

The Mission and Ministry of the Diocese of Brechin is rooted in the worshipping and pastoral lives of the church communities of the counties that stretch between Aberdeenshire in the north and the Carse of Gowrie in the south-west. All of these church communities have joys and challenges in their community life and outreach. The Diocese will continue to support the clergy and lay leaders in these charges, helping with episcopal and governance support and financial help as required. Sometimes this support might be helping a church to thrive and grow and develop. Sometimes this support might be to help something change or even come to an end and a new future found for people, buildings or resources. We aspire to a positive and realistic approach to church ministry and community life.

The Diocesan Strategy will continue to focus on using Diocesan resource, spiritual, human and financial, to support these church communities in their lives.

The emphasis on church 'health' in strategy will help us to find ways to flourish as we live our lives as disciples, proclaiming God's good news in Jesus Christ to 21st century Scotland.

+Andrew, Bishop of Brechin, February 2026

1.2 Mission and Ministry Reports

1.2.3 Dean's Report – Diocesan Synod March 2026

During the past 12 months much of my energy and time as Dean has been directed towards helping to support those charges within the Diocese that have been facing difficulties. Matters of governance and the maintenance of property have been foremost in these difficulties. While some of these issues have been resolved, it is safe to say that, some are ongoing and will undoubtedly demand more of my time and attention in the months ahead. More routine activities relating to congregational visits to examine Registers have, unfortunately, had to take a back seat. It is hoped that these visits will be resumed over the course of the next year. If you have not yet enjoyed a visit from the Dean, know that you will be having one in the not-too-distant future.

As Chair of the Diocesan Buildings Committee, I share with the other members the responsibility of assisting and guiding congregations in the increasingly difficult task of maintaining, repairing and improving their church buildings and contents. I would like to thank those who have served on the DBC this past year for all their assistance and wisdom. In particular, I thank our Diocesan Secretary for his support and guidance within the DBC. His administrative and organisational gifts, along with his often incisive wisdom, have been invaluable.

I have also, as in past years, continued to be part of the quarterly meetings of Deans from the wider Scottish Episcopal Church at which, along with an opportunity to socialise and have a good lunch, matters and issues of common concern are discussed and opinions shared. I meet regularly with our Bishop to discuss matters relating to the on-going life and mission of our Diocese and its individual churches. As Dean I have a number of responsibilities relating to various Trustee positions that I hold. Along with attending the regular meetings of the Diocesan Officers, I am also an ex officio member of the Diocesan Council.

Very Rev Kenneth Gibson

1.2 Mission and Ministry Reports

1.2.5 Diocesan Children and Youth Report – Diocesan Synod March 2026

Diocesan attendance at Provincial Youth Events

Young people and leaders from the Diocese of Brechin joined their peers from across the SEC at Yeek 2025 (the summer's **Provincial Youth Week**, pictured below at Glenalmond College). There was also an excellent turnout – including from this Diocese – at the **Provincial Youth Sleepover Event** in our neighbouring diocese of Aberdeen & Orkney in November (right). Young people and leaders travelled from as far afield as Dumfries and Shetland! Applications for Yeek 2026 open in February. Please will charges display the Yeek posters and promote it to any teenagers they have contact with: Yeek can profoundly benefit a young person's faith and sense of belonging to the church. The Yeek team is always grateful to Vestries who support a young person to attend.



Youth Participation

Our former 18-25 Youth Representative on the Provincial Youth Committee, Mia Shanks, spoke at General Synod with a challenge to churches to redouble their Net Zero efforts. Following Mia's move to another diocese, we are pleased to welcome a new 18-25 rep, Aurelia Arun. In 2026 the CYO will be looking to recruit two new 12-18 reps, as well as planning a diocesan youth event in collaboration with young people themselves.

Young Adult Ministry

Young Adult Retreat: 'Meeting God in the Mountains': in May, young adults from this diocese and across the Province enjoyed a guided Hillwalking Retreat based at Tarfside, which included a night hike and a trek to a spectacular waterfall, hidden in the hills. There was much time for prayer and guided reflection surrounded by nature (right), leading one participant to reflect: "It's like bringing church into the light". St Drostan's Lodge is a wonderful diocesan resource for young adult discipleship experiences like these.



Cornerstone: this peer-led group of young adults continues to meet at the Cathedral. It offers a lively social programme for those in and on the margins of church, and membership is growing.

Rooted and Roaming encourages the faith and fellowship of young adults across the SEC: it is a dispersed community "exploring the Scottish Episcopal Church, one church at a time." They came to this diocese in September, for worship at the Cathedral where the Cornerstone group for young adults is thriving.

Supporting ministry with children and young people in our charges

1.2 Mission and Ministry Reports

This is now the focus of the CYO's work, as she has reduced her hours to one day a week to accommodate her increased Provincial role as Youth Ministry Lead. Support can take different forms, for example: visiting clergy new in post or supporting the recruitment and training of youth workers in churches that have active youth projects. Claire continues to join different congregations for Sunday worship in 2026 and would be happy to hear from anyone who would like to chat about what youth & children's ministry in their context might look like. Contact: youth@brechin.anglican.org

Claire Benton-Evans,

Children and Youth Officer

1.2 Mission and Ministry Reports

1.2.6 Diocesan Communications Report 2025

Brechin Bulletin

The Brechin Bulletin has continued to be produced weekly as an update on news and current events for the diocese and other interested parties. New formats for the Brechin Bulletin are being investigated as a notification was received that Microsoft Publisher will not be supported past October 2026.

Diocesan Website

A new diocesan website was launched this year. Office staff is continuing to discover new functionality as they refine and update the website. Please use the site for information on churches, resources for clergy and vestries and news.

Diocesan Social Media

The Diocesan Facebook has been used this year to help promote news and events throughout the diocese and highlight the good work of our charges.

Elliott Scarfe

Bishop's Personal Assistant

1.3 Mary Lily Walker Diocesan Commemoration

Mary Lily Walker (1863-1913): social reformer

I only see very dimly & struggle & feel & struggle again to attain & translate into life the ideal of love & the fuller life that we all strive for.

[Mary Lily Walker to D’Arcy Thompson, 27 November 1898]

Although she passed away over a century ago, Mary Lily Walker is hardly unpraised and unknown in Dundee. People still visit her grave on Balgay Hill, marked with a Celtic cross. Her name lives on in plaques on the Walker House, part of the Grey Lodge Settlement—a youth and community-based charity in one of the most deprived areas of the city—, on her birthplace on Perth Road, as well as in names of the nursery of the High School of Dundee and the Lily Walker Centre for the homeless. The essence of her life lives on in what these institutions stand for: a strong commitment to kindness and care for women and children in need.

Mary Lily Walker was born into a well-to-do Dundee family. Her father, Thomas Walker, was a highly respected solicitor from a family with a long local history. Her mother was Mary Anne Allen, who came from Kirkby Lonsdale in Westmorland. She was Thomas’ second wife, as he had become a widower after the death in 1835 of his first wife, Catherina Sandeman Morrison, left him with six children. Both sides of Mary Lily’s ancestry included adherents of two small Christian churches that originated as part of the First Great Awakening: the Glasites, founded by John Glass, and the Sandemanians, spread by Glass’ son-in-law, Robert Sandeman. This heritage provided the foundation for the Walker family’s commitment to charitable works and service to society.

Mary Lily was educated at local schools, first Tayside House, and then the High School of Dundee, after which she continued her schooling as a member of the first cohort of female students at the newly founded University College Dundee. She was an outstanding pupil, winning several prizes. Two papers written by her under the supervision of D’Arcy Wentworth Thompson, the Professor of Natural History, were published in *Studies from the Museum of Zoology in University College, Dundee*. When she was twelve years old her father died after suffering from dementia for some time. While Mary Lily continued her education, she also took on the duty of caring for her mother, who was suffering from a heart condition from which she eventually died in 1889.

During her years at University College Dundee Mary Lily became involved in the Dundee Social Union, founded by college staff in 1888 out of concern for the horrific health and housing circumstances of Dundee’s jute factories’ workforce. She was considered “one of the most eagers helpers,” and, as her biographer Eddie Small puts it, “from this point on in her life she began to reveal an inner strength, a sense of dogged resourcefulness, and a compassion for the task in hand.” Taking on the role of rent collector, she visited the properties owned by the DSU and engaged directly with the poor families living there. Within a few years she became Superintendent of Housing and Chief Manager of its properties. In 1893 Walker made an extended trip to London where she worked with the well-known social reformer Octavia Hill at the Womens’ University Settlement in Southwark. Returning to Dundee with new ideas and renewed vigor, she embarked on

1.3 Mary Lily Walker Diocesan Commemoration

turning the DSU into a professional organization and setting up a series of new projects. These included a women's hospital, a restaurant for nursing mothers (after a Parisian example) and the Grey Lodge to train social workers. She initiated a system of holiday homes to provide poor children a few days of respite from the squalor of Dundee. She became the driving force behind the activities of the Dundee Social Union in which she found her main life's work, "selflessly giving herself." What made her an exception among the ladies of her social class was that she did not confine herself to funding charitable projects but took an active role and a hands-on approach. Recognizing the need to take the issues from which the poor in Dundee were suffering to another level, she was in 1901 elected as Parish Councilor, as one of the two first women in Dundee. She did not mince words when criticising the Dundee Parish Council and the Scottish system of Poor Law administration and served tirelessly on many committees.

Before marrying, Mary Lilly's mother, Mary Anne Walker, had become a member of the Anglican Church. When in Dundee, she joined the Scottish Episcopal Church and presumably her daughter accompanied her when attending services. Mary Lily was certainly a member during her student days. Her younger brother Arthur was educated at Glenalmond College. When she traveled to London again in 1898, she was advised to stay in College of Greyladies at Southwark Diocesan House, a religious order of the Church of England. While Mary Lily does not appear to have felt "the call to a sister's life and vows," yet the Grey Lodge Settlement that she founded in Dundee was clearly inspired by her faith and her experience in London. The Grey Lodge was intended to be a branch of the Greyladies, working in connection with the Scottish Episcopal Church. However, the situation in Scotland and Dundee was very different from London and as a result Mary Lily changed her plans and welcomed workers from other sources. It did not change her own commitment. From this time onwards she wore the grey habit of the order and, visiting the poor and destitute, became known as the Grey Lady of Dundee.

Mary Lily Walker died on 1 July 1913, four days before her fiftieth birthday. Two days later her funeral service took place in St Paul's, which had become a cathedral a few years earlier. It was, according to *The Courier*, "one of the largest funerals seen in Dundee for a considerable time." The tributes tell us why:

She has pleaded the cause of the poor and needy, and her deeds shall be told of for a memorial. Her name will be admired among the honorable women, and rich and poor shall meet together by her grave. [eulogy]

We thank God for the example of her devoted life. [St Paul's Cathedral Church Magazine]

Today the east end, no less than the west end, mourns the death of a lady, wherever she went, was the shining example of a noble life devoted to a noble and self-sacrificing cause. [*The Dundee Advertiser*]

Mary Lily Walker had to overcome her considerable shyness in order to achieve the goals she had set herself: alleviating the lot of those most in need. She found the strength to do so in her faith. That was what her way of self-giving was based on. In adding the name of

1.3 Mary Lily Walker Diocesan Commemoration

Mary Lily Walker to the Liturgical Calendar, we would commemorate not a venerable martyr or saint from times long past, but a modest but determined woman from a time much nearer to our own. She would not be the first Scottish woman to be added to the SEC's Liturgical Calendar, nor the first social reformer, but she would be the first Scottish social reformer. In the evening of the day of her funeral, Denny Oliphant, a friend of Mary Lily Walker, wrote to D'Arcy Thompson, who had given the eulogy earlier that day. Oliphant called it a "beautifully expressed" tribute, and added, "In Old days would not her memory have inspired pilgrimages – What more, after all, did the saints do?"

Recommended date: 1 July (death)

Publications

Baillie, Myra, "The Grey Lady: Mary Lily Walker of Dundee", in Christopher Whatley, Bob Harris and Louise Miskell (eds.), *Victorian Dundee: Image and Realities* (Edinburgh: Edinburgh University Press, 2011).

<https://www.degruyterbrill.com/document/doi/10.1515/9781474473545/html>

Baillie, Myra, *Mary Lily Walker of Dundee: Social Worker and Reformer* (MA Thesis McMaster University, 1996). <https://macsphere.mcmaster.ca/handle/11375/11017>

Small, Eddie, *Forgotten Visionary of Dundee. Mary Lily Walker 1863-1913* (Dundee: Dundee University Press, 2013). [used extensively for the text above and the main source for the quotations]

Thompson, D'Arcy Wentworth, *Fifty Years Ago and Now - A Presidential Address on the Occasion of the 50th AGM of the Grey Lodge Settlement Association (formerly Dundee Social Union and Grey Lodge Settlement)* (Dundee, 1938). Dundee City Archives Reference Collections 2476.

Archival materials

Dundee City Archives, Grey Lodge Settlement Association, Dundee (minutes, annual reports, 1893-1976), ref. GD/OC/GK.

University of Dundee Archives, Dundee Social Union Reports (1888-1903) (part of Kinnear Local Collection of Books), re. Kloc 350.941 31 D 914.

<https://archives.dundee.ac.uk/kloc-360-941-31-d-914>

St Andrews University Special Collections, Archive Collections, Papers of D'Arcy Wentworth Thompson (ID ms9013-29950; ms37781; ms40500-50169), including [correspondence](https://collections.st-andrews.ac.uk/collection/papers-of-darcy-wentworth-thompson/2071386) with Mary Lily Walker. <https://collections.st-andrews.ac.uk/collection/papers-of-darcy-wentworth-thompson/2071386>

Jaap Jacobs

6 November 2025

1.3 Mary Lily Walker Diocesan Commemoration

Draft motion for Diocesan Synod of the Diocese of Brechin to be held on 7 March 2026

This Synod requests the Bishop of Brechin:

1. to create a Diocesan Supplement to the Scottish Calendar (1991), held and reviewed locally in conformity with Canon 22, article 8.
2. to authorise amending the Diocesan Supplement to the Scottish Calendar (1991) by the inclusion of Mary Lily Walker with as recommended date 1 July.
3. to support and promote amending the Scottish Calendar (1991) by the inclusion of Mary Lily Walker through a Motion by General Synod

Dr Jaap Jacobs

Diocesan Secretary

31 January 2026

1.4 Business from General Synod 2025

The proposal that Blessing of a Marriage (2025) be added to the Schedule to Canon 22 was read for the first time and passed by General Synod. Opinions from Diocesan Synods are required on the Second Reading of the Proposal that Blessing of a Marriage (2025) be added to the Schedule to Canon 22.

The text of the Liturgy is available online at: <https://www.scotland.anglican.org/wp-content/uploads/Blessing-of-a-Marriage-1.pdf>

2.1 Diocesan Council Reports 2024-2025

2.1.1 Diocesan Council Report for 2024-2025

The Constitution of the Diocese of Brechin states that “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.” The constitution makes the members of Diocesan Council the charity trustees for the Diocese. Council continues to provide support to the Bishop in all aspects of leadership and ministry in the Diocese. As the trustees of the Diocesan Synod charity, they make decisions about the finances and directions that support all of the charges in their individual contexts.

The members of Diocesan Council in the period from 1st December 2024 – 30th November 2025, are as follows, with changes in membership noted.

Officers: (*ex officio*)

- Rt Rev Andrew Swift – Bishop – Chair of Trustees
- Very Rev Kenneth Gibson – Dean
- Dr Jaap Jacobs – Diocesan Secretary
- Mr Bob Main – Diocesan Treasurer

Elected clergy representatives:

- Very Rev Roxanne Campbell
- Canon Mary Jepp (resigned 30th Nov 2025 on retirement)
- Rev Peter Mead (elected 1st March 2025)
- Rev Mark-Aaron Tisdale

Elected lay representatives:

- Mr Geoffrey Bell
- Prof Susie Schofield
- Prof Peter Sharp OBE
- Mr Edward Stansfeld (ended term of office on 1st March 2025)
- Mrs Judey Struth (elected 1st March 2025)

In the past year the Diocesan Council again managed diocesan internal affairs. A key activity was overseeing the finance that supported ministry in the charges of the Diocese and funded the three paid staff: Bishop, PA and Children & Youth Officer. Council oversaw the funding for all other Diocesan activities. Council oversaw work on diocesan properties (Bishop’s House, the Rectory in Stonehaven, a newly acquired Rectory in Dykes of Gray, Dundee, a flat in Victoria Road, Dundee and St Peter’s Church, Auchmithie). Council also handled administration of local grants and financial support for charges in the Diocese. The Diocesan treasurer gave month-by-month financial reporting on revenue and capital expenditure to ensure Council was informed in all financial decision-making.

2.1 Diocesan Council Reports 2024-2025

Overview of activities

The Bishop and PA/administrator generally work from home using virtual meeting technology and cloud-based computing with residual paper files located in Bishop's House. The Bishop's PA also continued to work two days per week from the Cathedral offices in Dundee. The Children and Youth Officer worked from home.

The Council met eight times in the year 2023-2024, generally using 'Zoom' to meet online. One meeting, in March 2025, was held in a 'hybrid' format, with most members in person at Bishop's House but one attending via Zoom.

Meeting summaries

The following business was addressed at these meetings in this year:

14th January 2025

Key topics included a presentation by Jack Nevin on Net Zero progress and the Energy Footprint Tool, with discussions on increasing completion rates and eligibility for provincial funding. The Council reviewed and accepted previous meeting minutes, addressed ongoing actions such as grant applications, safeguarding, and cybercrime coverage, and received reports on mission, ministry, finance, and property. Notable decisions included approving a firm for the new diocesan website and provisionally granting funding for a young adult mountain retreat. Updates were given on diocesan governance, the upcoming synod and first aid training.

11th February 2025

The council reviewed draft papers for the upcoming Diocesan Synod, focusing on correcting statistical inconsistencies and approving grants for new liturgy books. They discussed and approved changes to the remit of the Diocesan Buildings Committee, delegating authority for grant approvals to streamline processes and enhance Net Zero representation. Safety concerns regarding open church buildings were raised following a theft incident, prompting broader discussions on risk management.

17th March 2025

This meeting following the Diocesan Synod was in person with a hybrid option with most attendees sharing a meal in Bishop's House before the business meeting. The meeting covered a range of diocesan matters including reports on mission & ministry, finance, and property. Key topics included clergy vacancies and recruitment, property sales and policies, financial updates such as the status of designated funds and benefactions, and decisions on extending funding for youth activities and handling financial transactions for companion dioceses. The council also discussed the need for a diocesan policy on property sales, approved the purchase of a new desktop computer for the Bishop, and agreed to extend a Canon 35 pre-application for the Cathedral Bells project. Additional items included preparations for first aid training, reflections on the recent Diocesan Synod, with several ongoing actions delegated to specific members for follow-up.

2.1 Diocesan Council Reports 2024-2025

29th April 2025

The council reviewed and approved previous minutes, addressed ongoing actions such as safeguarding, website development, grant information, cybercrime coverage, and policies for building sales. Updates included clergy appointments, financial arrangements for shared ministry, property transactions, and the Festival of Lay Ministry. Reports covered children and youth activities, net zero initiatives, and companionship diocese fundraising. Financial matters were discussed, including income, expenditure, and designated funds, with motions approved for grant applications and property use.

3rd June 2025

The meeting hear updates on grant applications and financial reports with the Diocese reporting a surplus and quota receipts on track. The meeting gave formal approval of the Annual Trustees' Report and Accounts. The Council discussed the withdrawal of a Diocesan Synod motion from General Synod regarding ethical investment, with a commitment to continue advocating for ESG policy reviews. Reports were received on mission, ministry, youth activities, and net zero progress, including a high response rate to the Energy Footprint Tool and upcoming events. Ongoing actions were assigned for grant updates, cybercrime insurance, building sales policies, and first aid training. The meeting also addressed compliance with the Equality Act 2010 for diocesan communications.

12th August 2025

The meeting addressed a range of diocesan matters including youth work updates, clergy retirements, governance reviews and financial reports. A highlight was the appointment of a new Provincial youth representative and affirming the value of Tarfside as a youth resource. The Council approved the use of funds for a mixed mode ordinand's placement, reviewed progress on net zero initiatives and property matters, and discussed updates to the diocesan constitution to be tabled at the Autumn Synod. Additional topics covered included safeguarding status, changes to publishing trustee information for OSCR, and ongoing property sales in the Diocese.

7th October 2025

The meeting was focused on preparation for the Autumn Synod and covered significant financial discussions, including the presentation and approval of the draft budget for 2025–2026, which anticipates increased expenditure due to new staffing and property costs, and proposed a 5% quota increase. Updates were provided on mission and ministry initiatives, clergy appointments and retirements, property transactions, and the successful application for a one-off grant for mission funding from the General Synod. The Council also approved the creation of a part-time finance admin assistant post, discussed safeguarding, governance approaches for charges struggling to find functioning vestries, and received reports on net zero progress and property matters.

2.1 Diocesan Council Reports 2024-2025

18th November 2025

The Council met on Zoom, discussing updates from the Net Zero Team, including Brechin's status as the province's lowest-emitting diocese and ongoing sustainability projects such as solar initiatives and grant opportunities. The council received reports on mission, ministry, and youth work. Financial matters included noting a running surplus nearly at the year end, salary adjustments for staff for 2026, and grant updates, while property discussions covered recent acquisition of a Rectory in Dundee and building committee activities. Governance topics included safeguarding, legal support, and constitutional changes for specific charges.

2.1 Diocesan Council Reports 2024-2025

2.1.2 PROTECTION OF VULNERABLE GROUPS REPORT DIOCESAN SYNOD - MARCH 2026

As the Safeguarding Officer for the Diocese, I am asked to report to Members of Synod and to remind such Members, and through them to the Charges, the importance of Safeguarding in the Church. The role of the Diocesan Safeguarding Officer is to monitor the measures that each Vestry has in place to help safeguard vulnerable people, which includes adults as well as children.

Whilst this report is usually included in the bundle of reports and statistics for the Synod members, it is hoped that other members of the congregations get to read it and especially those involved in Safeguarding within the Charges.

PROVINCIAL SAFEGUARDING – GENERAL SYNOD OFFICE

There was a massive change in 2025 regarding PVG for those in regulated work/role and it has become mandatory, that is the law, to have a PVG Disclosure via the SEC and Disclosure Scotland. An email was sent to all Charges from the Provincial Office in May 2025, including PVG Coordinators, Vestry Secretaries, Clergy with Charge and all Office holders with PVG responsibility. The email said that the long awaited changes to the PVG scheme came into force on 1st April and that it had taken me for the information to be processed by the General Synod Office (GSO). It seems this first email was overlooked by many of the Charges. A second email was sent on 26th June to the same people to remind them that from 1st July 2025 PVG Membership for those in regulated roles/work was a legal requirement on the individual and the SEC. They wrote “it is a criminal offence for an individual not to have the correct PVG membership in place before commencing in a regulated role. Bishops should not issue any form of licence for ministry until PVG membership has been confirmed by the PVG Team as this is also a criminal offence.”

As I wrote in my 2025 Synod report a letter to all the Diocesan Coordinators and Charge Coordinators was sent out on 30th August 2024 and again in December 2024 when we were told that Disclosure Scotland had introduced changes to the online application system which meant the Provincial Office had to make adjustments to their own processes. Each Charge received a copy of the letter with the appropriate attachments giving details of how to process applications.

However, despite this information going out I was contacted by one Charge who had two members licenced as lay worship leaders but without having a PVG - so I immediately went to the Church to check their ID's and signed off the appropriate forms and fortunately their PVG's came through fairly quickly, but until they had come, legally now, they could not take services. As a result of this, from the beginning of July I wrote to all the Charges to find out if there were any Lay Worship Leaders with the Bishop's licence who did not have PVG Disclosure and there were quite a number and there is one Charge I am still chasing people who have the Bishops licence, though apparently not taking any services or taking the Sacrament to those at home, but still have not sent the appropriate information to me to get their PVG. It has been quite hard work since July dealing with this. Also my role is to apply for PVG Disclosures for Clergy and Lay Readers by signing

2.1 Diocesan Council Reports 2024-2025

off their forms and checking their ID's and sending to the Provincial Office. Sometimes this is straight forward and sometimes I have to send a lot of reminders. At the moment it does seem that nearly all the Charges are up to date but should any not be, please let me know as soon as possible.

The Provincial Officers, that is Daphne Audsley and Rhiannon Morrison, will be sending an Audit-email with a request to make sure that all the Charges are now complying with the Disclosure Scotland law. I am hoping that following all my chasing up of Charges via the Vestry Secretaries, the PVG Coordinators and ccing the emails to the Clergy, that everyone is now covered by PVG who need to be. If any Charge thinks they might not be, please let me know as soon as possible.

I know that one or two Charges decided to get a Disclosure Scotland PVG which costs £25 however this is not valid for those with an SEC licence or permission to officiate. I understand from the Provincial Officers this particular £25 Disclosure was obtained by several Charges in the Province. So if any Charges did get this thinking it is valid for those in regulated work/roles, they must get the full PVG via the Provincial Officer. I have been asked by Charges if the PVG Coordinator needs to have a PVG but they don't unless they are also in regulated work or role. I know one Charge has decided to get the £25 PVG for their new PVG Coordinator. But this is not mandatory. However, I want to remind Charges that any new PVG Coordinator must be a Vestry appointment, it can be ratified by the AGM and minuted, but two references must be obtained by the Vestry Secretary and the references sent to myself as the Diocesan Officer. In the guidelines it states to send to the Bishop who may delegate to the Safeguarding Officer. There is, on the SEC website under Safeguarding information, a document setting out how to go about regularising a new PVG Coordinator. Once the references have come to me and assuming they are satisfactory I then notify the Provincial Office and the Bishop. Once all this is done the Charge PVG Coordinator can then sign off any new PVG's that need to be obtained for any new people entering "regulated work or roles". Please don't hesitate to contact me if any have questions or concerns regarding this and I can send all the necessary information and documents to you.

NEW PVG COORDINATORS

One Charge has unfortunately had two Coordinators standing down in the past year and as I write I am waiting to receive the references regarding the new person who Vestry has invited to take on the role. The PVG coordinator for St Martin's Church has moved away, so the interim priest is dealing with this at the moment. Marion Slater who was the coordinator for the Cathedral, having moved to England, has handed over to Alison Taylor. St Margaret's Lochee was without a Coordinator, so the interim priest stood in during the vacancy, but happy to report that Pearl Forbes has agreed to take on the role. And Lindsey Eppy took on the role at St Luke's in July last year. Welcome to the newcomers and a big thank you to those who have "retired".

2.1 Diocesan Council Reports 2024-2025

ANNUAL QUESTIONNAIRE

The Provincial Office generally sends out a questionnaire to complete, but there was not one last year or again this year. Several AGM reports I received commented on the lack of a questionnaire and some Charges in their AGM reports stated that they had the posters for Child Line and Silver line in place. However as stated above there will be an Audit undertaken by the Provincial Office to make sure that all Charges in the SEC are compliant with the law. I really hope that Brechin Diocese will come out top with all Charges fully compliant!

FIVE YEAR LIMIT FOR PVG'S

It is known that Disclosure Scotland will be limiting PVG's for 5 years, however at present the Provincial Office has not sent out information as their first task is the Audit around the Province and in due me we will be notified of the process. So please look out for emails being sent to all Charges, so there won't be the same unfortunate rush we had last year to get PVG's done in great haste.

TRAINING - SAFEGUARDING CONFERENCE

A notice was sent to all the Charges, and it has been in the Brechin Bulletin in recent weeks, that there will be a training day on Thursday 19th March at Holy Trinity Church in Monifieth. You are asked to be there 09.30 for sharp start at 10 am. Lunch break 12.30 to 13.15 and finishing at 15.30. This is for all clergy, lay readers, lay worship leaders, and vestry members. I have received apologies from a few people who work and I raised this with John Wylie at the Provincial Office and it is hoped that a video recording can be made of the day for people to see, if they are not able to attend. I have received apologies from a few people, both clergy and laity but many still have not responded either way. A number of the AGM reports actually mentioned there had been no training in 2025, so this is now the opportunity to come or to invite someone on Vestry to attend and to report back. Safeguarding is vitally important and one just has to read or hear those in the media who are quick to report on poor safeguarding issues in the Church of England, for example, but elsewhere.

VICTIM AND PERPETRATOR SUPPORT

I was contacted very recently by one Charge regarding a concerning issue, so set out various things which could and should be done. One aspect of any issue if someone has done something wrong, against the law or otherwise is they generally have close family and whilst we always think of supporting the victim and family, it is so important that someone else, not involved with the victim, supports the family of any perpetrator. When on the Provincial Committee I spent a great deal of me saying this and finally it was included in a document that a was produced regarding Safeguarding.

ANNUAL RETURN

As explained above there were no forms to complete this year and it is good to report, after a few reminders, that there was a 100 percent return of AGM Reports, although two Charges just gave a few lines regarding safeguarding in an email. The reports make

2.1 Diocesan Council Reports 2024-2025

interesting reading and a few were very thorough, giving details of their outreach work and how they maintain safety, with a few Charges adding details of the recommended Posters on display. There is one church where a local Estate holds a lease on the property with the church bearing no responsibility for anything which takes place under their auspices. As I reported last year the Provincial Office has said the church should have the Posters on display if there are Church Services being taken by the SEC, even if they are on a board which can be removed if the Estate management feels they are not appropriate when they use the church. The newly appointed Priest has said she will look into this.

It is interesting that some reports included details which also fall within the scope of Health and Safety but I believe it is quite appropriate to think of these issues under the general heading of Safeguarding although just to give details about property problems and no mention of Safeguarding of children and vulnerable adults is a pity. And a couple of Charges mentioned the 5-year limit of PVG Disclosures (see elsewhere in this report).

However I am concerned as during this past year I was told by one Charge they don't harm children and one AGM report said they had happy children and they were well behaved. It is so important to remember that safeguarding is not just about whether children are happy or not being harmed and one hopes they aren't. But safeguarding is about being aware, being concerned, reporting if need be - supporting those who are in need and that is not just children, which is very important, but also it is about vulnerable adults and any one of us can be vulnerable at any time in our life. What it's important is to be aware, and if something does not feel or look right, or someone says something that is concerning this should be reported. Depending on the depth of the concern, or the problem, do contact the Diocesan Officer. It was agreed just over a year ago, when all the Diocesan Officers met in Perth, that the Diocesan Safeguarding Officer's name should be on the Church notice with the Charge PVG Coordinator but only if the Diocesan Officer agrees. I am happy for my name to be on and my landline phone number. Unfortunately I had a scammer who contacted me via my mobile number and as I don't give that out to anyone I answered the phone - he had found it on a Charge notice board which shouldn't have been there. When I write to Charges my 'signature' at the end of the email gives my landline number, but I am going to edit this 'signature' slightly.

I would also like to remind Charges about lone working, for example if you are visiting someone who possibly has memory problems and lives alone. I raised this in my report last year suggesting it would be wise to have a lone worker policy and suggested points to be considered where possible such as keeping a record of a visit with date and any task that was requested. These measures may seem unnecessary but there is always a risk of false accusations being made if the recipient has memory problems or dementia. Should any other Charge feel such a discussion or some training regarding a volunteering team would be helpful and would like to have a meeting to go over things, do let me know.

CHILDREN AND YOUNG PEOPLE

The SEC website under Safeguarding has a list of available documents. One is the Child Protection Training Booklet. This can be downloaded and whilst many churches say they

2.1 Diocesan Council Reports 2024-2025

no longer have children coming, it is always useful to keep abreast of the ‘do’s and don’ts’ just in case children come to the church, even as visitors. Also, to remember that adult (parent or guardian) permission must be sought to photograph children and photos should not be put onto any website when the child can be identified – the consent form gives more details about this. There has been much in the media lately about child images being manipulated by AI for child sexual abuse voyeurism.

The Consent form is only valid for two years from the date of signing.

HEALTH AND SAFETY

A reminder to Charges to make sure they have up-to-date First Aid boxes in the Church and also a Book or Spread sheet on which to record any accidents which occur within the Church premises. Boots Chemist has a comprehensive First Aid Box for around £20 if there is need to get one.

ASSISTED DYING BILL (Scotland)

I wrote about this last year and the matter is ongoing both in The House of Lords for England and the Scottish one by the devolved Government. The Assisted Dying Bill Scotland was introduced in the Scottish Parliament by Liam McArthur MSP, which will allow terminally ill adults in Scotland, who are eligible to lawfully request and be provided with assistance by health professionals, to end their own life. Two doctors are required to assess a person as being eligible and to be provided with this assistance, and satisfied that the person is acting voluntarily without coercion or pressure. The matter is or should be, very much open for discussion publicly and particularly by Churches. It would be interesting to know if any Charges have discussed this. The Brechin Diocese held a Workshop on this matter and two speakers were invited and were very interesting, giving good insight into the issues involved in Assisted Dying and Palliative Care. Dr Holly McGuigen who is a Hospice Palliative Care Consultant, and the Venerable Peter Potter who was Archdeacon in the Diocese of Europe and could speak about his experience with people who chose to die at Dignitas in Switzerland. There is still a great deal to consider for us all regarding this. Palliative care is important and General Hospitals, unfortunately, are not always the best place for this to be carried out effectively. Dame Cicely Saunders the pioneer of modern Hospice in the ‘60’s, said “you matter because you are you. You matter to the last moment of your life, and we will do all we can to help you not only to die peacefully but also to live until you die”. Palliative care is holistic which recognises practical, emotional and spiritual needs. If anyone is interested to read the SEC submission to Scottish Parliament this is the link.

<https://www.scotland.anglican.org/response-made-to-assisted-dying-call-for-views/>
or directly to the document:
https://yourviews.parliament.scot/health/ecdded04/consultation/view_respondent?show_all_questions=0&sort=submitted&order=ascending&q_text=episcopal&q_question-2021-10-07-9548647634-radiosubquestion=Organisation&uuld=532250072

2.1 Diocesan Council Reports 2024-2025

WHAT I WRITE EVERY YEAR – BUT PERHAPS A HELPFUL REMINDER:

1. Questions are still raised about Regulated work: When new people are considered for ‘regulated work’ positions, either voluntary or paid, they should now be interviewed, two references taken up and PVG applications submitted and approval received, and some training given **BEFORE** they can commence ‘work’. PVG Coordinators do not need to have a Disclosure if that is their only role in the church as I have written about earlier, although as one priest in a Charge has pointed out, with the name and photo of the PVG coordinator on display a child may think they are very safe to go and talk to, but it is just possible they are not and a Disclosure would have identified that. Personally I am inclined to agree, but it is Disclosure Scotland and the Provincial Officer who decide upon these things. That particular Charge has chosen to obtain the £25 Disclosure Scotland document which gives a ‘guideline’.

2. SEC website for safeguarding <https://www.scotland.anglican.org/who-we-are/organisation/safeguarding/> gives information that is needed by each Charge and is updated now and again so whilst I try to keep people informed during the year it is still a good idea for the Charge PVG Co-ordinators to check the website during the course of the year. Particular reference is made to the Safeguarding Policy (2020), which was written following the Church’s Safeguarding Audit and presented to General Synod in 2019. Also, for those Charges who may not have the full range of posters to pin up in the church they can be obtained via the above website.

3. **CYBER CRIME** - a useful link - <https://www.police.uk/advice/advice-and-information/fa/fraud/online/cyber-crime-fraud/>

FINALLY

Once again, my grateful thanks go to the Charge PVG Co-ordinators for their AGM reports, some arriving fairly quickly and some needing quite a bit of reminding. However, AGMs seem to be held at such varying times and one was in mid-January, so that doesn’t help. Though, no doubt many have other roles in life so it a salutary that they are prepared to give their time to this important role in the Charge. However, if it becomes a burden perhaps someone else would be willing to take on the role, even for a short time. As always, I should be pleased to offer any help or come and talk to Vestries or congregations about Safeguarding

Denise Herbert (Revd)

Diocesan Protection Officer

9th February 2025

2.1 Diocesan Council Reports 2024-2025

2.1.3 Diocesan Building Committee Report

Diocesan Synod March 2026

Membership of DBC was:

The Dean (Convener)

Diocesan Secretary (ex officio)

Diocesan Archivist (ex officio)

Rev Canon Mary Jepp (2024-2027)

Rev Mark-Aaron Tisdale (2024-2027)

Prof Peter Sharp OBE (2025-2028)

Mr David Rowe (2025-2028)

Mr Ian Thornton-Kemsley (2025-2028)

Mr John Lansley (2025-2028)

Mr Jack Nevin (Net Zero Innovation Coordinator) attended meetings as a non-voting guest.

Meetings in 2025

The DBC held face-to-face meetings via Zoom on 25 August and 6 October 2025 and on 19 January 2026. In addition some urgent applications were decided by email.

Canon 35 Business

- St Ternan's Church, Muchalls – replacing biomass boiler with overhead electric heating panels (May 2025)
- St Ninian's Church, Dundee – installation of solar panels and a radiant heating system (May 2025)
- St Paul's Cathedral, Dundee – installation of gates (pre-application) (September 2025)
- St Paul's Cathedral – bells augmentation (August 2025)
- The Church of the Holy Rood, Carnoustie – alteration to lighting (pre-application) (October 2025)
- St Mary's and St Peter's, Montrose – installation of solar panels (pre-application) (December 2025)

Other points relating to Canon 35:

- No Experimental Re-Ordering Applications were made.

Applications to Provincial Buildings Grants Committee

- St Ternan's Church, Muchalls – replacing biomass boiler with overhead electric heating panels – application for Pilot grant from The Benefact Trust (May 2025)
- St Ninian's Church, Dundee – installation of solar panels and a radiant heating system – application for Pioneer grant from The Benefact Trust (May 2025)
- Church of St Mary the Virgin, Arbroath – repairs to roof, stonework and chimney of Rectory – application for grant from Building Grants Fund and Rectory Green Fund (August 2025)

Purchases and sales

- 2 Strathgray Road, Dundee, purchase as Rectory for All Souls, Invergowrie, and St Margaret's, Lochee (October 2025)

2.1 Diocesan Council Reports 2024-2025

- 4 Richmond Terrace, Dundee, sale as Rectory of St Paul's Cathedral, Dundee (November 2025)
- 40 Strathyre Avenue, Dundee, purchase as Rectory of St Paul's Cathedral, Dundee (October 2025)

Dr Jaap Jacobs
Diocesan Secretary
31 January 2026

2.2 Net Zero Report 2024-2025

As charges will be aware, each year they are asked to complete the Energy Footprint Tool, which provides a record of energy usage and consequentially, CO2 emissions. Last year Brechin was the first Diocese to have achieved 100% Energy Footprint Tool completion. The vast majority, over 85% of charges, completed returns. For the few whom were either unable or unwilling to complete returns for 2024, historic data from previous submissions or notional figures based on property size, known energy system in operation and frequency of use to create a baseline. I would emphasise that this data is important in giving us a measure as to how we are progressing towards the Net Zero target of 2030. The collection of 2025 data for the Energy Footprint Tool will start at the beginning of February. It is to be hoped that Brechin can again achieve 100% completion.

A diocesan Net Zero Event was held at St Paul's Cathedral, Dundee on Saturday, 23 August. This was regarded as a great success with nearly three quarters of charges represented. It brought together various funders, heritage and technical specialists and environmental groups, complemented by case studies and examples of best practice from throughout the Diocese

Two charges received funding from the net zero funding partnership established between the SEC and the Benefact Trust; a pilot application from St Ternan's, Catterline and a Pioneer application from St Ninian's, Dundee. Applications for 2026 are under consideration at the time this report was written.

The Rectory Green Fund was quite underutilised last year, and it is hoped that more charges will take this up. Of course, one of the main problems is that it is limited to a maximum of £5,000 with matching funding from the diocese.

The Sustainable Travel Grant also went live at the end of last year, with £1,500 available for any efforts which encourage sustainable travel.

Details of these grants, together with a lot of useful information on achieving Net Zero, can be found on the Net Zero portal (<https://netzerochurch.scot/>).

Finally, thanks must go to Jack Nevin, our Net Zero coordinator, who has worked tirelessly to promote the initiative in the diocese.

Peter Sharp

2.3 Guidance Regarding the Purchase and Sale of Properties

The continuing decline in membership of churches in the Diocese of Brechin as well as the changing building requirements in the light of the SEC's Net Zero Action Plan have led to an increase in the number of purchases and sales of SEC-owned properties. In the absence of a central protocol at provincial level, this document aims to provide guidance for Vestries and for Diocesan Council in the Diocese of Brechin.

General

The following is a brief overview of information obtained from Fiona Campbell (GSO) and Simon Filsell (Edinburgh Diocese), as well as from the Code of Canons and the Digest of Resolutions, regarding SEC property ownership, as a first step toward Brechin diocesan guidance on the purchase and sale of SEC-owned properties:

The most important distinctions that need to be taken into account are those between the three levels within the SEC (Province, Diocese, Charge) and the nature of the property (church building, rectory, church hall, etc.). As the framework of the SEC consists of charities under Charity Law, each charity is independent, and, as is also the case in the quota framework, there exists no formal power of any charity to impose restrictions on another charity. Each charity has control over the buildings it owns, with formal ownership depending on the title deeds.

This leaves little in terms of formal oversight, except in three cases. First, in the case of the purchase of a property for clergy housing, which is subject to minimum standards as recommended by the provincial Administration Board. Second, in the case of the termination of the status of an incumbency under Canon 36.12, which may lead to changes in the charitable status and may result in the church building no longer being used as a place of worship. Third, through the powers of the property trustees,ⁱ as listed on the title deeds, which are held by the Diocesan Registrar. The latter two situations are unlikely to occur frequently and will always require the involvement of the Bishop of Brechin and of solicitors. For this reason such situations are left to the discretion of the Bishop of Brechin, Diocesan Officers, Diocesan Council, and Diocesan Synod.

General process

The process of selling and purchasing properties by Vestries or Diocesan Council requires the commitment of all involved to consultation and collaboration as well as the sharing of expertise and advice. The general phases of the process are outlined below, with at each step an indication as to who should take action.

1. Proposal

- discussion in Vestry meeting (Rector/Vestry)
- check title deed requirements and property trustees with Diocesan Registrar (Rector/Vestry)
- initial contact with solicitor (Rector/Vestry)

2. Consultation

- advertise to Congregation (Rector)

2.3 Guidance Regarding the Purchase and Sale of Properties

- notifications to Bishop (as alert to potential pastoral issues) and DBC (to solicit advice) (Rector/Vestry via Diocesan Secretary)
- four weeks to allow members of the Congregation to make written representations (Rector/Vestry)

3. Decision

- formal Vestry decision to proceed with purchase or sale and make final decision if a number of possible purchasers (or properties to purchase) are identified (Rector/Vestry)
- formal decision of property trustees (Rector/Vestry via Diocesan Secretary)

4. Execution

- contact estate agent and solicitor (Rector/Vestry)
- formal Vestry decision to proceed (Rector/Vestry)
- contact GSO for bridging loan (if required for purchase) (Rector/Vestry)
- keep Congregation, Bishop and DBC informed of progress (Rector/Vestry)
- keep Bishop and DBC informed of progress (Rector/Vestry via Diocesan Secretary)

Dr Jaap Jacobs
Diocesan Secretary
31 January 2026

-
1. Bishop, Dean, Chancellor and Registrar ex officio. See SEC Model Constitution rev. 2008. art 4: "Heritable Property.- The heritable property of the Charge shall be vested in the Trustees of the Diocese ("the Property Trustees") in trust for the Charge*. Save as hereinafter provided in Article 28 hereof, the Property Trustees shall be under no duty to take active part in the management of the property vested in them, and shall have no personal responsibility in regard thereto, but may rely upon the proper management thereof by the Vestry, and the Property Trustees shall be indemnified out of the funds of the Charge against any liability undertaken or incurred by them." **If existing heritable property is held by other trustees, consideration must be given to whether title should be transferred or whether this article should be amended*

3.1 Diocesan Elections and Appointments

Summary Sheet of Vacancies for 2026 (full list including all posts on following pages)

Position	Period of service	Who can serve?	Who can propose candidates and vote?	2025 nominees or number of current holders eligible to stand again.
Diocesan Secretary	Appointed Annually by Synod	Anyone	Members of Diocesan Synod	Dr Jaap Jacobs nominated.
Diocesan Treasurer	Appointed Annually by Synod	Anyone	Members of Diocesan Synod	Mr Bob Main nominated.
Clerical member of Diocesan Council	3 years	House of Clergy	Clergy Members	Three vacancies
Lay member of Diocesan Council	3 years	House of Laity	Lay Members	One vacancy
Clerical members of General Synod	4 years	Clerical Members of Diocesan Synod	Clerical Members of Diocesan Synod	Four vacancies
3 x General Synod Clergy Alternates	Appointed Annually	Clerical Members of Diocesan Synod	Clerical Members of Diocesan Synod	Three vacancies
Lay member of General Synod	4 years	Lay Members of the Diocese	Lay Members of Diocesan Synod	Six vacancies
3 x General Synod Lay Alternates	Appointed Annually	Lay Communicants in the Diocese	Lay Members of Diocesan Synod	Three vacancies
Clerical member for Faith & Order Board	4 years (up to two terms)	Clerical Members of General Synod	Clerical Members of Diocesan Synod	One vacancy
Lay member for Faith & Order Board	4 years(up to two terms)	Lay Member of General Synod	Lay Members of Diocesan Synod	One vacancy
Provincial Panel for Episcopal Elections Lay Member	3 years (up to two terms)	Lay Member of Diocesan Synod	Members of Diocesan Synod	One vacancy
Diocesan Safeguarding Officer	Annually	Anyone	Appointed by Bishop, noted by Synod.	Rev Denise Herbert appointed by Bishop.
Auditor	Appointed Annually	-	Members of Diocesan Synod	Bird Simpson nominated.

3.1 Diocesan Elections and Appointments

Diocese of Brechin – Full list of posts held and vacancies

Diocesan Posts

Position	Period of service	Who can serve?	Who can propose candidates and vote?	Current Holders and Vacancies
Diocesan Secretary	Appointed Annually by Synod	Anyone	Synod	Dr Jaap Jacobs
Diocesan Treasurer	Appointed Annually by Synod	Anyone	Synod	Mr Bob Main
PVG Officer	Appointed Annually	Anyone	Appointed by Bishop, noted by Synod.	Rev Denise Herbert
Diocesan Buildings Committee	Serve whilst in post	Ex officio officers		Dean Very Rev Kenneth Gibson Diocesan Secretary Dr Jaap Jacobs Archivist Dr David Bertie
	Three-year terms	Up to six persons with expertise in the field of architecture, fabric, buildings or liturgy	Members of Diocesan Synod	Rev Canon Mary Jepp (2024-2027) Rev Mark-Aaron Tisdale(2024-2027) Prof Peter Sharp OBE (2025-2028) Mr David Rowe (2025-2028) Mr Ian Thornton-Kemsley (2025-2028) Mr John Lansley (2025-2028)

3.1 Diocesan Elections and Appointments

Diocesan Council	Period of service	Who can serve?	Who can propose candidates/vote?	Current Holders and Vacancies		
	Duration of appointment		Ex Officio	Bishop	Rt Rev Andrew Swift	
	Duration of appointment		Ex Officio	Dean	Very Rev Kenneth Gibson	
	Duration of appointment		Ex Officio	Treasurer	Mr Bob Main	
	Duration of appointment		Ex Officio	Dio Secretary	Dr Jaap Jacobs	
	Clergy members (4) serve for 3 years (plus eligible for second 3 year-term)					
	2026-2029	Instituted, licensed or commissioned clergy of the diocese.	House of Clergy	Clergy Member	Vacancy	
	2026-2029		House of Clergy	Clergy Member	Vacancy	
	2026-2029		House of Clergy	Clergy Member	Vacancy	
	2025-2028		House of Clergy	Clergy Member	Rev Peter Mead	
Lay members (4) - 3 years (plus eligible for second 3 year term)						
2026-2029	Lay members of the churches of the diocese.	House of Laity	Lay Member	Vacancy		
2024- 2027		House of Laity	Lay Member	Mr Geoffrey Bell		
2024-2027		House of Laity	Lay Member	Prof Peter Sharp		
2025- 2028		House of Laity	Lay Member	Mrs. Judey Struth		

3.1 Provincial Elections and Appointments

General Synod Representatives				
Position	Period of service	Who can serve?	Who can propose candidates and vote?	Current Holders and Vacancies
Clerical members of General Synod (6) All six elected by Diocesan Synod	2026-2030 (up to two terms of 4 years) Term begins on 1 st April of the year elected (e.g. a term would be 1 April 2026 to 30 March 2030)	Clerical Members of Diocesan Synod	Clerical Members of Diocesan Synod	Four Vacancies Very Rev Kenneth Gibson (2024-2028) Rev Mark-Aaron Tisdale (2025-2029)
3 Alternate Clerical members of General Synod	Elected annually for one year	Clerical Members of Diocesan Synod	Clerical Members of Diocesan Synod	3 nominations needed and preference order
Laity members of General Synod (6) All six elected by Diocesan Synod	2026-2030 (up to two terms of 4 years)	Lay Members of the Diocese	Lay Members of Diocesan Synod	Six Vacancies
3 Alternate Lay Members of General Synod	Elected annually for one year	Lay Members of the Diocese	Lay Members of Diocesan Synod	3 nominations needed and preference order

3.1 Provincial Elections and Appointments

Diocesan Representatives on Provincial Bodies

Position	Period of service	Who can serve?	Who can propose candidates and vote?	Current Holders and Vacancies
Bishop as Diocesan/College Representative	-	-	-	The Bishop is a representative on various Provincial bodies: College of Bishops/Episcopal Synod (Diocese) Faith and Order Board (Diocese) Administration Board (College) Scottish Episcopal Institute (SEI) (Convener) Provincial Standing Committee (SEI)
Clerical member for Faith & Order Board	4 years (up to two terms)	Clerical members of General Synod	Clerical Members of Diocesan Synod	Vacancy
Lay Member for Faith & Order Board	4 years (up to two terms)	Lay Member of General Synod	Lay Members of Diocesan Synod	Vacancy
General Synod Administration Board	4 years (up to two terms)	Member of Diocese – Clergy or Lay	Members of Diocesan Synod	Very Rev Roxanne Campbell (2024-2028)
General Synod Mission Board	4 years (up to two terms)	Member of Diocese – Clergy or Lay	Members of Diocesan Synod	Rev Martin Allwood (2024-2029)
Provincial Panel for Episcopal Elections Clergy Member	3 years (up to two terms)	Member of Diocesan Synod – Clergy	Members of Diocesan Synod	Rev Canon Jim Benton-Evans (2025-2028)
Provincial Panel for Episcopal Elections Lay Member	3 years (up to two terms)	Member of Diocesan Synod – Lay	Members of Diocesan Synod	Vacancy

3.2 Proposed Charge Re-organisation

Pastoral re-organisation in the Laurencekirk Area: Bishop's Proposal

Introduction

With the retirement of Canon Michael Turner as incumbent for four decades, it is time to take stock of the organisation and running of the four charges that have been under his care. These are:

St Laurence Laurencekirk (incumbency) (Charity SC016285);
St Andrew Fasque (incumbency) (Charity SC004188);
St John the Baptist Drumlithie (incumbency) (Charity SC031836)
and St Palladius Drumtochty (dependent congregation) (Charity SC005688).

The three incumbencies require vestries and officeholders to operate. The dependent congregation is the subject of a long-term lease for the church building and does not require an independent vestry but is a charity and is also the 'home' of the joint charge finance for supporting the priest. All four have OSCR charity registrations and have been correctly filing annual report and accounts. There are various funds, legacies etc. that are associated with these charges and their buildings with different restrictions. Some are held locally, some by the Diocese.

The charges have become sufficiently reduced in numbers that, even given the enthusiastic support of local members, it is not possible for independent vestries and office holders to be found from the congregation members of these churches. The complexity of the above arrangement of charges and charities does not reflect the reality of church life in this grouping in 2026.

Proposal for Change

My proposal as bishop: a realistic and manageable model for these churches would be for them to have a single vestry and charitable identity, responsible for mission and ministry and the care of the four church buildings. This would not affect the pattern of worship or ownership of the church buildings. For me, this would reflect the reality of what is already effectively happening.

A process to follow is:

The 1) canonical status of the churches and 2) their charitable status would need to be changed. The proposed sequence of events would be:

1. Declare at this Spring Diocesan Synod 2026 the charges/charities to no longer have status as incumbencies or a dependent congregation. This places the charges into a temporary state where the Property Trustees have legal control of the buildings while a new canonical & constitutional arrangement for the charges is agreed. Local management arrangements (e.g. the lease at Drumtochty or local management at Laurencekirk or Fasque) will continue in the day to day running of the charges at this time, under the consent of the Bishop. The existing constitutions continue to govern the local charities.
2. Draft a new constitution for a single incumbency from the four charges with a single vestry under Canon 36. This constitution, a standard SEC model, could be approved at the Autumn Diocesan Synod in October 2026.

3.2 Proposed Charge Re-organisation

3. In the meantime, if approved, starting now, reorganise liaising with OSCR and any other historical patrons/trustees the four existing charities into a single charity to cover the mission and ministry of all four charges. This requires the named trustees of the existing charities to remain as active trustees until changes have been made, bank accounts converted and other governance changes completed.

Property: the present situation with the church buildings vested in Diocesan Property Trustees and e.g. the lease for Drumtochty would not change but remain the same during and post canonical and charitable reorganisation. The single vestry would become the body responsible for the day to day running of all the churches under the new constitution in due course.

Funds & legacies: any specific restriction on a fund would be carried forwards in the reorganisation. So if a fund were restricted to e.g. the maintenance of one particular building, this restriction would still apply. A fund restricted to the mission and ministry of one church (i.e. for the paying of a priest's stipend) would apply for the stipend of the priest of the single incumbency. This is essentially the current situation. If it became apparent that there were funds with a restriction that no longer made sense for the present day running of the charges, then it might be possible to work with OSCR to explore reorganisation of such a restricted fund, keeping the principle of restriction in mind. The vestry would be part of any such process.

Conclusion

This note is a summary of the process proposed to arrive at a sustainable and credible model for the running of the four charges. In many ways, this is to create a proper canonical and charitable model to reflect what is actually happening in the charges at present. This will not affect the patterns of worship or control of the church buildings.

The present interim pastor would provide care and support for the church members during this time of change.

+Andrew Brechin, February 2026

Report of the Election of Lay Representatives and Alternates

Diocese of Brechin 2026

- | | |
|---|---|
| 1. ARBROATH
LR Mrs Deborah McDonald
ALR Vacant | 13. DUNDEE ST PAUL'S CATHEDRAL
LR Professor Aileen Black
ALR Dr Cathy Mitchell |
| 2. AUCHMITHIE
LR Mrs Julie Waters
ALR Mrs Susan Smith | 14. DUNDEE – ST SALVADOR
LR Mr Martin Andrews
ALR Vacant |
| 3. BRECHIN
LR Mrs Elizabeth Matheson
ALR James Clewes | 15. FASQUE
LR Mr Ian Thornton-Kemsley
ALR Vacant |
| 4. BROUGHTY FERRY
LR Mrs Elaine Hammersley
ALR MR. John Alexander | 16. GLENCARSE
LR Mrs Elizabeth Galley
ALR Mrs Becky Gunn |
| 5. CARNOUSTIE
LR Mr Grant Wilson
ALR Ms Jean Fenwick | 17. INVERBERVIE
LR Mrs Mary Bowker
ALR Mr John Hitchon |
| 6. DRUMLITHIE
LR Mr Nicolas Constantine
ALR Vacant | 18. INVERGOWRIE
LR Mrs Val Beveridge
ALR Mrs Sophie-Grace Chappell |
| 7. DRUMTOCHTY
LR Mrs Sue Rushforth
ALR Vacant | 19. LAURENCEKIRK
LR Mr Nicolas Constantine
ALR Vacant |
| 8. DUNDEE- ST LUKE
LR Mrs Helen Stewart
ALR Vacant | 20. MONIFIETH
LR Mrs Fiona Buchan
ALR Mrs Linda Walls |
| 9. DUNDEE – ST MARGARET
LR Mrs Pearl Forbes
ALR Vacant | 21. MONTROSE
LR Mrs Caroline Allan
ALR Mr Harold Jack |
| 10. DUNDEE – ST MARTIN
LR Mr Iain Turnbull
ALR Mr Ron Neave | 22. MUCHALLS
LR Mrs Irene Butler
ALR Mr Steven Coull |
| 11. DUNDEE – ST MARY MAGDALENE
LR Mrs Denise Scobie
ALR Mr. John Armstrong | 23. STONEHAVEN with CATTERLINE
LR Professor Peter Sharp OBE
ALR Mr David Fleming |
| 12. DUNDEE – ST NINIAN
LR Mrs Fiona McRitchie
ALR Mrs Brenda Ivey | 24. TARFSIDE
LR Vacant
ALR Vacant |

Membership of Diocesan Synod 2026

Bishop: Rt Rev Andrew Swift
Diocesan Office c/o Bishop's House, 5 Ballumbie View, Dundee, DD4 0NQ
07767492077 (Bishop) 07444161300 (Office)

Diocesan Officials

Chancellor: Sheriff George Alexander Way of Plean

Registrar: Mr John Thom

Secretary: Dr. Jaap Jacobs

Treasurer: Mr. Bob Main

Safeguarding Officer: Reverend Denise Herbert

ARBROATH St Mary the Virgin, 2 Springfield Terrace, Arbroath, DD11 1EL
Clergy: The Reverend Peter Mead, St Mary's Rectory, 2 Springfield Terrace, Arbroath DD11 1EL, 01241 873392
Lay Rep: Mrs Deborah McDonald
Alt. Lay Rep: Vacant

AUCHMITHIE St. Peter's, DD11 5SQ
Clergy: The Reverend Peter Mead, St Mary's Rectory, 2 Springfield Terrace, Arbroath DD11 1EL 01241 873392
Lay Rep: Mrs Julie Waters
Alt. Lay Rep: Mrs Susan Smith

BRECHIN St. Andrew's, Argyll Street, Brechin, DD9 6JL
Clergy: The Reverend Canon Jim Benton-Evans, St Andrew's Rectory, 9 Castle Street, Brechin, DD9 6JW, 07702842727
Lay Rep: Mrs Elizabeth Matheson
Alt. Lay Rep: James Clewes

BROUGHTY FERRY St. Mary's, Queen Street, Broughty Ferry, DD5 1AJ
Clergy: The Reverend Mark-Aaron Tisdale, St. Mary's Rectory, 3 Wyvis Place, Broughty Ferry, DD5 3SX 01382 781659
Lay Readers: Mrs. Susan Rowe, Mrs Elaine Hammersley
Lay Rep: Mrs Elaine Hammersley
Alt. Lay Rep: Mr. John Alexander

CARNOUSTIE The Church of the Holy Rood, 60 Maule Street, Carnoustie. DD7 6AB
Clergy: The Reverend Martin Allwood, 123 Chapman Drive, Carnoustie, DD7 6DY 01241 851920
The Reverend Enza Gibson
Lay Reader: Mrs Jean Fenwick
Lay Rep: Mr Grant Wilson
Alt. Lay Rep: Mrs Jean Fenwick

Membership of Diocesan Synod 2026

DRUMLITHIE	St. John the Baptist, Church Road, AB39 2YS
Clergy:	The Reverend Ellie Charman
Lay Reader:	Mrs Georgina Middleton
Lay Rep:	Mr Nicholas Constantine
Alt. Lay Rep:	Vacant
DRUMTOCHTY	St. Palladius, Glen of Drumtochty, by Auchenblae, AB30 1TN
Clergy:	The Reverend Ellie Charman
Lay Reader:	Mrs Georgina Middleton
Lay Rep:	Mrs Sue Rushforth
Alt. Lay Rep:	Vacant
DUNDEE:	St. Luke, St Luke's Road, Downfield, DD3 0LD
Clergy:	The Reverend Canon Captain Kerry Dixon CA
Lay Reader:	Mr Bruce Gowans
Lay Rep:	Mrs Helen Stewart
Alt. Lay Rep:	Vacant
DUNDEE:	St. Margaret's, 17 Ancrum Road, Lochee, Dundee DD2 2JL
Clergy:	The Reverend Lynn Davidson, 2, Strathgray Road, Dykes of Gray, Dundee, DD2 5GQ 07704 916399
Lay Rep:	Mrs Pearl Forbes
Alt. Lay Rep:	Vacant
DUNDEE:	St. Martin's, Derby Street, Dundee, DD3 6RL
Clergy:	Vacant (Interim Rector: The Reverend Ashley Cummins)
Lay Reader:	Mr I. Turnbull
Lay Rep:	Mr I. Turnbull
Alt. Lay Rep:	Mr Ron Neave
DUNDEE:	St. Mary Magdalene's, Dudhope Crescent Road, Dundee, DD1 5RR
Clergy:	Vacant (Interim Rector: The Very Reverend Fay Lamont)
Lay Rep:	Mrs Denise Scobie
Alt. Lay Rep:	Mr. John Armstrong
DUNDEE:	The Church of St. Ninian's, Kingsway East, Dundee, DD4 7RW
Clergy:	The Very Reverend Kenneth Gibson, 39 Durham Street, Monifieth. DD5 4PF 01382 535920
Lay Rep:	Mrs Fiona McRitchie
Alt. Lay Rep:	Mrs Brenda Ivey
DUNDEE:	The Cathedral Church of St, Paul, Castlehill, Dundee, DD1 1TD 01382 224486
Clergy:	The Very Reverend Roxanne Campbell, 07764 212092
Lay Rep:	Professor Aileen Black
Alt. Lay Rep:	Dr Cathy Mitchell
DUNDEE:	St Salvador's, Church Street, Dundee, DD3 7EW
Clergy:	Vacant

Membership of Diocesan Synod 2026

Lay Rep: Mr Martin Andrews
Alt. Lay Rep: Vacant

FASQUE: St Andrew's, Fettercairn, AB30 1DN
Clergy: The Reverend Ellie Charman
Lay Reader: Mrs Georgina Middleton
Lay Rep: Mr Ian Thornton-Kemsley
Alt. Lay Rep: Vacant

GLENCARSE: All Saints', Main Street, Glencarse, PH2 7LX
Clergy: The Ven Canon Dr Ian Young MBE, Springbank, 36 Abbott Street, Perth, PH2 0EE
Lay Rep: Mrs Elizabeth Galley
Alt. Lay Rep: Mrs Becky Gunn

INVERBERVIE: St. David of Scotland, Victoria Terrace, Inverbervie, DD10 0PS
Clergy: The Reverend Canon Jim Benton-Evans, 9 Castle Street, Brechin, DD9 6JW 07702842727
Lay Readers: Mr Harold Jack
Lay Rep: Mrs Mary Bowker
Alt. Lay Rep: Mr John Hitchon

INVERGOWRIE: All Souls', Main Street, Invergowrie, DD2 5BA
Clergy: The Reverend Lynn Davidson, 2, Strathgray Road, Dykes of Gray, Dundee, DD2 5GQ 07704 916399
Lay Rep: Mrs Valerie Beveridge
Alt. Lay Rep: Mrs Sophie-Grace Chappell

LAURENCEKIRK St. Laurence's, High Street, Laurencekirk, AB30 1BH
Clergy: The Reverend Ellie Charman
Lay Reader: Mrs Georgina Middleton
Lay Rep: Mr Nicholas Constantine
Alt. Lay Rep: Vacant

MONIFIETH: Holy Trinity, 99 High Street, Monifieth, DD5 4AB
Clergy: The Reverend Martin Allwood, 123 Chapman Drive, Carnoustie, DD7 6DY 01241 851920
The Reverend Enza Gibson
Lay Rep: Mrs Fiona Buchan
Alt. Lay Rep: Mrs Linda Walls

MONTROSE: St Mary and St Peter, Mid Links, Montrose, DD10 8HD
Clergy: The Rev Canon Jim Benton-Evans, 9 Castle Street, Brechin, DD9 6JW 07702842727
Lay Readers: Dr Peter Smart, Mr Harold Jack
Lay Rep: Mrs Caroline Allan
Alt. Lay Rep: Mr Harold Jack

MUCHALLS: The Church of St Ternan's, Muchalls, AB39 3PP
Clergy: Vacant
Lay Rep: Mrs Irene Butler

Membership of Diocesan Synod 2026

Alt. Lay Rep: Mr. Steven Coull

STONEHAVEN: St. James the Great, Arbuthnott Street, Stonehaven, AB3 2JB 01569 764473

Clergy: The Rev Canon Mary Jepp, 3 Martin Place, Stonehaven, AB39 2LG

Lay Rep: Professor P. Sharp

Alt. Lay Rep: Mr David Fleming

TARFSIDE: St. Drostan's, Glenesk, via Edzell, Angus, DD9 7YX

Clergy: Vacant

Lay Rep: Vacant

Alt. Lay Rep: Vacant

Rules of Order of Brechin Diocesan Synod (2000)

SCOTTISH EPISCOPAL CHURCH

DIOCESE OF BRECHIN

(Scottish Charity No SC016813)

RULES OF ORDER OF DIOCESAN SYNOD

(Adopted by Synod in 2000)

1. Application

These rules of order shall apply to the proceedings of the Diocesan Synod whether sitting as one body or in separate Houses of Clergy and Laity.

2. The Chair – Powers and Duties

Deference shall at all times be paid to the authority of the Chair. All points of order shall be addressed to the person occupying the Chair, stated briefly and audibly, and raised immediately the perceived irregularity occurs, otherwise the person occupying the Chair shall dis-allow them. Points of order shall not introduce new subject matter. Speeches shall not be allowed on points of order. Where, in the view of the person occupying the Chair, the matter raised does not constitute a point of order, the person occupying the Chair shall rule accordingly. On all points of order the ruling from the Chair shall be final and not open to discussion. When the person occupying the Chair rises to speak, any member of Synod who is addressing the meeting shall sit down.

It shall be the responsibility of the person occupying the Chair to preserve order and secure that members obtain a fair hearing, to decide all matters of order arising at meetings of Synod and to decide, if two or more members rise in their places, which to call to speak. In the event of disorder arising at any meeting of Synod, the meeting may be adjourned by the person occupying the Chair who shall also, then or subsequently, fix a time for its reconvening. Quitting the Chair in such circumstances shall, without further procedure, have the effect of a formal adjournment of the meeting.

3. Order of Debate

Members desiring to speak shall rise in their places. Those called upon to speak shall address the Chair. Speeches shall be directed to the motion or amendment being proposed, seconded or otherwise under discussion or to a question of order. No member shall be allowed to speak more often than once on any subject under discussion, save on a point of order or, with consent of the Chair, to make an explanation, but the mover of a motion shall have a right of reply. A member who is speaking when a question of order is raised shall sit down until the question of order has been decided by the person occupying the Chair.

4. Matters Taken in Private

Synod may decide by a majority of those present and voting that:

- (a) Any business shall be taken in private

Rules of Order of Brechin Diocesan Synod (2000)

(b) Synod shall go into Committee for the informal discussion of any subject.

5. Adjournment

(a) Any meeting of Synod may be adjourned to such other place, time or day and hour as may be set by the person occupying the Chair.

(b) Any meeting of Synod may be adjourned to a later time on the same day and such an adjournment may be made on the direction from the Chair, or failing such direction, on the motion of any member, the vote on which motion, on being seconded, shall without amendment or discussion be taken by a show of voting cards as one House.

4. Quorum

The Quorum of Synod shall be one half of the voting members of the House of Clergy and of the House of Laity, but no business shall be invalid because transacted without a quorum being present, unless the attention of the Chair has been called to the absence of a quorum. The person occupying the Chair shall then ascertain, in such a way as seems fit, that no quorum is present, and declare the fact. This shall be a responsibility of the person occupying the Chair, whose declaration, whether or not a quorum is present, shall be final. If it has been declared from the Chair that no quorum is present, no business shall be transacted until a quorum is declared from the Chair to be present except:

(a) the consideration of a motion to adjourn

(b) such non-contentious business as the meeting, with consent of the person occupying the Chair, sees fit to transact.

If however, a division is challenged on any subject other than on a motion for adjournment, the same shall not be dealt with by the meeting. No motion for adjournment shall be submitted until at least fifteen minutes after the declaration from the Chair that a quorum is not present, except with the consent of the person occupying the Chair.

7. Obstructive or Offensive Conduct

(a) In the event of any member at any Synod meeting disregarding the authority of the Chair, or being guilty of obstructive or offensive conduct, a motion may thereupon be moved and seconded to suspend such member for the remainder of the sitting. The motion shall be put without discussion.

(b) The person occupying the Chair shall warn any member of the public who interrupts the proceedings at any meetings. If that member of the public continues the interruption the person occupying the Chair shall order the person concerned to leave the meeting, and not return.

8. Duration of Speeches

The mover of a motion shall not speak for more than ten minutes except with the consent of Synod. All other speakers taking part in the discussion on the motion or amendment shall not normally speak for more than five minutes, subject to the discretion of the person occupying the Chair. The mover of the original motion shall have the right to

Rules of Order of Brechin Diocesan Synod (2000)

speak for five minutes in reply, but shall not introduce any new matter into the debate. Thereafter the discussion shall be held closed and the question shall thereupon be put from the Chair.

9. Motions

- (a) Synod shall consider only the following motions:
 - (i) motions which have been included in the Agenda and papers for that meeting
 - (ii) late motions which Synod has agreed to consider (see Rule 10 below)
 - (iii) formal or procedural motions
- (b) All motions and amendments shall be stated, immediately on their being proposed to the meeting, by the mover, before being spoken to. All motions under Rule 9(a) (ii) and all amendments shall be submitted in writing, signed by the mover and seconder and delivered to the Diocesan Secretary immediately on being moved.
- (c) Every amendment shall be relevant to the motion on which it is moved. A motion may be amended by the mover with the consent of the meeting, which consent shall be by the majority of those present and voting. In the case of a motion emanating from a Board or Committee of Synod or a Regional Meeting the mover of that motion shall have the power, unless specifically denied it by the body from which the motion has emanated, to accept the amendment to that motion, thus altering the text of the motion on which Synod is asked to vote.
- (d) A motion or amendment may be withdrawn by the mover with the consent of the seconder of that motion or amendment, but Synod shall have power by simple majority of those present and voting to refuse to allow such withdrawal, in which case the motion shall stand.
- (e) Motions or amendments which are not seconded shall not be discussed or inserted in the minutes.
- (f) If, in the opinions of the person occupying the Chair, more than one motion deals with the same subject matter, only the motion first lodged with the Diocesan Secretary (whether by hand delivery or by post) shall be considered and if, in the opinion of the person occupying the Chair, any motion deals with a matter already under consideration by a Board or Committee, that motion shall not be considered.
- (g) If a member who has submitted a notice of motion is not present to move the motion, the motion shall fall, unless Synod agrees that another member may move the motion.
- (h) No motion of any kind which involves a grant of money shall be competent unless it is printed in the Agenda with the observations of the Board or Committee within whose budget the grant would fall, with power to the Chair on special occasions to take the sense of the meeting with reference to matters appearing in the Agenda and, if satisfied, to dispense with the necessity of observations by the appropriate Board or Committee. Except as above provided, no motion (other than votes of thanks) shall be entertained unless notice has been given to the Diocesan Secretary in reasonable time to enable it to be entered in the programme of business, or a late motion is accepted in accordance with Canon 50 Resolution 3 (see Rule 10 below).

Rules of Order of Brechin Diocesan Synod (2000)

- (i) The Bishop may veto the discussion of any motion, though otherwise competent, unless at least five voting members of Synod shall express their desire that it should be discussed.

10. Late Motions submitted under Canon 50 Resolution 3

- (a) Notice of late motions should normally be given in writing (to the Diocesan Secretary) before Synod starts.
- (b) The motion shall be in writing, and signed by the mover and seconder, who must be members of Synod qualified to vote.
- (c) The mover of a motion under this Rule shall be given the opportunity to address Synod briefly (maximum of two minutes) as to why Synod should consider the motion at that time before a vote is taken on whether the Motion should be considered.
- (d) Subject to any contrary provision in the Code of Canons, in order for a late motion to be considered by Synod, a majority of those present and voting shall vote in favour of its being considered.

11. Motion: “That the Question be now put”

- (a) The amendment called “The previous question” shall not be allowed.
- (b) It shall be competent for any member who has not spoken on the question before the meeting to move “that the question be now put”. On this being seconded, if it seems to the person occupying the Chair that the question before the meeting has been sufficiently discussed, a vote shall be taken, without amendment or discussion. If the motion is carried, the mover of the original motion shall have the right to reply, and the question under discussion shall be put to the meeting. If the motion “that the question be now put” is not carried, a similar motion may be made after every three additional members have spoken.

12. Voting

- (a) After the question on which the vote is to be taken has been announced, and voting has commenced, no member shall be permitted to offer an opinion, or ask a question, except on a point of order, or otherwise interrupt the proceedings until the result of the vote has been intimated.
- (b) Save as otherwise provided, all motions and amendments shall be passed by a majority of the members of Synod present and voting.
- (c) The person occupying the Chair shall have a deliberative but not a casting vote. Whether the matter which is the subject of the vote relates to the appointment of a member of Synod to any particular office or committee, voting shall be by ballot.
- (d) When the question is put to the vote, tellers shall be named from the Chair and shall give in their report on each division taken. Except where otherwise stated in these Rules of Order, the vote may be taken in the first instance on a show of voting cards, the result, in the opinion of the person occupying the Chair, declared therefrom. In all cases of doubt the vote shall be taken counting the cards held up. On any question, if one third of the present and voting members of either House so wish, voting shall be by ballot.

Rules of Order of Brechin Diocesan Synod (2000)

- (e) When voting by Houses, the Houses must meet separately if one third of the present and voting members of either House so wishes. When Synod votes by Houses, the numbers of the vote in each House shall be recorded, and a majority of those present and voting shall be required in each House for the passing of the motion.
- (f) A challenge to the accuracy of the Minutes shall be made by way of an amendment to the motion that the Minutes be approved. Only those members who were present at the previous meeting to which the Minutes relate shall be entitled to vote on the said amendment.

13. Election, Selection or Appointment of Members of Office

In the case of election, selection or appointment by Synod of a member of Synod or of any other person to any office where the number of candidates nominated exceeds the number of vacancies, the member or person to be elected, selected or appointed as the case may be shall be determined by a vote (or votes) by ballot in (each of) which members will be entitled to vote for as many candidates as there are vacancies. No members may record in the ballot more than one vote for any candidate. The candidate or candidates having the highest number of votes shall be declared duly elected. If there is equality of votes for the last vacancy, this shall be resolved by ballot or by a show of voting cards.

14. Assessor

The Chancellor of the Diocese (whom failing the Registrar, whom failing another person nominated by the Administration Board) shall act as Assessor to the person occupying the Chair. The Assessor shall intervene as Assessor only on the call of the Chair, without prejudice to the right of the Assessor, when a member of Synod to speak and vote as such.

15. Suspension of Rules

The application of any of these Rules of Order may be temporarily suspended or amended by a majority amounting to two-thirds of those present and voting. Voting shall be in one House.

References

Canon 50: Of Diocesan Synods

The Rules of Order of the General Synod

The Constitution of the Diocesan Synod of the Diocese of Brechin

Constitution of Brechin Diocesan Synod (2025)

CONSTITUTION FOR THE DIOCESAN SYNOD OF THE DIOCESE OF BRECHIN

(Scottish Charity No SCO16813)

Approved by Diocesan Synod, October 2025.

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 Section 7 – Diocesan Synods and Congregations – of the Digest of Resolutions 2024 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. The Diocesan Chancellor or Registrar may also attend as assessor to the Synod.

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 under Canon 52 Section 7, the lay members of the Diocesan Council ex officio and such additional lay members as elected by the Diocesan Synod. General Synod members of Diocesan Synod comprise those lay representatives or alternates elected from each diocese. In addition, other members of the General Synod through membership of provincial boards and committees are for their period of office members of the Diocesan Synod.

3(b) Alternate Lay Representatives, Lay Readers, Church Army Evangelists, members of Religious Orders and others 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. In accordance with Canon 50 Section 7 the Bishop shall preside at meetings of the Synod. 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/Independent Examiner whose appointment shall not be for a longer period than until the next Annual Meeting of Synod.

Trustees

6. The Diocesan Council shall be the Charity Trustees for the diocese.

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

Boards and Committees

Constitution of Brechin Diocesan Synod (2025)

7(a) In case of emergency or in matters requiring immediate action, the Diocesan Council shall be responsible for acting on behalf of the Synod.

7(b) In any emergency in the absence of the Bishop the Dean shall chair; if neither is present the Council shall appoint one of its members to chair the meeting.

8(a) The Diocesan Council shall administer the strategic direction and life of the diocese on behalf of the Diocesan Synod in all matters of mission and ministry, finance, property, and governance, and in such matters sent to the diocese by the General Synod. As Charity Trustees, 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, Diocesan Treasurer, Diocesan Secretary, four Lay Members elected by the House of Laity and four Clergy members elected by the House of Clergy.

The Diocesan Secretary shall act as Secretary to the Diocesan Council. The Diocesan Council shall have the power to co-opt members for any vacancies that may arise between Synods whose term shall only continue until the next Synod.

Each member of the Diocesan Council shall have one vote.

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

9(a) 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, the Diocesan Secretary, the Diocesan Archivist and include other persons with professional expertise in architecture, ecclesiastical artefacts and liturgy to consider and determine proposals relating to all changes to the fabric of Church Buildings as provided under Canon 35 (1). In addition Synod shall elect up to six members to serve for a term of three years. At least one of the elected members will be a member of the House of Clergy.

9(b) The primary function of the Diocesan Buildings Committee is to fulfil the requirements of Canon 35. A secondary function is to fulfil the role accorded to it in the Provincial Recommended Guidelines on Minimum Standards for Clergy Housing. A subsidiary function is to exercise the authority to review and endorse applications on Provincial building and loan grants, net zero grants, and Rectory Green grants on behalf of Diocesan Council. In addition, the committee will provide information, advice and support to the Diocese and to individual charges relating to changes to the fabric or buildings including visits or inspections which are unrelated to Canon 35 applications.

Members and Conveners

10. Unless otherwise specified in this Constitution, elected members of the Diocesan Council shall serve a term of three years and may be re-elected or reappointed provided that no member shall serve for a continuous period of more than six 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 Diocesan Council until the next Annual Meeting of Synod when an appointment shall be made for a new three year period.

Constitution of Brechin Diocesan Synod (2025)

Quorum

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

12. At meetings of the Diocesan Council, 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

13. 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

14. Notwithstanding the power of the Diocesan Synod to amend its constitution or to adopt a new Constitution at a duly constituted meeting thereof, the Constitution of the Diocesan Synod shall be reviewed by the Diocesan Council for the next Synod and at the end of each five year period thereafter, and any recommendations for alteration brought to the Diocesan Synod.
