

DELIVERANCES OF THE GENERAL ASSEMBLY 2019

SPECIAL COMMISSION ON STRUCTURAL REFORM

The General Assembly:

1. Receive the Report.
2. Appoint with effect from 1 June 2019 a new trustee body, to be named the Assembly Trustees, to replace the Council of Assembly in accordance with Appendix 1 but subject always to the following amendments to Appendix 1:
 - (i) Delete the words “and others” where they appear in the third line of paragraph 23;
 - (ii) Amend paragraph 32, sub-paragraph I. of Appendix 1 by adding the word “and” after the word “Agencies”;
 - (iii) Delete the existing paragraph 57 and substitute “The Trustees, through the Central Services Committee as a constituent committee of the Trustees, shall act as one of the employing agencies of the Church in respect of corporate service staff.”
 - (iv) Amend paragraph 63 to read as follows: “The Trustees shall oversee and manage all media engagement for the Charity arising from major reputational opportunities and risks, working with such Agencies as may be appropriate.”
 - (v) Amend paragraph 72 to read as follows “For the avoidance of doubt, paragraphs 66, 67 and 68 shall not apply to the Church of Scotland General Trustees, the Church of Scotland Housing and Loan Fund for Retired Ministers and Widows and Widowers of Ministers and the Church of Scotland Trust, all of which may deal with heritable property and other assets without the approval of the Trustees.”
 - (vi) Amend paragraph 73 by adding at the end (so as to apply to both sub-paragraphs 1. and 2.) “and the terms “Agency” and “Agencies” shall include any successor bodies to each of the bodies named above.”
 - (vii) Amend paragraph 40 in Appendix 1 by deleting “Charity” and replacing it with “Fund” on two occasions.”
 - (viii) At the end of the first sentence of paragraph 7 add “requiring that the Selection Committee will provide Commissioners with the names and biographical details of the 12 proposed Initial Trustees at least 24 hours before they are invited to vote on the appointments”.
 - (ix) At the end of paragraph 10 in Schedule C add “A report shall be made to the General Assembly each year as to each Assembly Trustee’s attendance record at Trustees’ meetings.”
 - (x) At the end of paragraph 8 add “and in future selection processes, due consideration shall be given to ensure that the diversity of Church membership is reflected in their selection, this to include consideration of an appropriate gender balance and level of youth representation.”
 - (xi) At the end of paragraph 14 in Schedule C, add “providing (1) that in the event of vacancy among the Trustees, the quorum shall be reduced by the number of vacancies and (2) that as regards stipend determinations, the quorum shall be 6.”
 - (xii) but subject always to the addition of a new clause 73 (and renumbering thereafter) in Appendix 1:

“Alteration

73. This Constitution and Remit may be amended only with the approval of the General Assembly or a Commission of Assembly.”
3. Instruct the Assembly Trustees to bring to the Commission of Assembly if called, failing which to the General Assembly of 2020, a clear description of the role and

- composition of the Audit Committee, including a requirement that the Chair of the Audit Committee is not an Assembly Trustee.
4. Instruct the Assembly Trustees as a priority to consider and better define the relationships among the Convener, Chief Officer and Principal Clerk with a view to ensuring that the Chief Officer reports to the Convener of the Assembly Trustees and the Principal Clerk reports to the Convener of the Assembly Business Committee***.
 5. Instruct the Selection Committee to propose to this General Assembly the names of twelve trustees, each to serve from 1 June 2019 for periods of one, two or three years, including a Convener, a Vice-convener and an Administrative trustee.
 6. Instruct the Assembly Trustees to appoint a senior management team to oversee the work of the Unincorporated Councils and Committees (SC011353) in accordance with the terms of Appendix 1 and to take steps immediately to appoint a Chief Officer and, where necessary, additional temporary support to facilitate the process of change.
 7. Instruct the Assembly Trustees to begin reducing the administrative costs within the central organisation of the Church by 20%-30%, if possible within one to two years, and to initiate a review of the staff pay grade scheme and report to the General Assembly of 2020.
 8. Approve, in accordance with paragraph 29 of Appendix 1, the merger of the Ministries Council with the Mission and Discipleship Council and the merger of the Church and Society Council with the World Mission Council, both to take effect on 1 January 2020, and instruct the Assembly Trustees to request that the Legal Questions Committee call a meeting of the Commission of Assembly as soon as possible but no later than 31 December 2019 to consider proposals from the Assembly Trustees in accordance with paragraph 29 for a name, structure, remit and membership of the two new groupings.
 9. Instruct the Assembly Trustees to initiate discussion of ways in which the Social Care Council and Crossreach can become a more self-sustaining and financially viable organisation at "arm's-length" within SC011353 and to report progress to the General Assembly 2020.
 10. Appoint a new Assembly Business Committee to replace the Assembly Arrangements Committee with effect from 1 June 2019 in accordance with Appendix 2.
 11. Instruct the Selection Committee to propose the names of eight members of the Assembly Business Committee to this General Assembly, including a Convener and Vice-convener.
 12. Instruct the Assembly Business Committee to prepare plans for the General Assembly 2020 to ensure that progress on structural reform is adequately considered in all its dimensions, and, in particular, that the Assembly Trustees are given the fullest opportunity to report on progress achieved on matters of strategy, finance, governance, and staffing.
 13. Instruct the Assembly Business Committee, in consultation with the Legal Questions Committee, to bring forward amendments to Standing Orders to ensure that each Trustee is included as a corresponding member of the General Assembly when not otherwise a commissioner.
 14. Instruct the Assembly Business Committee to report to the General Assembly 2020 on ways in which the composition and format of the General Assembly can more effectively and efficiently serve the work of the Church.
 15. Discharge the Panel on Review and Reform with effect from 1st June 2019 and thank its Convener, members and officers for their service.
 16. Instruct the Assembly Trustees to make provision for adequate research and analysis to be undertaken in order to inform the vision, strategy and policies of the Church.
 17. Commend the work of the Principal Clerk in facilitating Presbytery reform and encourage him to continue this process with a view to reducing significantly the number of Presbyteries within the next five years.
 18. Instruct the Mission and Discipleship Council** to assume, from 1 June 2019, responsibility for organising Heart & Soul 2020.

19. In order to ensure legal continuity between (i) the Council of Assembly and the Assembly Trustees and (ii) the Assembly Arrangements Committee and the Assembly Business Committee, the General Assembly declare that:
 - (a) the Assembly Trustees shall assume the whole properties, assets, rights, functions and obligations of the Council of Assembly and its constituent committees including the Central Services Committee. Existing trust funds and all future donations and legacies received in connection with the Council of Assembly shall be held and applied by the Assembly Trustees, all according to the terms and conditions applicable to them.
 - (b) the Assembly Business Committee shall assume the whole properties, assets, rights, functions and obligations of the Assembly Arrangements Committee. Existing trust funds and all future donations and legacies received in connection with the Assembly Arrangements Committee shall be held and applied by the Assembly Business Committee, all according to the terms and conditions applicable to them.
20. Thank the Convener and members of the Council of Assembly for their service to the Church.
21. Thank the officers of the General Assembly, and staff members of all Councils and committees for their commitment, dedication, and hard work.
22. Thank all those who have constructively engaged with the Special Commission whether in person or in writing.
23. Thank and discharge the Special Commission.