

**Subject:** Strictly Private and Confidential: GSO staffing matter

**From:** John Stuart <secgen@scotland.anglican.org>

**Date:** 11/07/2019, 17:33

**To:** "Mr Robert Gordon ([REDACTED])" <[REDACTED]>,  
"Rt Rev Dr John Armes (bishop@edinburgh.anglican.org)" <bishop@edinburgh.anglican.org>, "[REDACTED]" <[REDACTED]>,  
"Rt Rev Kevin Pearson (bishop@argyll.anglican.org)" <bishop@argyll.anglican.org>, "[REDACTED]" <[REDACTED]>,  
"[REDACTED]" <[REDACTED]>,  
"[REDACTED]" <[REDACTED]>,  
"Most Rev Dr Mark Strange (bishop@moray.anglican.org)" <bishop@moray.anglican.org>, "[REDACTED]" <[REDACTED]>

Dear Members of Standing Committee

This is to inform you that, with regret, we are shortly about to conclude a mutually agreed arrangement with [REDACTED] in terms of which she will leave the employment of the Church.

[REDACTED] is [REDACTED] and I would ask please that you do not endeavour to contact her.

I have liaised closely with Robert, as convener of the committee, and the Primus over this situation and with their agreement, we have reached agreement in principle on a settlement in terms of which [REDACTED] will cease to be employed later this month and will receive, in addition to pay in lieu of her three month notice period, a compensation payment of £30,000, which generously recognises her long period of service to the Church (nearly 16 years).

The arrangement with [REDACTED] will be subject to strict confidentiality on both sides and the information in this email should not be shared with others. As part of the arrangement an "exit statement" and job reference will be agreed with her. That exit statement will constitute the only public statement which will be made on the subject by either her or the Church.

[REDACTED] has been represented during the negotiation by an independent legal adviser, and a contribution towards her legal costs will be funded by the Church as part of the settlement.

I am sorry to have to email in these terms, which I realise may come as something of a surprise to some of you. If you wish to discuss this, please feel free to contact either me or Robert.

Kind regards

John

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Secretary General

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