

Fiona MacMillan

About me

I'm a trustee of Together for the Church of England and former trustee of Inclusive Church (2016-2025). I'm disabled, neurodivergent and use a wheelchair. I'm a native Londoner with one adult daughter and live in a council flat with a wild garden full of sparrows, bees and blackberries.



Church experience

- I've been part of **St Martin in the Fields** since childhood – I grew up in London and went to St Martin's High School. This has grounded my faith in a very practical theology.
- At St Martin's I've led evening prayer and intercessions, preached, sung in the Choir and worked in the soup kitchen. I've been an online steward for live-streamed services, led live-streamed compline and zoom small groups for lectio divina and Lent courses. I hold a monthly online coffee gathering for disabled Christians to share our lives and faith.
- I served on PCC, Deanery and Diocesan synods then was elected to General Synod in 2021. I represent the diocese on the group discerning who will be the next Bishop of London
- I'm a member of the Nazareth community, practising contemplative prayer, sacrament and service. I knit hats for our International Group, a community of people including refugees and asylum seekers.

Work experience

- I spent 10 years managing pioneering health projects, including as General Manager for a company with £2m turnover, then studied at the School for Social Entrepreneurs, becoming one of its first Fellows.
- I use my experience of **disability, faith and church** as a practitioner, advocate, speaker, and writer. **Talks, panels, training and workshops** have included for Bristol, Ely, Europe, Liverpool, London, Portsmouth, St Albans and Southwark dioceses, the Church of England's national DDO conference, Praxis South, Church for Everyone, Generous Faith, MOSAIC, WATCH lay women, Quaker national gathering, National Justice & Peace Network, Episcopal Parish Network, Church Times, HeartEdge, Greenbelt and Southbank. I've edited two booklets and contributed chapters to four books.
- I chair St Martin's **Disability Advisory Group** and lead the planning team for an **annual conference on disability and theology**, a partnership with Inclusive Church. It's **centred on lived experience** – disabled people gathering to resource each other and the Church.
- Since 2023 I've co-led **neurodiversity training in the diocese**, initially for clergy and licensed lay ministers, children and young people's ministry, bishops and senior staff. It has been welcomed across our diverse church traditions. More than 500 people have attended introductory training in London so far, and 150 opted for whole-day follow-on training.
- In 2023 I joined the pilot of **Enabling Leaders**, a leadership development course for disabled and neurodivergent clergy and lay leaders. I now serve on its Steering Group.

Proposer: Savitri Hensman, Stepney Deanery Synod - 'Fiona has been involved for many years with different equality issues. She has a gift for working with others in creative ways, exploring and living out faith, and is deeply committed to making the church accessible and welcoming for all.'

I would be grateful for your FIRST or highest preference vote. Thank you.

What have I done on General Synod in the last 5 years?

- **I've been an active Synod member**, attending every session. I've co-led Accessible Synod and organised fringe meetings around Living in Love & Faith, disability and neurodiversity. I've advocated for diocesan members on topics from Youth Synod to housing for our poorest retired clergy. I've asked 30 questions on matters from safeguarding to racial justice, finance, governance and ministry.
- I've offered **14 speeches in debates on:** assisted suicide, codes of conduct for lay officers, disability, funding priorities, governance, LLF, national care service, neurodiversity, poverty, racial justice, representation, safeguarding, and the value of work.
- **I was elected by Synod to the Committee for Ministry of and among Deaf & Disabled People (CMDDP)**, a sub-group of the Archbishops' Council. This means I represent Synod on the **national Disability Task Group**, advocating for a modern understanding of disability work that's centred on lived experience. I've helped to shape strategy, update language and make a case for funding.
- I established and **chair the national Neurodiversity Working Group** who brought the **first ever neurodiversity motion** to Synod in July 2026. *All Kinds of Minds* affirmed neurodivergent people as intentionally and lovingly made, and called for the removal of barriers at every level of the church: it was passed unanimously.
- **I represent Synod on the Mission & Public Affairs Council** overseeing research, policy work and public commentary on social, political and ethical issues. I've worked with the Faith in Public Life team on responses to government consultations on **welfare reform**, and the **Timms Review**.

What do I stand for?

- **I believe that all exclusion is the same exclusion: the body of Christ is not whole until all are flourishing.** I'm committed to equality at all levels and roles within the church, regardless of disability, ethnicity, gender identity, learning disability, mental health, neurodiversity, socio-economic status, sex or sexuality.
- **Climate Emergency.** We need to build on progress towards carbon zero as a matter of urgency.
- **Good governance.** We are all served by clear process, transparency and accountability.
- **LGBTQ+ people** have been faithful despite the pain of discrimination. Equality will be an act of love, blessing a sign of hope.
- **The parish model of ministry** is a cornerstone to keep. Resources should be used to support clergy and laity in sustaining and developing local parish ministry for the 21st century.
- **Safeguarding.** The Church has failed repeatedly to understand our safeguarding responsibility and duty of care. We need humility, honesty and a fully independent safeguarding body.
- **Spending priorities** are a sign of our values, particularly in times of financial constraints. We need to fully resource the work of racial justice and support parishes in poorer communities.
- **Jesus's life, example and teaching call us to the edge.** Too many people remain on the margins of society. The Church needs to resource in different ways, rediscovering an ability for innovation by listening to and working with people. Church on the edge becomes a place of growth and human flourishing.

Seconder: Emily Richardson, Hammersmith & Fulham Deanery Synod - 'Fiona has a strong track-record. She listens to others and, more importantly, to the Spirit, being guided by prayer to work for practical change in God's church.'

Please contact me if you would like to know more: macmillanfmr@gmail.com