

**THE UNITED DIOCESE  
OF GLASGOW AND GALLOWAY**



**DIOCESAN DESCRIPTION**

## Episcopal Election Profile - Glasgow and Galloway

The College of Bishops felt that it might assist those who are potential candidates in the present episcopal vacancies in Glasgow and Galloway and Argyll and the Isles if a contribution from a provincial standpoint was included with the Diocesan Profiles. The Primus offers this comment:

In recent episcopal elections, those who have engaged with the Preparatory Committee have included both currently-serving priests of the SEC and those who come from outwith Scotland. The reflections in this paper are offered both to assist those who from various stand-points are attempting to 'think themselves into' the possibility of episcopal ministry in the Scottish Episcopal Church (SEC) and to offer some suggestions as to the kind of issues which may engage all who serve in this ministry in the church today.

The SEC is a small church - but its smallness is offset by its long history, the vigour and capacity of its clergy and laity and the role which it occupies in the unfolding story of the Anglican Communion. While the SEC may seem to lack the 'solidity' of structure and process which is enjoyed - or regretted - by other larger churches, it can offer opportunity for flexibility and innovation in mission and ministry. In our central structures, we are a church of 'small government' in relation to the demands placed on local congregations. This has enabled us to continue to support congregational life as a priority - avoiding the tendency to group together ever-larger numbers of congregations.

As a minority church, the clergy and people of the SEC find that they have to be creative in engendering opportunities for ministry to the whole community. One of the most positive changes of recent years is a growing partnership in mission and ministry with other churches (although the practical expression of this may vary from place to place). Paradoxically, we find that the openness of a secular society is enabling us to move forward in a positive way. Our civic presence is markedly increasing in certain localities. We find that our pattern of worship and our strengths in spirituality and prayer are attractive to those who are 'spiritually searching' even if not over-enthusiastic about institutional religion.

In its tradition of worship, the SEC belongs mainly in the liberal catholic ethos. Part of the richness of our life is that we have a number of strong and growing congregations of evangelical tradition. Our life has been enriched by a major focus on patterns of clergy-lay sharing in collaborative ministry and we have been glad to share that development with churches in other parts of the Anglican world. At present we are attempting to define our mission in Scotland today.

In terms of the continuing tensions and difficulties of the Anglican Communion, the SEC has tended to adopt liberal stances. But we are, in common with other provinces, a divided church in a divided communion.

The Diocese of Glasgow and Galloway is one of our larger dioceses. It has a vibrant and developing life in mission and ministry. Situated in the west of Scotland, it faces some of the challenges which are characteristic of the area. The high level of social and economic deprivation which is characteristic of parts of the greater Glasgow area is a major issue as is sectarianism which remains a major challenge facing the city.

All Diocesan Bishops are members of the College of Bishops. The Scottish Episcopal Church has no Archbishop and *the College* is chaired by the Primus, acting as "primus inter pares". The College of Bishops exercises a form of leadership or episcopate within the Province as a whole. That corporate episcopate is exercised in part through individual bishops representing the College on provincial Boards and, in the case of the Faith and Order Board, by the fact that all seven Bishops are members of the Board. Meetings of the College, which happen approximately six times a year, are an opportunity for the College to engage with the practical outworking of that corporate episcopate, for example, perhaps by the consideration of new texts from the Liturgy Committee or the implications for the Province of developments in the wider Anglican Communion. The College is also a place where the bishops collectively can support one another or exchange ideas and good practice.

August 2009

## Introduction

The United Diocese of Glasgow and Galloway is one of the seven dioceses of the Scottish Episcopal Church. The Provincial web site contains a succinct summary of the history, polity and liturgies of the Church as a whole, and rather than repeat that information here, readers are simply directed to that site -

<http://www.scotland.anglican.org/>



The Diocese is one of great contrast and variety; it comprises some of the most breathtakingly beautiful scenery in the whole of Scotland in its rural south, together with areas of post-industrial blight in the more northerly urban areas. While geographically large, it manages to be relationally intimate; with 63 charges and an adherent membership of 8683 (including Communicants) - synods and other gatherings are of a size and nature that enable both laity and clergy to get to know each other well. The diocese embraces congregations and worshippers of every churchmanship from High Anglican to Evangelical Charismatic, and its clergy try to live as one family in a spirit of friendship and mutual respect.

There are 40 Stipendiary Clergy of whom 19 are Instituted, 16 Licensed, 4 hold Commissions and 1 has Permission to Officiate. 7 of the stipendiary clergy are women, 6 of whom have charge of congregations. There are 20 clergy with Commissions, of whom 7 are women. 36 clergy hold Warrants, of which number 6 are women. 14 have Permission to Officiate in the Diocese. A small number of those with Warrants and Permissions to Officiate are not resident in the Diocese.

As the description offered below indicates, we are a diocese with a lot of energy, both realised and unrealised. We have a vision of being - and continuing to become - a people who face 'Godward, Outward, Forward' and work hard to put that mission statement into practice through coherent policies and practices at both diocesan and charge level. We honour our historic past and look to God's exciting future in faith, hope and love.

## **The history and geography of the Diocese**

The United Diocese of Glasgow and Galloway was created in 1837, when the two constituent parts, which had been held with Edinburgh (Galloway from 1697 and Glasgow from 1809) were separated from that see to become a separate United Diocese. The then Dean of Edinburgh was elected as the first bishop of the United Diocese. In 1907, St. Mary's Church, situated in the west end of the city of Glasgow, was raised to Cathedral status as the Cathedral Church of the United Diocese.

The geographical area covered by the Diocese forms a 'triangle' encompassing the west-central lowland Glasgow conurbation, Renfrewshire, Lanarkshire, Ayrshire and the whole of the Dumfries and Galloway region of south western Scotland (the former counties of Dumfriesshire, Kirkcudbrightshire and Wigtonshire).

The Diocese extends from its border with Argyll and the Isles, north of Helensburgh and Loch Lomond, some 100 miles south-west, by Ayrshire and the Firth of Clyde, to the Rhinns of Galloway and the Solway Firth. The distance from Portpatrick, the westernmost southern congregation, across the Galloway region to Gretna on the English border, is again approximately 100 miles, as is the distance north from Gretna, up through Lanarkshire, east of Glasgow (bordering with the Diocese of Edinburgh east of Shotts) as far as the northern border with the Diocese of St. Andrew's, Dunkeld and Dunblane.

The Glasgow conurbation is the most densely populated area of Scotland, though many of the charges in the wider Glasgow ring have significant rural catchment areas, our congregations mostly being 'gathered congregations' (since, for historical and other reasons, there are many small towns without an Episcopal Church building).

In the Galloway region, where Dumfries is the largest town, and there is a predominantly scattered rural population, most of the congregations have a significant 'small town' and rural ministry. In some congregations, committed members have a round trip of 50 miles to attend public worship. The Galloway Region of the Diocese is the most widespread. Stranraer and Gretna are as near to Glasgow as they are to each other, and the east-west arterial route, the A75, is a single carriageway road for most of its traverse of the region.

For a map of the Diocese:

<http://mapalist.com/Public/PublicMapViewShell.aspx?mapid=50478>

## **Organisational structures**

Thanks to the Diocesan Constitution adopted by Synod in 2005, Glasgow and Galloway has a system of governance that enables representative consultation at all levels. The Diocesan Synod, comprising the Bishop, Licensed and Commissioned clergy and one Lay Representative from each charge, meets annually to discharge diocesan business. During the intervening period, executive authority resides in the Diocesan Council, which constitutes the Standing Committee of the Synod. The Council meets at least four times a year and its membership is as follows: the Bishop, Dean, Provost, Synod Clerk, Diocesan Secretary, Diocesan Treasurer plus one clerical and one lay member from each Region.

The executive body of the Diocesan Council is the Bishop's Staff Group, responsible for the day-to-day management of the Diocese and its resources, meeting as determined by the Bishop. This group comprises the Bishop, Dean, Provost, Synod Clerk, Diocesan Secretary and Treasurer. It oversees the work of the Youth Chaplain and Ministry Development Officer, and invites them and Convenors of Action Groups to attend its meetings from time to time.

The charges in the Diocese are grouped according to geography, each Region having its own Regional Council. The latter comprises three lay representatives of each congregation in the Region plus all clergy, stipendiary and self-supporting. Each Regional Council holds at least four meetings per annum, theoretically enabling a democratic flow of information in two directions. The Regions are as follows: Ayrshire, Galloway, Glasgow South, Glasgow North-East, Glasgow North-West, Lanarkshire and Renfrewshire. Some are cohesive units, functioning well in terms of geography and fellowship, while others are currently in need of redirection and revitalisation. Clerical members of the Regions meet in Regional Chapters; again these meetings display a wide range of efficacy, purpose and frequency. The Cathedral Chapter comprises the Dean, Provost, Synod Clerk and six Canons, but meets rarely.

Action Groups, reporting to Diocesan Council and grouped as a Network for synergy, focus on specific areas of the Church's work: mission, spirituality, education, ministry, stewardship, communication, overseas, church and society, protection of children and vulnerable adults, twinning, worship, liturgy and youth. Convenorship of these groups is unpaid and the appointment of the Bishop; membership is so chosen as to ensure that each area of work is undertaken by enthusiastic volunteers. The Mothers' Union and Cursillo, both with a wide and eager membership, are likewise significant and effective agents of mission in the Diocese.

The 'Diocesan Centre', a suite of offices located on the second floor of an office complex in Central Glasgow, houses the Bishop's Office and the Diocesan Office. The work of the Centre

is carried out by a full-time Office Manager with many years' experience of the Diocese and a 4/5 time Administrative Assistant, plus the honorary Diocesan Secretary and Treasurer. The Centre, which is open daily, houses IT and photocopying facilities for diocesan use and a small resource library of documents on ministry and mission. It is about to undergo refurbishment.

## **Communication**

The diocesan website - <http://www.glasgow.anglican.org/> - has recently been redeveloped as a satellite of the Provincial site and is currently undergoing further redevelopment by a consultant from the Diocese. It is intended to be the primary hub of communication in the Diocese. There is no diocesan Press Officer.

Nearly every charge has its own magazine. Some are also published online as well as in print. Approximately 60% of charges have websites extant or under construction. Not all of the live ones are up to date. The Information & Communication Action Network ('Infocomms' – see below) is helping 17 charges to set up their own web presence. A supplement to church magazines, Diocesan News - <http://www.glasgow.anglican.org/index.php/news/dns/>- is published 10 times a year. It is e-mailed to all Magazine Editors and posted on the website. Designed to suit the simplest of reprographic facilities in the church hall, it carries no pictures. A more immediate way to disseminate news is being explored. Meantime, it is recognised that quite a number of church members are never going to be computer literate and will depend on traditional media for a long time.

**Please note that Diocesan Communications are currently under review.**

The job of 'Infocomms', one of the diocese's 'Action Groups', is to ensure efficient flow of information around the diocese. The group hopes to offer training in media relations and presentation skills in 2010. An electronic mailing list, 'ClergyExchange' serves all clergy in the diocese. An announcement-only e-mail service, 'Ad Clerum', delivers messages from the Bishop and Diocesan Office to clerics-in-charge. A digest of decisions taken by the Bishop's Staff Group is e-mailed to all clergy and the Diocesan News Editor each month, keeping charges up to date with the key issues being dealt with in the diocese.

## **Strengths, challenges and hopes in relation to the following areas:**

- 1. Mission*
- 2. Financial profile*
- 3. Stewardship*
- 4. Vocations and training*
- 5. Care and nurture of clergy*
- 6. Collaboration*
- 7. Worship*
- 8. Children's ministry*
- 9. Youth ministry*
- 10. Dialogue with other traditions/faith communities and diocesan partnerships*

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## 1. Mission

### Strengths

- The Diocese's Mission Core Group organises and delivers mission programmes at a local and diocesan level. This has included *Mission 21, Leading Your Church into Growth* and *Back to Church Sunday*.
- The Mission Core Group is responsible for training, resourcing and deploying facilitators and consultants who can undertake short or extended periods of work with congregations on a range of issues, but mostly in the broad area of mission audit and sometimes in preparation for or during a vacancy.
- The Bishop and the Dean are very "hands on" with congregations and Vestries during vacancies and can bring concerns to the Mission Core Group.

### Challenges

- Most of the Mission Core Group's work is reactive rather than proactive – fire-fighting rather than fire-prevention.
- Many congregations view mission purely in terms of numerical growth in church attendance.
- Some congregations have no passion for mission
- Often clergy feel ill-equipped in this area
- Congregations need to be equipped and empowered to explore mission in terms of social outreach into the community
- It is worth bearing in mind that there are several constraints upon the ease with which the Scottish Episcopal Church can undertake mission; the SEC is not a Church which is national or established, operates a parochial system, holds many chaplaincies by right nor, with a couple of exceptions, runs denominational education.

### Hopes

- A strong diocesan mission strategy which can be promoted from the top.
- Clergy and congregations who are equipped for mission.
- A Diocese which is confident in its role of challenging and supporting congregations in their mission.

## **2. Financial Profile**

### **Strengths**

- The Diocese has exercised prudent stewardship of resources and is now in a position of having a good income stream and adequate reserves. Glasgow & Galloway is probably the best resourced Diocese in the Province.

### **Challenges**

- There will have to be an urgent review of commitments to absorb the increased pension contributions and significant reduction in income from dividends and interest.
- Although at Diocesan level we are adequately resourced, at Charge level the picture is more varied and an increasing number of congregations are struggling to meet current commitments.

### **Hopes**

- The Diocese already has a policy to make cash available for projects and mission initiatives. The vision now being developed for the next ten years is founded on the new Bishop leading and equipping mission throughout the Diocese and where necessary resources will have to be freed up for this purpose.

## **3. Stewardship**

### **Strengths**

- The Diocese has an enthusiastic membership which cares for the Diocese, churches and people. It generates enough money in general for its day-to-day running and obligations. Although the Diocese addresses other stewardship aspects, including better use of its own resources such as training of clergy and lay ministers and pastoral care of the clergy, there are areas where attention needs to be given.

### **Challenges**

- While the Diocese does raise enough money for now, in the current climate this could be at risk.
- Stewardship does not only mean money but has much wider implications for the Diocese and its people namely;

- the Bishop has stewardship of the Diocese and its people.
- the Diocese and its people have stewardship of the Bishop.
- It also means that God has entrusted us with the stewardship of his whole creation and the gifts that He has given to us through Christ. Therefore all people have stewardship obligations to all including:
  - their local churches and congregations
  - the care of the holy spaces where all people can come for rest and support
  - the local and the wider community
  - care of the environment
  - to be an example of Christ's love and forgiveness to all.

We all have an obligation to care for and to use effectively all the "talents" that God has entrusted to us.

- That we will find responsible and appropriate ways of addressing the major issues of the age and maintenance of our buildings, most of which are inefficient especially in terms of fuel use, while retaining a ministry of presence within the communities across the Diocese.
- As a result of these challenges, the coming episcopate will call for considerable skill in change management.

## **Hopes**

- That the Diocese will take a much broader outlook on stewardship and make it central to our life and work.
- That we can develop the skills and talents of the whole Diocese so that clergy, licensed laity, and every member, all are engaged with the work of God and our mission in the world.
- That the diocese will engage more fully with its responsibility for the stewardship of the earth's resources, especially as regards issues of climatic change, energy security and economic recession/debt. While these pressures are mostly global, and not specific to this diocese, they will challenge our Christian commitment to live selflessly and put others' needs before our own.
- That we can be role models and let the world see that the Church can practice what it preaches with care and compassion
- That we can make radical lifestyle choices to become carbon-neutral as individuals and collectively as congregations
- That having achieved Fair Trade status as a Diocese, many more than the current 6 of our 63 congregations will now register with Eco-Congregation Scotland.

## 4. Vocations and training

### Strengths

- The Diocese is committed to the lifelong formation of all engaged in ministry: stipendiary and self-supporting clergy, Readers, and those in the authorised lay ministries of Pastoral Assistant, Eucharistic Assistant and Worship Leader
- To underpin this area of work, it has recently appointed a full-time officer for ministerial development, the only Scottish Diocese so to do.
- As well as training for authorised ministries, the Diocese is keen to encourage the educational and spiritual development of the whole people of God in pursuing discipleship. The "Journey in Faith" course, run by the Education Action Network, is open to all. There are also spiritual directors available; these can be contacted via the Spirituality group, who can give information on places of retreat and forthcoming Retreats, Pilgrimages, or Quiet Days. This Group has organised its own Quiet Days, and also promotes the "Quiet Day for Scotland", organised by Action of Churches Together in Scotland, (ACTS).
- While supporting lay ministry to the full, the Diocese is equally keen to encourage and promote vocations to ordained ministry, especially amongst younger candidates, and is currently experiencing an increase in the number of ordinands in that age-range as well as of candidates attending Bishops' Advisory Panels.

### Challenges

- In Scotland, initial ministerial training of clergy and Readers is devolved to Dioceses, moderated by a central body, the Theological Institute (TISEC). The Diocese at present does not run theological courses for its ordinands or Readers (using external providers instead), and is currently considering how best to set up such training without draining resources from the other areas of necessary provision, such as CMD.

### Hopes

- Two new avenues of development are set to begin later this year: the rural south of the Diocese will be piloting the use of York St John's material for lay theological education, in common with two other rural dioceses.
- A revised form of Ministerial Development Review for all in ordained ministry is about to be rolled out. It is hoped that both these endeavours will be strongly supported by the incoming Bishop.

- Much work also requires to be done in supporting clergy as they develop new styles of collaborative leadership within a mission-shaped church.

## **5. Care and Nurture of Clergy**

### **Strengths**

- There is a formal appraisal and review system available for clergy, enabling them to look carefully at their role and to plan for the future.
- Continuing ministerial education is encouraged.
- Residential clergy conferences give opportunities to meet together.
- The Dean visits each charge every four years.
- The bishop is available for pastoral care.

### **Challenges**

- Many clergy - whether stipendiary, non-stipendiary, or retired - feel isolated.
- In some congregations it is difficult to find cover if there is illness or a crisis.
- Clergy families need greater support and encouragement.

### **Hopes**

- Making pastoral care and nurture of those in ordained ministry and their families a priority.
- Integrating the formal appraisal and informal care of clergy.
- Ensuring that the pastoral leadership of the diocese visit charges at times other than major services or during vacancies (for example, visiting the vestry meeting of each charge once every two years), to foster a stronger sense of mutual commitment in the diocese.
- Finding ways to disperse or delegate pastoral care of clergy on a regional basis.
- Enabling clergy to know one another better and offer support to one another

## **6. Collaboration**

### **Strengths**

- The Diocese has adopted the principle of Local Collaborative Ministry, seeking to encourage and employ the gifts in ministry of all members of Congregations.
- Recognised ministries – Lay Readers, Worship Leaders, Pastoral Assistants, Eucharistic Assistants - receive annual authorisation from the Bishop at a service of affirmation.

## **Challenges**

- Training for, and modelling of, Congregations ministering together is still patchy at best.
- Vision/focus/purpose and leadership can be lost in a morass of rosters, team meetings and minor turf wars.
- What is the place for ordained clergy (particularly stipendiary clergy) in this model and how could training prepare them adequately for this?

## **Hopes**

- The recent appointment of a Diocesan Ministerial Development Officer will help promote the principle of collaboration.

## **7. Worship**

### **Strengths**

- There is a rich tradition of choral worship at several churches in the diocese.
- There is a great deal of uniformity in worship format with the 1982 Eucharistic Liturgy being used at most congregations' main services.
- There remains a rich liturgical diversity with the 1970, 1929 and 1662 Liturgies being used in some places.
- There is also significant diversity in worship styles with traditional high church, experimental All-Age, seeker-friendly, and "emerging" models all being present in the diocese.
- Many churches continue to have midweek services.

### **Challenges**

- The main service on Sundays tends to be the Eucharist, which might help reinforce the 'chaplaincy model' that some congregations have adopted. Ways need to be found of ministering as imaginatively to the unchurched as the church.
- There is little Sunday evening worship offered in our churches.
- To ensure that clergy, preachers and worship leaders remain resourced and enthused for the vital task of leading God's people in worship.
- The usage of the Reserved Sacrament to sustain public worship when a priest is unavailable is currently under debate

## **Hopes**

- We need to maintain and grow our traditions, keeping them God-centred and inspiring, while encouraging, equipping and resourcing our congregations to innovate.
- That we might find help in how to innovate and promote fresh expressions of public worship which help us reach out to the unchurched generations or those who are unfamiliar with liturgical worship.
- Because many people worship in small congregations, we need to give them a sense that the Church is bigger than that, with more opportunities to bring clusters of churches together for worship, perhaps using the Regions as a basis for this.
- Ensuring that our regular Sunday worship is transforming and equipping us to serve our families, friends and colleagues with the love of Christ.

## **8. Children's ministry**

### **Strengths**

- Many charges have very committed and talented people, who give tirelessly of their time and energy to nurture children in the Sunday School situation.
- In addition, some charges run holiday clubs and weekday activities, with ecumenical co-operation.
- The Education Action Network from time to time puts on Diocesan day events to resource and support Sunday School teachers, including occasional events for teachers and children together.
- The Mothers' Union, which has active branches in about one quarter of the charges as well as individual memberships, offers, by request, resources and training in parenting skills, as well as resources for those encountering children in special circumstances, e.g. bereavement.

### **Challenges**

- Numbers of children in our charges tend to be very small as we are not the dominant denomination. This means teachers are dealing with a small number of children with a wide age-range, not making it easy to provide nurture appropriate to each child's age.
- Sunday School teachers can sometimes (depending on local practice) feel isolated from the main worship and learning life of the congregation.
- There is no Diocesan Group whose sole concern is with children's work. The remit of the Education Action Network is very wide, concerning Lay Adult Education and Training in many areas, limiting the amount of time it could be expected to give to those who work with children.

## **Hopes**

- Finding ways by which children's workers have opportunities to meet with others regularly, for training, support and exchange of resources.
- There are important opportunities available in conjunction with The Mothers' Union: eg for more parenting groups, as more people are trained as parenting facilitators, some of which might be amongst families of prisoners.

## **9.Youth Ministry**

### **Strengths**

- A new Youth Chaplain has recently been appointed who, alongside the priestly duties of his charge, has the role of working with those who are leaders of youth in their own churches.
- He and some of the youth leaders are engaged in mapping out strategies for overhauling youth activities, through:
  - identification of parishes and making and following up contacts
  - looking towards targeted youth activities and extension and outreach
  - drafting a resource manual for circulation
- The Diocese is represented by the Chaplain and others on the Provincial Youth Network, which runs a very successful Provincial Summer Camp annually.
- In a number of charges, young people are encouraged to participate actively in the worshipping life of the congregation, as servers or choir members.
- Some charges are engaging ecumenically with youth initiatives in their area.

### **Challenges**

- As with younger children, the numbers of youth of secondary age are small in our charges, meaning these young people feel isolated unless they can attend a bigger gathering.
- There is a shortage of people who feel equipped to cross the generation gap and engage with youth culture.

### **Hopes**

- It is hoped that the work of the Chaplain can bring together the youth groups from their charges to encourage fellowship and commitment and promote development and working together, enabling them to make their full contribution to the life and work of the diocese.

## **10. Dialogue with other traditions/faith communities and diocesan partnerships**

### **Strengths**

- In the area of interfaith dialogue, Glasgow is fortunate in being the home of the Scottish Interfaith Council, and the current Bishop has ensured that the SEC has had a high profile in interfaith events and dialogue, attending, *inter alia*, the bi-annual Forum of Faiths meetings. Those congregations which are situated in areas of the city with a strong multicultural demographic - such as St Ninian's Pollockshields - have engaged in significant local interfaith initiatives.
- Since the collapse of the multilateral church negotiations in 2003 (SCIFU talks), the Scottish Episcopal Church has been in close dialogue with the two other smaller denominations, the Methodist Church in Scotland and the United Reformed Church (EMU talks). The conversations have reached a stage where a Statement of Partnership is to be presented to the respective synods in the summer/autumn of 2009, and if accepted, a formal signing ceremony would take place early in 2010. At diocesan level, there is a growing close co-operation between these three denominations in the areas of theological formation and congregational development.
- Two covenanted Local Ecumenical Partnerships are currently active (Drumchapel Churches Partnership (SEC/RC/URC/CofS) and St John's Dumfries (SEC/Methodist). There are many other Councils/Fellowships of Churches within the diocese offering positive signs of ecumenical activity; at the last estimate, more than 60% of charges were so involved.
- SRAG – (Strathclyde Regional Advisory Group for Local Ecumenical Partnerships) is a sub-group of the National Sponsoring Body of Action of Churches Together in Scotland (ACTS) and makes contact locally with ecumenical partnerships in its designated area.
- On the international front, the Diocese is now in its third year of partnership with the Diocese of Gothenburg, Sweden, a Porvoo Communion linkage. This has offered many exciting opportunities to the diocese and congregations. Four parish-to-parish links have been established and other itinerant choir visits to the diocese have been successful. The Mother's Union and The Swedish Women's Association have developed strong links as has the Youth Network, and both have exchanged visits on a yearly basis. Education Action offered a seminar in Gothenburg on how volunteers work in our diocese as a resource to our partners on their journey in mission.

- Within the Anglican Communion the Diocese has two Companion Dioceses; Byumba in Rwanda , and Kentucky in the USA . This is a rich three-way link, which has continued for more than twelve years, with mutual visits, as well as projects for mutual learning and support. A year before the Lambeth Conference, groups from the three dioceses spent ten days together in Scotland, building bridges at every level. Now two of the three Bishops are retiring and a review may be appropriate.

### **Challenges**

- In some areas, such as Galloway, the impetus for ecumenical working relies upon Episcopalian energy, and this task can feel burdensome at a time when the national church appears to be retrenching somewhat in its ecumenical outreach. The challenge in these areas is to find renewed ways of working locally.

### **Hopes**

- There are plans to explore the possible short-term exchange of diocesan clergy to Gothenburg in the near future.
- It is also hoped that a new Interfaith officer can be appointed to progress the work that was done by the previous post-holder, Revd Dom Ind, and to network with that being carried out provincially through the Committee for Relations with People of Other Faiths (CRPOF).

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***"Godward, Outward, Forward"***

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### **Description of Charge**

The Cathedral is in Glasgow's vibrant inner West End. The local population is mobile, ethnically diverse and includes different faith communities. St Mary's aims to be a community which is open, inclusive and welcoming. It is a gathered community. Some are attracted by the excellence of the music, some by the practical spirituality that is taught and some by the open community which meets week by week in varied services. A distinctive feature of life is an openness to new ideas. This is a congregation which enjoys being challenged spiritually in fresh ways.

We are young, we are old. We are straight, we are gay. Some are single, some are married, some are partnered, some are single again. Some live alone, some live with others. We have different abilities. We have all kinds of different reasons for choosing to make this our spiritual home. People experience God at St Mary's in a variety of ways, including being caught up in the richness of worshipping with hundreds of others and also meeting God in the quiet corner of a peaceful church.

- The typical number of communicants on a Sunday is about 160. There are 2 Eucharists and Choral Evensong.
- There is one full time stipendiary clergy person, one retired ordained divinity professor, one non-stipendiary priest and one half-time stipendiary priest who leaves soon. The hope is that a full-time replacement will be possible.
- Income from members - £109K. Running costs - £182K. Other income from lettings & grants etc.
- 80% of the members are probably aged over 20.

In keeping with a liberal theology, St Mary's strives to provide

- A ministry which is affirming, inclusive, open and non-judgemental.
- Liturgical worship of a high standard.
- Engagement in social concerns.
- A commitment to links with other churches and faith communities.
- A focal point for artistic energy and vision.
- A place of spiritual calm and inspiration as well as spiritual excitement and challenge.

### **Significant Changes**

- Completion of fourth phase of restoration.
- Changes in personnel. New Provost installed in May 2006.
- Large increase in church attendance and communicants.
- Developing excellence in musical tradition. Frequent national broadcasts by the choir.
- New line of 20 young trebles in choir since 2004.
- Extension of welcome procedures. Greater follow-up of new members.
- Children now welcome to receive communion after baptism.
- Loss of effective links with local Church of Scotland congregation.
- Sung Evensong now takes place during choir holidays in summer.
- Greatly expanded orders of service including music, hymns and weekly news.
- Easier opportunities for fellowship after the 1030 Eucharist – coffee now in church and in hall following cessation of 12 o'clock Prayer Book Eucharist.
- Extension of social groups.
- Vulnerable adults legislation now in place.
- New office purchased in 2002.

### **Things the congregation does well**

- Music
- Incorporating people from non-Anglican backgrounds.
- Welcoming new members, including those taking a break from other churches.
- Strong liturgical tradition aiming to celebrate high church traditions without being stuffy.
- Welcoming lesbian and gay people. Well established LGBT group and blessings of Civil Partnerships
- Using new technology eg new website – including online video sermons. Provost's blog ([www.thurible.net](http://www.thurible.net)), online newsletters and social networking (facebook, twitter etc).
- Diocesan Services
- Welcoming people from other countries.

### **What needs to be done better**

- Learning effective management techniques, including the management of volunteers
- Sustainable staffing and funding of the music department
- Improving hospitality within the constraints of building, space & health and safety regulations.
- Proactively applying for grant funding
- Developing oversight and exploring newly available resources for younger church members.
- Adopting good practice in terms of written remits and contracts.
- Reviewing the roles of Provost and Vestry & clarifying roles and accountability amongst clergy.
- Heating the building
- Faith development

**Description of Charge**

Built along traditional Anglican lines, this simple red sandstone Church was opened in 1898. It stands together with a Hall in its own grounds in a quiet residential street of Airdrie. Included in the buildings are various offices, including one room which has been consecrated and is known as St. Andrew's Chapel.

Sung Eucharist is celebrated each Sunday using the 1982 Liturgy. Evening Prayer, with prayers for healing and anointing, takes place on the first Sunday of each month. Junior Church and Crèche meet during school term time and join the service on the first Sunday of the month when the Rector prepares a children's talk, and on major festivals. 'Said' Holy Communion Services are held each Wednesday in St. Andrew's Chapel, using the 1970 Liturgy. Weekday Eucharist is offered on Saints Days throughout the year. During Holy Week we have a full range of services on every day, including ecumenical events. We celebrate all other major festivals.

The current Congregation is a successful joining of 2 Churches from differing traditions although others have since joined from elsewhere. The Church is an incumbency, presently having 102 communicants, 43 adherents and 20 children in the age range newborn – 17 years. On average, 6 children and between 45 and 55 adults attend Sunday Services. We are presently in a vacancy situation.

The Rector was a member of the Clergy Fraternity and was a member of the Airdrie Council of Churches. Three congregational representatives also attend Airdrie Council of Church meetings. The Rector, Lay Representative, Alternative Lay Representative and People's Representative attend regular meetings of Lanarkshire Regional Council. A Pastoral Team was formed to visit the housebound outwith the Rector's normal communion visits and during the vacancy they will continue these visits, taking communion to the sick and housebound.

Total annual giving by members, including Gift Aid tax reclaimed, amounts to approximately £27,873, of which sum £22,622 comes from Freewill Offering. Annual running costs amount to approximately £63,066. 36% of the Congregation are aged 70 and over, with 60% being 60 years of age and over.

**Significant Changes**

- Ongoing contacts with our linked Dioceses of Kentucky, Byumba and Gothenburg.
- Friendship links with a Congregation in the Diocese of Jerusalem.
- An Annual Summer Mission for Primary School aged children
- Annual Vestry Away Day.
- Congregational Retreat at the College of the Isles, Millport.
- The "Discovery" Study Group.
- Active involvement with the Helping Hands Homeless Charity.
- Played a leading role in the re-formation of Airdrie Council of Churches in 2006.

Many fundraising events have been held in the Hall which allowed, with the help of other Grants, the re-slating of the Hall Roof; renewal of the Church's guttering; replacement of the path and installation of a ramp giving disabled access to the Hall; installation of a toilet for the disabled; renewal of Valley Guttering; repair of steps to the Church and the purchase of new folding chairs and a stacking trolley.

As a result of the 'Leading your Church into Growth' Conference, the Vestry agreed that Christmas Cards giving the dates of services should be distributed to all neighbours in Springwells Avenue and to all Hall Users. This led to a few people attending the Christmas Service.

**What the congregation does well**

- A welcoming and friendly Congregation.
- Very pro-active regarding sourcing finance and undertaking work for Church buildings and contents.
- Positive engagement with ecumenical activities.
- Willingness to engage with mission activity and new developments as described above.
- A recent successful Stewardship campaign.

**What needs to be done better**

- Reach out to our local community.
- Create a larger pool of dedicated workers from the Congregation to support worship and other developments.

### **Description of Charge**

St Mungo's serves an area with a very wide social mix, which is represented within the congregation. Our worship and churchmanship is on the 'high-church' side of middle of the road – moderate catholic without the incense!

We have a half-time stipendiary Priest-in-Charge, and just recently one of our members has been authorised as Pastoral Assistant. He is also a Eucharist Assistant and is authorised to take Reserved Sacrament to the sick and house-bound, and to conduct services in church occasionally, with the Reserve Sacrament, if the priest is unavailable.

In addition, there are 4 more Eucharist Assistants who can administer the chalice. Ten people are on the rota of lesson-readers (including one 11 year old) and 7 take turns at leading intercessions. As a result of the 'Leading Your Church into Growth Conference' last year, a small group was set up (those who attended and one who was unable to attend) to develop 'mission'.

The average number of communicants for the two Sunday services is just over 41 (10 at 9am, 31 at 11am). Annual congregational giving is just over £23,000 (year ending 31/8/09) including income tax recovered. Annual running costs are approximately £33,000, excluding recent capital investment in church hall extension and refurbishment.

The age demographic of the congregation: approx. 80% are over 60 years.

### **Significant changes**

There have been major structural improvements – repair and refurbishment of the church hall including retiling of its roof. The church roof has also seen considerable repair work. The interior of the church has been enhanced including a new carpet, replacement Stations of the Cross, and a new sink unit in the Vestry.

In 2001, a new Priest-in-Charge came to St Mungo's. The congregation have responded to her leadership and encouragement with positive outcome.

There is an ageing congregation, and the local community has suffered increased unemployment levels, largely due to the closure of Polaroid and a distillery.

### **What the congregation does well**

- Liturgy
- It is welcoming to newcomers. Members are non-judgemental and inclusive.
- Members are very good at looking after each other.
- 'Back to Church Sunday', annual leaflets drops (particularly in areas of new housing), outreach in the form of a Craft Group and other small attempts at mission and evangelism have resulted in a few new members. Many visitors came to St Mungo's that was a venue for the Loch Lomond Quilt Show; the kneelers were of especial interest.

### **What needs to be done better**

There is a need to engage with young people; however at present there are not enough adult members of an appropriate age available to help with this on a sustainable basis.

### **Opportunities for positive development**

There are opportunities to engage with groups that use the church hall: Mothers and Toddlers, Rainbows, Brownies, Guides, but again there is a shortage of younger members to do this work. More positively, the focus of members' activity can be directed towards mission and outreach now that the necessary up-grading of church property has been accomplished.

Tourism has developed with the new Loch Lomond Shores project and the Loch Lomond and Trossachs National Park. Relations with the new Warden of Loch Lomond Youth Hostel are good; St. Mungo's information leaflets are on display there, in local hotels etc, and the Tourist Information Office.

Sometimes things develop themselves as in the case of the craft/knitting group, which, through visiting St Margaret's Hospice, has found a use in knitting shawls. Sometimes we just have to leave it in God's hands.

## **ANNAN St John the Evangelist (Annandale Group) – St John's Road DG12 6AW**

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### **Description of Charge**

We are a traditional, middle of the road, congregation enjoying Sung Matins on the first Sunday of the month and Prayer Book 1662 Communion Office on the third Sunday. The 1982 liturgy is used on other Sundays and all communion services are eastward facing. The Grey Book is used for the monthly mid-week communion. There are around 20 to 24 communicants on Sunday and usually 6 on the weekday. St John's is one of the oldest charges in the Diocese. The congregation was initially formed, and the church built, by local landowners to provide for their religious traditions and the spiritual needs of their estate workers. The present congregation correctly rejoice in our heritage. The church and hall are situated in a busy road also called St John's reflecting the church's prominence in the town at that time.

As part of the Annandale Group of Charges, we share in a collaborative ministry. There is a full time minister and a three-quarters time minister who is nearing retirement. The full time priest lives in Annan and is well known in the wider community. The three quarters time priest lives in Lockerbie. They exchange on one Sunday most months when our minister takes services at Moffat and Lockerbie. Other retired ministers and lay readers cover holidays. As Annan has an early Sunday service our minister is mostly here before going to another of the churches. We have Eucharistic Assistants and lesson readers. An intercessor and the offertory procession have only recently been introduced to encourage participation by members of the congregation.

Income from all sources for 2008 was £14356 with running costs of £13731. Part of this is £7500 towards the Annandale Group Ministry Costs. Augmentation of £13000 plus and a travel grant is received by the Group Treasurer from the Province via the Diocese.

80% of the members are probably aged over 70.

### **Significant changes**

The restoration of the church, grounds and part of the hall was completed in 1998 and the church was re-dedicated by the Bishop. This was funded by Heritage Lottery and other sources amounting to over £120k. New heating systems and disabled toilets were installed. Increased use of the hall by various clubs and societies provides some, but not enormous, income. Renovation, upgrading and necessary repairs to the hall are ongoing.

The formation of the Annandale Group in 1997 altered the close link between us and Lockerbie which had existed since 1972. This was missed but the congregation eventually adapted well to this change forging new links with the congregations of Gretna and Eastriggs.

The minister is involved in chaplaincies to Annan Academy, Annan Evergreen and Somerfield Supermarket, and was chairman of the ecumenical Annan Churches Together until this year. We are committed to this and our ecumenical involvement has made us more aware of community needs. The use of the hall by local groups has brought us into contact with a much wider audience. The response of the congregation is measured by their involvement.

Some years ago the minister wished us to play a part in the Remembrance Sunday services in the town. This had not happened for several decades. Our service time on that Sunday was changed to accommodate this and every year we host some non-church uniformed organizations – British Legion, ex-servicemen etc as agreed with the community council – after the town community service at the war memorial.

### **What the congregation does well**

We are very good at change and being adaptable, considering the average age of the congregation. We are involved in Christian Aid. Our open lunches held several times a year attract many in the town.

### **What needs to be done better**

We need to continue raising the profile of the charge in the community.

**Description of Charge**

St. Andrew's, Ardrossan, was consecrated in 1874 and became a constituent part of the North Ayrshire Team in 1997 (St. Peter's, Dalry and St. Andrew's, Irvine are the other Episcopal churches involved). The Rector has overall responsibility for all three charges for which task he has the assistance of two non-stipendiary priests and one licensed Lay Reader. In addition, he regularly makes use of a number of lay Worship Leaders and Eucharistic Assistants. Moreover, intercessions and readings are usually carried out by lay members of the congregation. Not least there is a nine-strong elected Ardrossan Vestry (excluding the two clergy representatives).

There is on average 45 communicants at the main Sunday service. Our main worship service is a Family Eucharist, though there is a regular Family Service which is a little lighter in tone. 70% of church members are probably over 50.

Annual giving is allocated primarily to a joint fund covering all three charges and totals approximately £50,000.

**Significant changes**

The main change affecting St. Andrew's, Ardrossan in the last decade is the linkage with St. Peter's, Dalry. In the community at large, this same period has seen a continuation of economic decline as major employers contract or disappear.

**What the congregation does well**

St. Andrew's Ardrossan regards itself as a friendly, welcoming congregation. It has good links with other denominations in Ardrossan, (an ecumenical Churches Group has been in existence for over 30 years) but perhaps less so with other towns in the area from where it draws many members of its congregation.

A number of local organisations make use of our church hall on a long term basis. Many individual members of our congregation are also actively involved in various voluntary activities on behalf of the community. It must be said, however, that involvement as a church in such activities is only patchy, and needs to be improved.

Lastly, and definitely not least, St. Andrew's, Ardrossan, has always enjoyed a high reputation for its Sunday School thanks to the dedication of successive teachers over very many years.

**Description of Charge**

Holy Trinity is a town centre Church. There are several Churches of Scotland, a Catholic, a Baptist and an Evangelical Church within the town. We can be described as having "broad" churchmanship, incorporating formal Choral Evensong and Matins monthly, with Sung Eucharist on other Sunday mornings. We are developing a "Family" service monthly. The typical number of communicants at the main Sunday service is 60/70. Once a month in the late afternoon an alternative worship service has been introduced which is attended by about 30 people, some from other denominations in the town. In addition there is a mid-week Communion service wherein numbers have dramatically increased in the last two years, again attracting people from other denominations, and Morning and Evening Prayer is said daily.

Our Rector has charge of three churches; the other two are some distance away from Ayr. He is aided by an Assistant Priest dedicated to working at Holy Trinity and a retired Assistant Priest who helps out on occasions. It is hoped that more help will be available in the near future. There is a strong Pastoral Team which helps with home communions and two Hospital Chaplains. There is a strong Vestry and a band of about a dozen enthusiastic retired lay people who take on many tasks and wear many "hats".

In the financial year ending 30.09.08, annual giving amounted to £66,461.00 and running costs were £92,032.00.

80% of members are probably aged over 60.

**Significant changes**

Our present incumbent is our third in the last decade. His two predecessors for differing reasons did not stay for any length of time so in the last decade we have had three vacancy situations, one of which was particularly lengthy and Holy Trinity had been "ticking over" until the arrival of an enthusiastic Rector who is making a determined effort to raise the our profile in the town. The congregation is mainly supportive of him although some do not like change. Our present Rector is gradually making up lost ground and in the 2 ½ years he has been with us, new ventures and projects are being undertaken, and the congregation is slowly increasing. For example we are keeping the Church open each Wednesday and have opened a Christian Bookshop. Coffee and light lunches are served in the Hall on Wednesdays following the morning service.

As for the community, during the last ten years many main offices and chain store shops have closed, leaving many empty properties in the town centre. Ayr is still a popular seaside resort, so on many Sundays there are visitors to the Church who are in Ayr on holiday, or for a weekend break.

**What the congregation does well**

Responds well to special appeals both monetary and in kind.

**What needs to done better**

Outreach and acceptance of new ideas, plans and initiatives as well as volunteering to offer help – not leaving the work to somebody else.

**Opportunities for development**

Young parent activities in the Hall and, being a town centre Church, mission in many forms.

**Description of Charge**

All Saints, Bearsden is a shared Charge with St Andrew's Milngavie. All Saints has a communicant roll of 215, with an average of 65 communicants each week. Our form of worship is broad.

The Ministry Team for both congregations consists of the Rector, 2 Lay Readers, a Pastoral Assistant and Group Secretary. In addition, All Saints has several lay Eucharistic Assistants and Worship Leaders who plan and participate in monthly Family Services. Several members in rotation lead Night Prayer. There are thirty lay visitors.

Annual giving by members is around £59,000, and the running costs of the church are about £110,000.

Children make up nearly 20% of our congregation, and 80% of our members are probably 40 – 50 years or older.

**Significant changes**

During the last decade considerable efforts have been made to provide for the needs of our younger members. A Family Service Group has been set up, which organises and runs a Family Service, once a month, which gives our young people a much greater role within our worship. The Sunday School is held regularly and its members join the rest of the Church at the Eucharist, and at the end of the service give a summary of their activities that day, and choose the final hymn. These arrangements have been generally welcomed by the congregation.

The Joint Focus Group was set up in 2004 to enhance collaboration and constructive working within our churches, and to strengthen the links between them. This has been particularly important during the last few years as we have moved from a partnership of three churches with a Rector, an Associate Rector, and at times, other clergy participation; to a two-church charge, as Drumchapel left our group, with just one Priest. The last 12 months have seen the most dramatic change yet, as our Rector of more than 20 years retired. We are reaching the end of a year's interregnum, looking forward to the arrival of our new Priest in the near future. Our congregational numbers have been maintained throughout these changes, despite the difficulties caused by the inevitable adjustment of service times to allow for the ministry of a sole Priest.

**What the congregation does well**

Our Congregation is very active, with many members participating in events outside the normal Sunday services, both spiritual and social. This is the case for all ages within All Saints.

The Church is very welcoming to newcomers.

We enjoy the blessing and make full use of much musical talent, not least from several professional classical musicians in the congregation.

Our services are well and efficiently run, providing an environment in which worship comes naturally.

**What needs to be done better**

It is acknowledged that we should engage in more Outreach activities.

We have had mixed success in retaining the attendance of our teenage members, and need to do more in this area.

**Opportunities for development**

We look for closer co-operation between our churches.

We aim to have greater ecumenical involvement locally.

We would like to see more engagement with the community.

## **BRIDGE OF WEIR St Mary – Johnstone Road PH11 3EE**

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### **Description of Charge**

St Mary's is a dependent congregation of St Fillan, Kilmacolm, with whom we share a priest (we pay 30% of costs). We have a small, ageing congregation, and constantly run a deficit budget. We also have the problem of no hall, a church outside the village envelope and a car-park sited on the far side of a busy main road.

The normal Sunday congregation is about 14; 50% of our congregation over 70, at least 80% over 60

Regular giving last year was of the order of £8,300, plus Gift Aid receipts and a small amount from fundraising

Running costs last year were in excess of £13K

We have recently undertaken a serious amount of renovation of the church with the aid of diocesan and provincial grants, use of capital and a major fundraising exercise.

We would class our churchmanship as liberal, and intelligent.

### **Significant changes**

Changes at St Mary's are really a slow and steady decline in numbers and the need for more care for the elderly members of St Mary's family (with fewer able-bodied to provide this). We continue to try and do all the regular things, but to simplify where we can – but we're not very good at saving ourselves effort. We have made great efforts to work with St Fillan's and run several successful groups with them – predominantly social, but including Prayer and Lent groups. This has been a positive and conscious effort which is a great benefit.

Bridge of Weir has not changed radically over the last decade – it is commuter country with the normal amount of new building which affects all the small towns around Glasgow.

### **What the congregation does well**

We are very good at caring for one another.

In addition, and in spite of our low numbers, we manage to keep ourselves very much in the consciousness of the local community.

### **Opportunities for development**

We recognised a need to try to do something about numbers and decided to use the Centenary (main events celebrated on 2 & 3 May this year) as a vehicle to:

- Improve the appearance and structure of the church and car-park
- Make ourselves more visible
- Try to tell the community a bit more about the SEC

## **CAMBUSLANG St Cuthbert – 3 Brownside Road G72 8NL**

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### **Description of Charge**

Cambuslang, once regarded as the largest village in Scotland, is on the banks of the River Clyde in the region of South Lanarkshire. It is 6 miles to the south east of the city of Glasgow. It has a population of 25,000 and there is a lot of new build in the area.

St Cuthbert's church is a small stone built building whose centenary falls in 2009. It seats 80 comfortably. The hall is attached and the building is situated in quite extensive grounds on a nice corner site. The rectory is next door and is a semi-detached stone built house.

We are a Eucharistic congregation, our services ranging from the strictly formal to the more relaxed depending on the occasion. The Sunday service (at 9.30a.m.) is always a Eucharist even if it is a Family Service. We use the Scottish Liturgy and are familiar with the Russian and Celtic settings for the Eucharist. Mission Praise is our current hymnbook. Pew bibles are N.I.V. translation. Sunday School meets at the same time with 2 to 15 children attending. There is also a 10.00 a.m. said service on a Wednesday in St. Cuthbert's. We have joint services with our sister church, St. Andrew's in Uddingston for Patronal Festivals and at other times as indicated. The Christmas Midnight Mass alternates between the churches, as does the Christmas Day Family Service. Rota details are published in the magazine produced jointly 10 times a year. We produce a weekly pew sheet, containing readings, hymns, news and bible reading matter for the week ahead.

St. Cuthbert's has a church roll of about 80 members and adherents ranging from octogenarians to babes in arms. Most live within the area and 30 or so attend regularly on a Sunday morning. Some of our children have been admitted to take communion and all receive a blessing. Laity are actively involved in church, doing readings, intercessions, being sidespersons, chalice bearers, Sunday School leaders and taking part in tea and flower rotas. St. Cuthbert's has an organist. We also have a cleaner. We gather in the hall for coffee after the service on a Sunday.

### **What the congregation does well**

A long established nursery uses St. Cuthbert's hall for 7 sessions per week. They will celebrate 40 years with St. Cuthbert's in 2009. A Bridge Club is to be found there on a Tuesday afternoon; also an A.A. group meets weekly. St. Cuthbert's people are happy to let the hall out for Birthday parties, Pipe Band practice and any other community event which might be appropriate, as well as for our own sales of work, coffee mornings or social events.

As a result of the 3 Church of Scotland churches amalgamating to form Cambuslang Parish Church, Flemington and Hallside Church of Scotland, 2 Roman Catholic churches and 1 Baptist Church, the 6 churches in Cambuslang work well together as do the 8 churches in Uddingston. With the amalgamation of the Churches of Scotland it is anticipated using 1 of the now redundant churches to be a Christian Community Centre. In each area they combine together for Community Carols at Christmas, Holy Week services, Christian Unity, Christian Aid week, World Day of Prayer and Remembrance Day services. There is a Social and Justice Committee in Cambuslang looking at Fairtrade and Third World issues. The local churches and individuals in Cambuslang support a Reachout Worker to work with young people in schools and churches. This appointment is in conjunction with Scripture Union. In Cambuslang there is a Church Leaders Group which the local clergy meet monthly and the Cambuslang Churches together which involves the laity of the area.

We supported Paul Watson, a missionary in Sri Lanka.

### **Significant changes/opportunities for development**

In the past 10 years we have had 2 Rectors. One was a very innovative person and introduced healing services etc., and also got the congregation more involved in the actual services, in reading and Eucharistic ministry. He was also instrumental in setting up Kuthbert Kids which was successful but due to circumstances (legislation and staff), folded after 2 years. We are now at the end of our second interregnum in 2 years and a new leader will take our congregation forward. Our congregation has been very supportive of the work being carried out, both spiritually and physically during both periods of vacancy; in fact it has made us a stronger congregation.

To do better, it needs a leader and this will take place in July 2009; we hope thereby to become an even stronger congregation with hopes of increasing our profile within the community and growing in congregational size.

**Description of Charge**

St Ninian's is an 1856 small gothic-revival stone building situated on St Andrew Road on the edge of Castle Douglas, which is a market town of 3,500. The congregation is drawn from it and from the surrounding small villages: the canonical area is ca. 10,000. The Rectory is almost adjacent and is a substantial 4 bed-roomed stone building. The town has established itself as the Region's Food Town, is generally prosperous and has attracted retired people. This is reflected in the congregational roll of 180 – 80% of whom are aged over 60. There are 68 communicants on average each Sunday.

The Rector, Canon David Bayne, is assisted by a retired priest, Canon David Main, and by two Lay Readers. The Vestry meets every 2 months and has nine members. The church groups are a Sunday School, Mothers' Union, Men's Group, Thursday Club, Sanctuary Guild, Meditation Group and a Fair Trade Group. A crèche and toddlers' group is run by the church and is open to the public.

Sunday Services are at 8.30 (Holy Communion) and 11 (Family Eucharist with Matins every 4<sup>th</sup> Sunday). Two Evening Services per month. There is a weekday Service on Thursdays. Liturgies in use are 1982,1970 and 1929 Scottish Liturgies,

The church is blessed with a substantial endowment fund and generous giving. It comfortably meets its running costs and its financial responsibilities to Diocese, charities and overseas (Pakistan and Rwanda).

**Significant changes**

A major change in the last decade has been the building of the church hall, which is a stone building, imaginatively designed, adjoining the church. This has been used for the benefit not only of the church, but of the local community. The hall is used by over 30 community groups apart from ourselves. It has meant that we have a base for our Sunday School of about 10 regulars and our Little Fishes toddlers which has 32. Both these activities are new to this decade and filled a need. Our garden has been transformed into a pleasant area for all to sit in and admire the well-tended borders. Local gardening students from the NTS competed to design it.

**What the congregation does well**

Our congregation rallies together through fetes, meals and similar events to raise money, in particular for Rev Jane Shaw in Pakistan and the Diocese of Byumba in Rwanda. The Rector, supported by the Vestry, extended the use of the church to the local Catholic Congregation, when their own building was condemned. Perhaps the main strongpoint though is the friendly welcome, led by the Rector and Mrs Bayne, towards newcomers and those who are in difficulties of one sort or another.

**Opportunities for development**

We need as a congregation to take stock and are looking forward to Anne Tomlinson's forthcoming visit when we can do just this. There have been many improvements in the church (new organ, stained glass window, chalice, vestry etc) and the members have strongly supported every new organisational and group initiative. Perhaps we need to think of new ways which we as church members can reach out to attract more potential attendees to our Services. The Rector is well-known locally through his various public activities in Rotary, school and Sea Cadet Chaplaincy, but apart from our leading local role in Christian Aid, we as a congregation could and should be doing more as identifiable Christians and Episcopalians.

**Description of Charge**

All Saints, Challoch is a rural charge, the church being two miles north of Newton Stewart, set in the countryside. The church is a Grade 1 listed building. Most of the congregation are white, middle-aged and middle class (predominantly English). We are 'relaxed' catholic, with Reserved Sacrament and Vestments, the main Sunday Service being a Sung Eucharist.

The average attendance at the main service last year was 33. There are five Eucharistic Assistants, two Worship Leaders and one Pastoral Assistant. Members of the congregation read lessons and lead intercessions.

Last year the direct giving of the congregation was £18,500, but fund raising events, investment income and legacies raised this to £59,000. The outgoings were £42,000.

We estimate that 80% of our members are over 50.

The Rectory (a Grade 2 listed building) has been sadly neglected and is in need of extensive repair.

**Significant changes**

During the last decade the church building has undergone total restoration, which required a huge commitment from congregation and previous Rector, and which attracted much grant aid (Historic Scotland and Lottery Funding). There have been two major events which devastated the local community – the loss of the Solway Harvester (this brought people of different denominations much closer together), and Foot and Mouth disease. That was a terrible time, but we were able to help some of those affected by giving financial help, through the generosity of an American church with whom we are linked. The appointment of a woman as Priest-in-Charge was challenging for some members of the congregation, but we have grown through that and in the last four years (including the vacancy) Lent Courses, Quiet Days, Holy Week services have been introduced. There has been a huge growth in ecumenical collaboration.

**What the congregation does well**

Welcome, fellowship, Junior Church, liturgy, music. Good at sharing tasks with commitment from many who have to travel many miles in this rural area.

**What needs to be done better**

We could be better at advertising our presence (being out of town, people often cannot find us), We need to engage more in evangelism and in visiting, but we feel very positive about our growth in lay training and education. We are seeking to engage our young members more in services (serving, welcoming, etc.) and are looking to use the web more to attract 'unchurched' people to visit one of the most beautiful buildings in the area, with the hope of making relationships. We have adopted the mission statement of 'Looking Godward, Forward and Outward', and attempt to apply that to all we do.

**Description of Charge**

Holy Name is set in Cumbernauld, a New Town 12 miles N.E. of Glasgow. It was the first new place of worship to be opened in Cumbernauld. The congregation has existed since 1958 with the Church building being consecrated in 1962. The congregation still consists of some early members as well as many from following generations. Though relatively small in numbers, we are an active church and one of the founding members of Cumbernauld Churches Together, being regularly used for ecumenical events. We have a family Eucharist (1982) at 10.15 on Sundays, a midweek service (1970) at 10.00 am on Tuesday and Evensong on the first Sunday of the month. In addition we have services on feast days in the evening or Saturday mornings. There is an active branch of the Mothers Union, a Ladies Fellowship, a Lunch Club and many local groups e.g. A.A, Al-Anon, Dance groups etc use the Church hall.

Average number of communicants at main service on Sunday – 28  
Number of Communicants - 60

Congregational & Voluntary Income (2008) – Including Tax Recovered - £17, 386  
Annual Running Costs - £10, 598

Age Demographic - 80% over 50

Ministry Team - Priest in Charge  
Worship Leader  
2 Eucharistic Assistants  
Pastoral Assistant

Other Lay Involvement – reading, intercessions, leading services e.g. Evensong, Stations of the Cross etc.

**Significant Changes**

- Increased authorised ministry
- More involvement by members of congregation in reading, interceding. and leading services
- Introduction of Evensong

Population of local area becoming more elderly with fewer young people  
Decline in numbers attending Church.

**What the congregation does well**

The congregation have on the whole welcomed the increase in lay involvement and most are committed in some way to serving Church as mentioned above or in other ways such as cleaning, arranging flowers, serving tea etc. Efforts have been made to raise awareness of what we are about through participation in ecumenical events designed to raise the profile of Churches and an Open Day, both of which provided opportunities to speak with local people, distribute information about our Church and present a picture of a welcoming, inclusive place of worship. Information leaflets have also been produced, adverts and articles in the local newspaper as well the Church website have also played their part and we have attracted some new members in recent months who are showing real commitment to Holy Name.

The congregation works well as a team and are very committed to the Church. We have a high profile ecumenically within the town. We provide an inclusive and welcoming environment. We support many organisations such as the Leprosy Mission, Mission to Seafarers, Glasgow City Mission and other charities, both locally and abroad.

**What needs to be done better**

We need to find other ways of attracting more families and young people especially from more outlying areas of the town.

**Opportunities for development**

We intend to develop lay ministries further with, for example, a Pastoral Team. We also intend to find ways of reaching out further into the community and develop charitable involvements.

**Description of Charge**

Christ Church is situated towards the south end of the High Street in the small town of Dalbeattie, some 14 miles south-west of Dumfries. The area which the Church serves is fairly self-contained, incorporating the town of Dalbeattie, its surrounding hinterland and coastal villages on or near the Solway, including Kippford, Rockcliffe, Colvend and Sandyhills.

Communicant Numbers: 70 (some are people with holiday homes who worship with us when they are in the area) with a small number of additional adherents. Average communicant participation at Sunday morning worship is around 40, with a regular dozen or so at the early Eucharist and around 30 at the main act of worship. Attendance is boosted over the summer months particularly by regular visitors and holidaymakers in the area. The majority of the membership of the congregation is post-retiral, a large percentage in the 70+ group.

The congregation has conscientiously and prayerfully sought over the years to encourage the general giving of its members so as to provide full stipend for the incumbent, to further the witness of the congregation and to maintain its properties. Recently, despite an initiative for renewal in giving and the significant loss of several regular generous contributors who have died, in the current economic climate there has been need to draw on reserves in order to balance the Annual Accounts. The churchmanship of the congregation (recognising the fact that members who have moved into the area have come from a variety of backgrounds and usage) is best described as 'central', typical of the mainstream Scottish Episcopal Church praxis. Vestments and lights are the normal use at the Eucharist. The Ministry Team comprises the Rector, an Assistant NSM priest and Diocesan Reader, 5 Eucharistic Assistants (who are also the regular Servers at the Eucharist), with broader lay involvement in the leading of and hosting of a variety of Bible Study, Discussion and Prayer Groups (Julian and Intercessory, open & ecumenical).

Congregational Annual Giving for the Financial Year ended 30<sup>th</sup>. August 2008: £ 32,686, including Pledged Giving: £22,926. Open Plate: £2,698. Gift Aid recovery: £5,349. Fundraising: £3206. Income from Investments: £2360. Annual Running Costs for 2007 – 2008 were £46,235.

**Significant changes**

Dalbeattie Sea Cadet Unit, for which the Rector is Chaplain, leases the Church Hall, with the support of the congregation for this particular provision of activities for young people in the community.

There has been the loss of a significant number of committed, actively involved, generous members (approx. 20), and there has been increased individual giving by fewer older people to maintain the level of income. Several young members have moved on/away – contact has been kept where possible.

A new Rectory was purchased some 10 years ago. Three incumbents have been welcomed and supported, as has the ministry of a non-stipendiary priest and Diocesan Reader over the decade.

The south choir stall area of the Church building has been converted into a Prayer Corner.

Christ Church leads a public Act of Witness in the town centre at midday each Good Friday.

Bible Study and Prayer Groups (with ecumenical participation) have developed, but we have no permanent organist at present (the Rector plays when possible!)

Two major employers have been lost to the town with no replacement employment opportunities and there has been an increase in private housing. (one estate was leafleted by a member.)

Dalbeattie Community Initiative has raised profile and activity; individuals represented on committee and participating.

**What the congregation does well**

Welcoming.

Congregational unaccompanied singing.

Fund Raising by individual/team effort in a generous locality.

Supporting the Rector.

Adapting to occasional changes in worship and church layout.

Looking after our own (visiting)

Support and welcome to the Sea Cadet Unit who restore and invest in the Church Hall.

**What needs to be done better**

Pinpoint community needs / support

Visit new residents.

Work at projects ecumenically.

Make the Church building more accessible for appropriate activities.

**Opportunities for development**

Develop the 'Christ Church Caterpillars' toddlers/pre-school play and worship initiative begun this year by invitation to the wider community ('Godly Play' basis).

**Description of Charge**

Our church is a small former Mission church with a small but regular and committed congregation. There are typically 10 -15 communicants at the Sunday service, of which the majority are aged over 50. We are linked to St Andrew's Irvine and St Andrew's Ardrossan to form the North Ayrshire Team Ministry. This clergy team comprises the Rector and two non-stipendiary priests and four Worship Leaders, one of whom is based at Dairy. There is a lot of congregational involvement, both during services; reading lessons, leading the intercessions etc and also in other duties such as fund-raising and cleaning the church.

Ministerial costs, insurance, heating etc are all paid from the North Ayrshire Team Ministry Joint account. Our weekly offerings, including envelopes, standing orders and Gift Aid reclaimed on these are all paid directly into this joint account, as are donations not specified as being directly for St Peter's own fabric. This amounted to about £9,800 in the year ending Aug 2008. St Peter's account covers church fabric and maintenance. This is derived mainly from our fund raising efforts.

**Significant changes**

Over the past decade we have been building on and developing the links between the three charges in the team. Joint services are held three times during the year. Joint vestry meetings are well attended by members of each of the three churches and there are good relationships between the three churches.

St Peter's serves not just Dalry but the surrounding area of the Garnock Valley. As a congregation we have limited involvement in the community but individual members take part in various local activities and ecumenical initiatives.

**Opportunities for development**

We have realised that facilities for the disabled within our church need to be improved. To this end we are looking into the installation of an amplifying system and hearing loop and also the installation of a small ramp at the entrance to the church grounds.

We are also looking into the way we welcome visitors and new members. We feel that we are a welcoming church but the way we do this might need to be put on a less ad hoc basis.

**Description of Charge**

There are eight regular communicants at the Sunday service. The Ministry Team comprises ministers from the Drumchapel Churches Partnership for three Sunday services, and one Episcopal priest or Lay Reader for the fourth Sunday service. The Drumchapel Ecumenical Team also delivers pastoral support to the church.

Our annual giving by members is £5,161.  
Our annual running costs are £5,000.

80% of the congregation is aged 50 or above.

**Significant changes**

Over the last decade, the population of Drumchapel has gone down dramatically from 40,000 people to 14,000 people. Tenement and other housing were pulled down seven years ago to make way for new building. Rebuilding has been postponed due to the credit crunch. There are now empty streets next to the church where once there were houses.

Our congregation's response to these dramatic changes has been "to learn how to breathe underwater." We feel it is important to maintain an active presence in Drumchapel awaiting God's call for the future.

**What the congregation does well**

Our congregation is very involved in the community. Members volunteer at a variety of youth programs within Drumchapel. The church offers an exercise class at the church location which is well attended. The church is also used for small meetings of the Drumchapel Churches Partnership.

**What needs to be done better**

The congregation needs to witness more to the community in order to gain members.

**Opportunities for development**

Unchurched children have been identified as a positive area for development. In addition, night activities for youth such as a homework club have been discussed.

**Description of Charge**

We are a Town Centre Parish, on a rather derelict High Street, which is moderately busy during the day, but comes alive at night with the many pubs and clubs attracting people from all over town. The focus of the town's shopping is now at a local retail park. Dumbarton is a mixture of wealthy families, living together with a vast number of people who live in abject poverty, in housing schemes, with all that goes with that. We try to respond to this.

St Augustine's has a fairly modern catholic churchmanship, but it has not always been so. Until 14 years ago, there would not be a candle to be seen in the place! Today we are entirely Eucharistic, using the 1982 Liturgy except at the early service on Sunday where we use 1662. The 10.30 service on Wednesday attracts from 8-14 people. Vestments are worn at all services. House Study Groups and Prayer Groups are in place. We have struggled financially for many years, but in the last eight years the church building has been restored at a cost of £1.2m, and we are just about to complete a new hall building which will cost £330,000. We were left some money but the value of our investments have fallen by at least £100,000 over the past year, and we now find ourselves short of £35,000 in cash to complete the hall build. If the investments can no longer be kept intact, then there will not be enough money to maintain a full-time priest by next year. Our income is around £50,000 pa, but our outgoings tend to be around £66,000, and we are leaking around £1200 pm. The congregation gives about £32,000 directly, and the rest is made up of fundraising and donations. The Rectory should be replaced with something more family friendly, with a study for the priest, but this is beyond our means at present.

There is a full-time priest, with a Pastoral Assistant and numerous Eucharistic Ministers. Lay involvement is encouraged in every aspect of parish life, and we see ministry and mission as something we do together. We have a wee team of folk who look after each other in sickness and in health, and although it has not been formalised, it is wonderful to see it in action. We have around 45 people every Sunday at the main service and around 10 at the early service. There are signs of growth with adult baptisms taking place. The age range of the congregation tends to be in the 50-70 group, (about 60%), some children, but not many 5%, and about 20% in the 20-50 range.

**Significant changes**

Apart from a total revamp of buildings, the congregation now has a fairly strong desire to engage with the community and learn how to serve as a town centre parish. We see our buildings as vehicles for mission, and know that numbers can be added through the activities we are now engaged in. The new hall will enlarge our mission field and give us opportunities to make contacts whilst in the service of others. and there are tremendous hopes as to how the new hall is going to help us in our outreach. The Friends' of St Augustine's have been established and they run monthly events where friendships are formed, leading to what was a dying congregation maintaining numbers on a Sunday! Friends also manage to raise about £4,000 annually for funds. We feel we are at a new beginning presently, and have been given the opportunity, through our new hall, to reach out to many more people. We have lost many faithful members in the past ten years, but we somehow have managed to replace them and add to our number. The congregation are always open to new ideas and are endowed with a spirit of fun, imagination and enthusiasm. They have worked hard to attain almost unachievable goals, building-wise, and tend mainly to be open to the stranger and welcoming to the "different". We are known locally as the "nutcases church", but people look upon us fondly in the community. We do have some eccentric folk, but that's what makes the place fun to be a part of and we seem to exist on a programme of attraction as much as anything else. Everyone is valued and affirmed. This was not always the case. Healing services have been introduced, and we try, now, to keep the church building open as often as possible. Many folk come in from the High St for a chat, or just to say their prayers. This is an ongoing ministry.

**What the congregation does well/opportunities for development**

Certainly worship and liturgy, which is led by a fairly modern Praise Band, although we sing the Golden Oldies too. We serve lunches for the community every Friday, and have a weekly Coffee Morning on Saturdays. Both raise money, but are an important part of our mission and that is how we perceive it. We are known as a church which accepts people unconditionally, and in the past few years there has been an outreach ministry to the addicted and their families. There are a wide variety of events which attract new people, like Medieval Banquets, Murder Mystery Nights and posh dinners. We use the church building for a lot of activity and with a new flexible seating plan, anything is possible. The congregation have identified a need to grow numerically, and although we are welcoming and non-judgemental with the newcomer, there is always the feeling that we could have done better. There is a small group of "old-timers" who find it difficult to hand over their responsibilities to others. Some of our newer folk tend not to be as committed Sunday attendees as others, and that is something that needs to be addressed. There is no perfect parish, but this is a good one, with wide lay involvement, openness to outsiders and innovation, friendly, a bit "loopy" at times, but with a tremendous warmth and ability to care. We are tentatively linked with a Third World Parish, and give generously, as individuals, to a school project in The Gambia.

**Description of Charge**

St John's range of services caters for a wide variety of churchmanship serving both town and country. It is the largest church in the region of Galloway and is often used as the venue for regional worship events and ecumenical gatherings. The average number (session 2008/9) of communicants at the main (11.00am) Sunday service is 112. The average number of people attending the 9.30am all-age service (currently non-Eucharistic) is 38

The Ministry Team set-up and other lay involvement comprises the Rector, a Diocesan Reader, a Diocesan Reader Emeritus, a Lay Assistant Hospital Chaplain, 7 Worship Leaders, 7 Eucharistic Assistants and 6 retired clergy of whom one is a Methodist Minister. (St John's is in a Local Ecumenical Partnership with the Methodist Church and the Rector is also an Associate Methodist Minister). In accordance with Canon 60, the Vestry is fully committed to its role in sharing with the Rector in spiritual leadership for mission and is currently encouraging stewardship of spiritual gifts for all members.

The annual giving by members is £89,000

The annual running costs are £85,000

In regard to the age demographic, it is estimated that 80% of the members (18 and over) are probably aged over 50; however, if people of all ages associated with the congregation are included it is estimated that 80% of the members are probably aged over 40.

**Significant changes**

Dumfries has declined economically and the proportion of those who are retired has increased.

St John's is more open and welcoming as a result of "Project Welcome" which involved not only physical changes to the entrances but also to the way the services are configured for visitors.

The development of Local Collaborative Ministry – broadening of and greater numbers of people involved in Lay Ministry and in church leadership.

Introduction of new Services - All Age Worship, 'Godly Play' Children's Church, Healing Services, Daily Prayer and Meditation

Significant ecumenical developments with the Methodist Church (signed Covenant), a Church of Scotland Parish Church with which St John's has an historical link and with the Dumfries United Reformed Church

Church and hall facilities improved and used for congregational, community and charitable purposes e.g. concerts, Christian Aid Lent Lunches

Have become a Fairtrade church and exploring becoming an Eco-congregation

The congregation's response:

Generous support for projects e.g. "Project Welcome" Building Changes and Organ Refurbishment

Significant numbers of Lay people gave leadership to the projects and groups which were set up in response to Local Collaborative Ministry studies in which at least 20% of congregation engaged.

**What the congregation does well**

Cathedral-style worship and a wide variety of other forms of worship; inclusiveness; welcoming (but room for improvement); hospitality, caring, sharing and having fun; practical projects; fundraising for charity and church projects; concerts.

**What needs to be done better**

More opportunities for building relationships and confidence in faith e.g. social functions, fellowship groups.

Communication within the congregation and with the community

Identifying and responding to the spiritual needs of the community, communicating the Good News.

**Opportunities for development**

To give more encouragement and confidence amongst the congregation in prayer and the use of their spiritual gifts - recognising the spiritual gifts of ourselves and others.

Greater work with new families and young people through school chaplaincy, informal worship and the choir

Further ecumenical development locally and internationally (Gothenburg and Kenya)

Strengthening and widening of pastoral care

Development of the Church Office and Visitor facilities.

**Description of Charge**

St Mark's is situated in one of Scotland's new towns and has a congregational roll of 107 with average communions on a Sunday being 42.

Currently St Mark's is about to enter an interregnum. There are 2 Pastoral Assistants, 4 Worship Leaders, 6 Eucharistic Assistants, and 1 lay person authorised to preach; all these people have Licenses from the Bishop.

Annual congregational giving is around £30k and running costs of the church (excluding stipend) in the order of £10k.

80% of the congregation are 40-50.

**Significant changes**

A major redevelopment project has taken place demolishing the old halls and replacing them with new plant, the church has also been upgraded a small portion of work is still outstanding. The congregation were both supportive and worked well in achieving this goal.

Over the past 10 years the congregation has done MYCMI and more recently 'Leading Your Church Into Growth' and getting involved in 'Back To Church Sunday'. After some initial caution, these activities have been embraced by the congregation and are starting to bear fruit.

**What the congregation does well**

The congregation is active in both spiritual and fellowship. Excelling in social events, enthusiasm for outreach and the development of services.

**What needs to be done better**

Ecumenism in East Kilbride as a whole is very weak with only the World Day of Prayer being widely supported and organised on an ecumenical level. Finance continues to be an ongoing issue.

**Opportunities for development**

Developing the links we have with the local Health Centre, engaging more with our ecumenical and geographical neighbours. Concentrating on what we do well and not getting too hung up about the things we can't do.

**Description of Charge**

The township of Eastriggs has around 1,600 inhabitants and St John's is centred in a housing estate off the main thoroughfare. It is the only red sandstone building in the village and the only purpose-built place of worship. The churchmanship is middle Anglican and the 1982 Liturgy is used most Sundays. A non-Eucharistic Praise Service is held on the first Sunday of the month when different styles of worship are introduced. The Licensed Reader visits the Primary School regularly and excellent relationships between the church and school have developed. Brownies and Rainbows have special services on Mothering Sunday, Harvest and Christmas which are well supported. There are usually 15 to 20 communicants on a Sunday. The charge is part of the Annandale Group and ministers from the Ministry Team lead worship on a rotational basis. Members of the congregation are involved in reading lessons and as Eucharistic Assistants. There are good ecumenical relations with other mainstream Christian denominations and this year, the first time for many years, we hosted the World Day of Prayer which was very well attended.

Annual income from all sources is £8320 and running costs are £7955 including contributions to Group Ministry support.

80% of the members are probably aged over 50

**Significant changes**

Enormous changes have taken place in recent years. A Heritage Lottery grant and other donations were obtained for external repairs amounting to £70k. Soon after, the local WW1 exhibition which had leased most of the building from the Diocese for ten years left in October 2007. The church was re-dedicated by the Bishop in January 2008 and returned to a Sunday morning service. Previously only Sunday evening services were held. This attracted considerable local press coverage. All this encouraged the congregation and attendance grew. A Sunday School was started and continues to thrive. The complexion of the congregation changed with young mothers attending. Community groups began to meet in the building on a regular basis and considerable internal repair and renovation have been undertaken. Fundraising and community events such as fairs and concerts have greatly increased the profile of the Church. External sources of income are being vigorously pursued to finance radical renovation of the interior of the building. The intention is to develop its appeal as a community resource and strengthen its primary role as a place of worship and spiritual focus. The congregation have been revitalized by these changes and are fully behind this project.

**What the congregation does well**

The congregation adapts well to change.

The Church is known for its hospitality and events.

Fundraising is excellent.

Members of the congregation are involved in charity and community work both professionally and as volunteers.

**What needs to be done better/opportunities for development**

The evangelization of the community requires to be addressed. The Vestry would like to be in a position to make greater charitable donations to causes. The ecumenical Bible Study Group, which was a Vestry initiative, fell into abeyance and needs to be re-launched.

The Ministry Team and Vestry are looking at various opportunities to develop the mission and ministry of the charge; some of which are noted above.

### **Description of Charge**

The church of St Mary's is described in the constitution as a dependent charge, but for all intents and purposes it serves as a joint charge with Greyfriars, Kirkcudbright. The membership consists of approximately 70 adults and 5 young people. Attendance at Sunday Eucharist averages about 35. During the spring and summer months this is boosted on occasions by holiday-makers, some of whom return regularly over the months and also year after year. There is a midweek Eucharist on Wednesday mornings with an average attendance of 6. 80% of our members are in the over 50's bracket.

The tradition of the Church can be described as 'broad' with Services forming a middle of the road pattern. Two liturgies are used: Grey book (1970 Scottish Liturgy) is used on a Wednesday morning. The Liturgy on Sunday services is based on the Blue book (1982 Scottish Liturgy). Saints' days are commemorated on the nearest Sunday or Wednesday as appropriate. Festivals are held in accordance with the church calendar and other 'special' days are observed at the appropriate time, e.g. Maundy Thursday, Good Friday. The Old Testament and Epistle are read by members of the Congregation, one member assists at the Eucharist and the prayers are led by lay members on a regular cycle. Hospital and housebound members are taken the Reserved Sacrament. Services are characterised by the friendly, relaxed atmosphere, helped in no small measure by the high standard of the organ playing and the enthusiastic singing. Many of the congregation either sing, or have previously sung, in local or other choirs.

The finances of the Church are sound. We contribute 50% of the stipend and agreed joint expenses of the two churches and finance our own repairs, decoration, heating and general upkeep. The net current assets at the end of August 2008 were close to £29,000 with no major building or repair commitments pending. These assets are more than adequate at the present time to cover all but the most serious future problems that might arise in the short and medium term.

### **What the congregation does well**

A number of social/fundraising activities take place during the year. Effort is made to involve/engage the wider community. During the local Gala Week, held the first week in August, we have stalls on Gala Day which, besides raising money, enable us to raise our profile amongst the local community. An exhibition in St Mary's Church during Gala Week has been organised on three occasions and has attracted many people, both locals and visitors. Plans are well advanced for a flower festival and exhibition this year. The congregation are friendly and welcoming,

The church building is in a state of good repair. The last Quinquennial was undertaken in 2006 at which time only a few minor defects were observed. These have now been rectified. The interior was redecorated in 2008 and re-carpeted in 2009 in time for our celebrations to mark 100 years of Episcopalian worship in this building in 2009. There is no church hall. When required we use the nearby Community Centre and the Parish Church Hall is also available. A small organ was acquired in 2002 (being surplus at the closure of a local Church of Scotland church). This was completely overhauled at time of installation and is regularly maintained by a professional organ builder. A toilet, suitable for use by the disabled, was installed in 2004.

Local charities are supported by us as a congregation and as individuals. Most members of the congregation are involved in a wide range of community activities in Gatehouse and further afield.

Our vision is to encourage young people with families; to be a vibrant, outgoing church with a much wider mix of ages than at present. It is important to our congregation to maintain numbers and encourage growth by our example as a caring, understanding congregation, mindful of and tolerant towards the foibles and needs of others. The two Vestries meet jointly twice a year. A monthly joint Newsletter is produced at Greyfriars.

Welcome - we try to reach out into our community. We seek God's love and share our stories together. We give of our means and talents to the greater purpose of God's work. We are a listening Church, not just to our members but to all who find need of us, whether through illness, baptisms, weddings, bereavement or whatever. We are here to serve God in all people. Both our congregations are warm, friendly and caring people.

### **What needs to be done better**

Ecumenical activities could be stronger. Lent Lunches, Remembrance Day and Gala Week service are the main events. With this in view a recent initiative taken by St Mary's has been launched with the involvement of the other 3 churches in Gatehouse. The signs and portents are encouraging.

### **Description of Charge**

Churchmanship: Middle to low

We share the Methodist Church building which is situated on the town's main street.

Population of Girvan is approx 8,000 including outlying areas and villages. Half our members come from the town itself, the other half from scattered rural farms and communities. There are 15 people who are actively involved in the church, the average Sunday attendance being 12 communicants (this has grown over the years from 4 a few years ago). There is a Sunday morning 9.30am Holy Communion and a Tuesday 10.30am Morning Prayer/Holy Communion which has a variety of worship and attracts visitors from other churches. There are occasional evening services.

We are led by the Team Rector based in Ayr. We have two very able Eucharistic Assistants (one is also a Worship Leader). Both are professionals: one the local Primary School head teacher, and the other a Consultant Environmental Engineer and visiting Professor at Newcastle University. Being a small church, every able-bodied member has to pull their weight, which most do. The congregation is quite close-knit, there are shared social occasions and mutual care.

The annual giving of communicant members is £6.18 per week.

The total running costs for 2008 were £12,434, but this will considerably reduce now that we do not use the building, and will reduce ever further once it is sold (we are having to pay £150 per month for insurance on the building).

We are not an elderly congregation – the average age is late 50s. We have 2 ladies in their 80s; one man in his 40s and one teenager who is our Server.

### **Significant changes**

- Girvan was at one time a popular holiday resort but has declined during the years.
- There is quite a high level of council housing and some areas of social deprivation.
- The main employment is: Grants' distillery, chemical factory and Nestles along with service industries.
- The most significant change in our church has been the loss of our building in October 2008 and moving to the Methodist Church. The congregation responded well to this as they saw the old building as a millstone round their neck. Relationships with the Methodist Church are very good and we have had some joint services with them. There is no union planned in the near future, but there is certainly a growing together.

### **What the congregation does well**

- We are a very caring and loving congregation
- We respond well to change and are open to new ideas. The present congregation are relatively new and have come together in the past 4/5 years. We have very few of the 'old guard' left.

### **Opportunities for development**

The challenge is that most Sundays, if a handful of our members are missing, our numbers can be very low. There

are about 5 people who say they 'belong' to St. Johns, but never come. If all our members turned up at once we

could have about 20 in church. We desperately need new members, but rather than sitting waiting for them, we

are engaged in leafleting the area. We also have good relationships with the local newspaper (the editor is one of our members!).

We desperately need a priest to live in the area and take some local initiative and lead our people into becoming more involved with the local community. Relationships with the Methodist Church could also be developed. School chaplaincy and involvement could be developed.

**Description of Charge**

All Saints is a small congregation, united with Holy Cross, Knightswood, The Ministry costs (rector and expenses and associated costs) are shared between the 2 charges.

Our style of worship is low-mid Anglican tradition, with use of the 1982 Eucharistic Rite, and 1929 Prayer Book for a monthly Evensong. We also have a well attended Tuesday evening Eucharist (regularly 6-10 communicants)

We are sited in the west end of Glasgow in a reasonably wealthy area, though several of our membership travel from Anniesland, Knightswood, Bearsden and Milngavie. We have a good number of retired members. Over the last few years we have lost faithful older members through death, and younger members as they have grown up and drifted away from the church. Despite this we work hard to maintain a choral tradition, a strong community of support and a reasonable social life.

Typical Communicants at a main Sunday Service: 28

Ministry Team Setup: 1 Lay Reader Emeritus, 1 Pastoral Assistant, 2 Eucharistic Assistants. Lay members occasionally supplement the above in the leading of intercessions, and a regular reading rota is in place

Income (financial year 2008-2009): £30,618

Outgoings (financial year 2008-2009) £52,163 (includes emergency repairs and maintenance)

The church has some reserves in the form of investments, although this has decreased in value in line with the current financial crisis

80% of the members are probably aged over 50

**Significant changes**

As a result of Mission 21, some pews were removed and a quiet area developed at the back of the church – this is used by Young Church, and occasionally for midweek services and meetings

Development of a Nursery using the Halls on a daily basis – this has on the whole a positive venture, and the congregation has a very positive relationship with the nursery, the Rector takes occasional services and teaching events for the Nursery within the church, the congregation are invited to end of term/Christmas shows and the income from the Nursery is always welcome.

**What the congregation does well**

All Saints is a very welcoming congregation, and a very sociable congregation. Social events are always very well attended. The Pastoral Team are an excellent resource for the Rector, and are highly valued for their work. The Congregation are very supportive of one another, and of the Congregation at Holy Cross

**What needs to be done better**

Mission and Growth are primary concerns – both in terms of long term financial sustainability and in terms of working for the community

**Opportunities for development**

The Vestry are discussing the development of a Mission Action Plan for future growth and development. Revd Darren McFarland has been asked to put this on the Agenda for the next Mission Core Group, in the hope of a facilitator from the group to aid All Saints in this process.

## **GLASGOW Good Shepherd and Ascension Hillington – Hillington Road South, G52 2AA**

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### **Description of Charge**

Number of Communicants at Main Service: average between 20 - 30 each week

Ministry Team: - Pastoral Assistant:  
-3 Worship Leaders:  
- Eucharist Assistant:

Annual Giving by members: £17,800 approx

Annual Running Costs: £27,000 approx

80% of our members are over 60.

### **Significant changes**

A Nursery has been running for a year using our main hall and most of the rooms from Monday-Friday 8am-7pm  
New Priest-in-Charge appointed last year - Rev Christian Okeke.

### **What the congregation does well**

Meeting and greeting, fellowship

### **What needs to be done better**

Attract more members

### **Opportunities for Development**

We hope to make the outside and inside of our church more attractive by painting.

### **Description of Charge**

Holy Cross is a small congregation, united with All Saints, Jordanhill. We are sited in the west end of Glasgow. The Ministry costs (Rector and expenses and associated costs) are shared between the 2 charges. Our style of worship is low-mid Anglican tradition, with use of the 1982 Eucharistic Rite. We also have a midweek Said service using the 1982 Liturgy.

We are small, but proud of our heritage and history.

Typical Communicants at a main Sunday Service: 15

Ministry Team Setup: 1 Lay Reader Emeritus, 1 Pastoral Assistant (both shared with All Saints, Jordanhill), 4 Eucharistic Assistants

Annual Giving: £2000 approx (plate and gift aid) other income £8750 (hall use)

Annual Running Costs: £20000 approx

Ministry Support applied for from Diocese and Province

80% of the members are probably aged over 50

### **Significant changes**

Dwindling congregation numbers, as a result of people moving out of the area, and of the deaths of several significant members of our community have left us feeling bruised and battered.

### **What the congregation does well**

Holy Cross is a very welcoming congregation, and a very sociable congregation. The Pastoral Team are an excellent resource for the Rector, and are highly valued for their work.

### **What need to be done better**

Mission and Growth are primary concerns – both in terms of long term financial sustainability and in terms of working within the community

### **Opportunities for development**

The vestry and congregation are currently undertaking Mission Audit with Revd Anne Tomlinson and Mrs Gill Young in an attempt to develop a plan for our longer term viability and sustainability

**Description of Charge**

Average number of Sunday Communicants: 45 attend the main Sunday, Sung Family Eucharist on a typical Sunday. 8 attend the 08.00h said HC service. 8-10 attend the mid-week, Wednesday said Holy Eucharist.

Churchmanship: Middle to high, in the catholic, reformed tradition of the Province.

The Ministry Team consists of the Rector, Assistant Priest, Rector's Warden, 2 Servers, who are also Eucharistic Ministers, who take Home Communion. The Convener of Pastoral Visitors also attends. Pastoral Visitors are asked to befriend certain members of the congregation and visit at least 3 times a year. Pastoral issues are passed directly to the clergy via the Convener. In this way, pastoral matters are brought to the Ministry Team. Ministry Team meetings discuss the church diary for the weeks ahead, special services, pastoral matters and outreach mission.

Annual giving by members and annual running costs:

Estimated figures: Annual giving: £45,000. Running costs: £50,000.

Age demography: 80% are over 60 yrs of age.

**Significant changes**

In terms of church life, many activities have grown and developed despite falling numbers. The Vestry has developed a Committee structure to relieve the Vestry of the minutiae of business. We have a House Prayer Group, a House Study Group and some members use the Bible Reading Fellowship study guides. The Pastoral Visitors maintain contact with the elderly and housebound members, and the monthly magazine is posted to former members. There are monthly meetings of the Tuesday Circle and St Aidan's Strollers, and contact is friendly with the Hall user groups.

Following a recent building development we enjoy considerable improvement in our buildings and grounds. There has been housing development beside and behind our church. Both of these developments have raised the profile of St Aidan's locally and has improved the confidence of the congregation.

New Rector: We have appointed a new Rector from 06/06/09, which begins a new chapter in our life as a congregation and in our influence in the local community.

**What the congregation does well**

We provide a warm welcome to all visitors and have established cordial relations with other, local churches.

**What needs to be done better/opportunities for development**

Increase the size of the congregation and attract more younger people.

To extend our connection with new residents locally.

To develop a Mission Committee to further spiritual development here and in outreach.

## **St Bride, Hyndland – 69 Hyndland Road G12 9UX**

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### **Description of Charge**

St. Bride's is situated in the west-end of Glasgow. It began its life as a temporary 'tin' church on a nearby site in 1891. Work on the present building began in 1903.

We are an inclusive and welcoming Church within the Catholic tradition. The Eucharist lies at the heart of our worship and a sung celebration using the Scottish Liturgy 1970 forms our main Sunday act of worship. There is a full programme of weekly services and a monthly Choral Evensong & Benediction. There are, on average, 40 communicants at the Sunday Mass, with an average of 45 people attending. Eighty per cent of the members of the Church are aged over 50.

The Rector is assisted by two non-Stipendiary priests and a team of Lay Pastoral Assistants who visit people in their homes and take Holy Communion to those who are unable to come to Church. The Pastoral Assistants also lead Evening Prayer at our regular weekly services.

Monthly expenditure is estimated at £5,500 and monthly income at £4,500 (of which £1,800 is congregational giving by members, £1,300 interest from investments, and £1,400 income from other sources such as hall lets and one-off donations). We are urgently considering ways of reducing expenditure and raising income.

### **Significant changes**

Significant changes within the Church in the past decade have included increased lay involvement, choral scholarships for young people funded by a bequest, a monthly Eucharist with prayers for healing, and most recently the appointment of a new Rector (March 2009). These changes have been received positively by the congregation.

Significant changes within the community have included new housing and a greater influx of professional people, many of whom are connected with the University.

### **What the congregation does well/opportunities for development**

We are proud of our liturgical and musical traditions which we believe to be our great strength. Nevertheless, we need to improve our financial situation and our outreach. Over the coming months and years, we hope to develop our building not least the largely unused lower crypt, make ourselves better known within the community, enhance our liturgical and musical traditions, host an annual arts festival, increase our charitable activities, and hold more social and fund-raising events.

### **Description of Charge**

The East End of Glasgow is a diverse community, from the traditional east end of the Barras through residential suburbs to areas that were formerly part of Lanarkshire. There are a number of areas of deprivation including Greater Easterhouse, Haghill, Calton, Shettleston and Tollcross. Episcopalians form a minority of Christians in the East End but are representative of the wider community. The Team is comprised of three congregations with one Rector and Vestry. Currently, there are 85 adult communicant members on the congregational roll, and a significant number of children and adherents. There are five licensed Worship Leaders, who assist with the provision of Sunday services by leading Morning Prayer when the Eucharist is not celebrated. A regular pattern of weekday services is currently being reintroduced, and there is a monthly service of Evening Prayer and Benediction. At the moment, with only one priest in the Team, the two smaller congregations alternate between celebrating the Eucharist, and having lay-led Morning Prayer on a Sunday morning. Vestments are worn in all three churches and our Servers, who are all registered with the Scottish Guild of Servers, have their own Prior, appointed by the Rector. Through the year there are regular discussion groups and Bible Studies and an annual Pilgrimage, co-ordinated by the Team, to the Shrine of Our Lady of Walsingham, draws participants from other neighbouring churches too. In recent years annual giving (including donations) have averaged at £39K and annual running costs (excluding major renovations) have averaged at £29K.

**St. Kentigern's, Dennistoun:** A small congregation in a residential inner city area, who utilise an aisle of Dennistoun New Parish Church of Scotland for the Sunday service at 9.30am. Worship is traditional using the Scottish Prayer Book 1929 Liturgy. There are usually 8 communicants. 80% of the members are probably aged over 30.

**St. John's, Baillieston:** The oldest and largest of the congregations situated in a former mining village on the edge of the city, with considerable private housing on its fringe. The church building has undergone a large restoration and modernisation project in the last decade, which has allowed for greater flexibility in its use. Worship is participative and the Eucharist is celebrated using the 1982 Scottish Liturgy. There are usually 20 to 26 communicants. 80% of the members are probably aged over 50.

**St. Serf's, Shettleston:** A small congregation on the edge of the city's East End Social Inclusion Partnership area. Worship is participative and the 1982 Liturgy is in use. This is the only congregation in the Team currently with a Sunday school (with about five children). There are 15 regular communicants. 80% of the members are probably aged over 30. An Urban Aid funded 'after school service' (TICTACS) use part of the building and contributes to maintenance costs.

### **Significant Changes, Successes and Challenges**

The total refurbishment of St John's has been the major project of the last ten years and currently a smaller scale programme of repair and enhancement is underway at St. Serf's. For many years the Team had a non-stipendiary priest in addition to the Rector and the reduction to one cleric has presented new challenges. The Team is keen to see the development of pastoral care under the management of the new Rector (June 2009), and with him, to develop a vision for growth and sustainability. There is a good level of integration between the constituent congregations and the Vestry's decision making process is always for the wellbeing of the whole team.

The Team has very good ecumenical relations with other churches, particularly with the Roman Catholic community in Shettleston and looks forward to continuing to offer joint services in Holy Week. The Team is keen to raise our profile within the East End and to consider new ways to further develop outreach to the local community.

### **Description of Charge**

St James the Less is situated in a residential suburb of Glasgow. The church relocated from Springburn to Bishopbriggs in 1980 and now occupies a striking modern building. It has a loyal congregation (which is slowly decreasing), and many members are involved in mission and justice issues outwith the congregation itself. There is an active Mothers' Union, young church and a variety of mid week meetings that involve not only church members but those of other denominations, or none. There is a great deal of involvement in the wider church community: one member chairs Bishopbriggs Churches Together, a number of others are actively involved within the Region and Diocese supporting the wider work of the church. Our halls are well used by the local community – ages range from babies to pensioners. We aim to be open, inclusive and welcoming. We use the 1982 liturgy and many hymns and songs from a variety of sources. Typical number of communicants at the main Sunday Service: 55 adults and children. The Ministry team set-up and lay involvement is as follows: Rector, retired assistant priest, Lay Reader, Pastoral Assistant, Worship Leader, 5 Eucharistic Assistants, and about 40 members of the congregation who help with various elements of the service.

Annual giving by members: 2007-08: £33598; £41202 including Gift Aid recovery. Annual running costs: 2007-08: £56949. The income for the church is supplemented by: hall usage, the pastoral assistants' involvement in hospital chaplaincy and the Rector's involvement in some sessional work for the Diocese.

Age demographic: an estimated 80% of the membership are aged over 50.

### **Significant changes**

We hosted a curate for the first time from 2003-06 and paid for our share of her stipend. We welcomed the current Rector, Shelley Marsh, to our church in December 2006. After a period of settling in, we have changed some of our established ways of doing things and adopted a fresh outlook on a range of issues. The congregation has responded well to the new initiatives. Examples of this have included:

- the development of a mixed age music group in our worship. This development and its associated All Age worship had a tentative response initially but has come to be welcomed and appreciated.
- we have recently set up a Pastoral Care Links Scheme which is aimed at enhancing the pastoral care already established in the congregation and to encourage prayer for one another. This very recent development has already strengthened contact with those on the fringes and created new connections amongst the committed core.

### **What the congregation does well/opportunities for development**

We believe that we do welcome and inclusiveness well. We respond positively to financial difficulties and support each other in the event of personal crisis or loss. There is a clear awareness of the wider world shown in the congregational support of fair trade (we are a Fairtrade church). We support many and varied charities throughout the year and have a desire to hear from those who have a challenging story to tell. We need to manage disagreement better, although in many respects it is healthy that members of the congregation feel free to express their views, feelings and differences. We also need to find new ways to improve stewardship and to be more effective in our communication. In the last few years those who have performed many of the routine background tasks that support the life of the church in a practical manner have become frail and need to be cared for themselves. There is therefore ongoing work to do in encouraging the next generation to respond to filling the gaps as people's lives change. The congregation has been actively addressing areas requiring further development that were identified through vestry days and congregational workshops. Pastoral care links and new developments in worship are already in development. Our plans include attempts at improving communication and social events that involve a wide range of people.

We have identified four themes which underpin our life and work as a Christian community – **Family, Ethos, Challenge and Spirituality**.

**Family** We are a community that welcomes all those on the Christian journey, whatever the stage. We are inclusive and offer friendship and fellowship, and work to ensure that all are welcome. We all share in and support the highs and lows of our lives as individuals and as a community.

**Challenge** We look for growth in our Christian life. We expect to be inspired and challenged by the Spirit on issues within our lives as individuals and as a church. We recognise that the Christian life is a journey in which we share our insights and growth with our companions on the road.

**Ethos** The way we approach our Christian life reflects the importance that issues of peace and justice have for us. We have a willingness to engage generously with, and campaign for, trade and social justice and the fight against poverty.

**Spirituality** We encounter God in all our experiences of life. Our encounters with God through worship and prayer provide a focus and are at the centre of all we do. We are a worshipping community who share the Christian journey in celebration and sorrow and in the breaking and sharing of the bread and the wine.

### **Description of Charge**

St. Margaret's, Newlands was built during the first quarter of the 20<sup>th</sup> century and was the largest Episcopal church to be built in Scotland during that century. It is situated in the leafy suburb of Newlands on the south side of Glasgow.

The congregation's churchmanship could best be described as "middle of the road Anglican" and its firmly held ethos is that St. Margaret's should be seen to be welcoming, inclusive and non-judgmental. There is a real sense of the "St. Margaret's Family" and great effort has been made to care for everyone, including those who are no longer able to attend church on a regular basis. Involvement in the community, the city and world-wide mission is actively pursued with help being given both financially and in personal input to many causes.

There are two celebrations of the Eucharist on Sunday. The Said Eucharist at 9 a.m. is attended by a regular group of around a dozen people. The main service at 10.30 a.m. is a Sung Eucharist where the *average* attendance is somewhere between 100 and 120. It is gratifying that, in this ever increasingly secular society, the congregation comprises a good number of younger people and families. Probably, 80% of the members are over 40 years of age.

The Sunday School at the moment is small but, over its history, the numbers attending has always fluctuated and potential for increase is good.

The Ministry Team consists of the Rector, Canon Tom Montgomery and the Associate Minister, The Reverend Paul Romano. Paul is non-stipendiary, working during the week as a senior lawyer with Glasgow City Council where he acts as chaplain to the council. The clergy are assisted at the Eucharist by a team of Eucharistic Assistants, and volunteers from the congregation act as Intercessors and Readers of the Old Testament passages and the Epistles. There are only three paid employees at St. Margaret's, the vergers, the office administrator and the cleaner. The annual running costs amount to £150,000 and the annual income is £130,000.

### **What the congregation does well**

There is a very active choir under the direction of our young and highly talented Director of Music, Michael Bawtree.

In the past year, a Pastoral Group has been set up. This group, consisting of specially chosen members of the congregation, are each given one or two elderly or infirm members thus underlining our desire to ensure that those who are no longer able to attend church regularly are nevertheless aware that they have not been forgotten. There has been a service at St. Margaret's especially for those who can be brought to church, and an annual service for the bereaved which has been most helpful to many both from within and outwith the congregation.

In the past decade, the congregation has become much more proactive in the services and this has proved popular. These opportunities have had very positive outcome for many members.

### **Opportunities for development**

There are on-going initiatives to ensure even more involvement with the local community, especially work with asylum seekers in the Pollokshaws area.

**Description of charge**

St Matthew's is set in North Glasgow, an area of post-industrial working class tenement estates in process of regeneration but with a long history of unemployment, welfare dependence, drug addiction, poverty, poor educational outcomes, poor health, high indices of multiple deprivation, significantly higher mortality rates than almost all other areas of Glasgow; placing it with high ratings of deprivation within Europe. The church is set firmly as a mission at the heart of this area from 1890's, moving to new premises, within the area, in 1936. A social hub until the general decline in the 1960's/70's. In terms of churchmanship, St Matthew's is eucharistically centred, modern & moderate catholic

Sunday communicants average	20 – 30	Electoral Roll	35
Full time stipendiary Rector (from 2008)		One Lay Reader (in other employment and not living locally)	
Annual member giving 07/08		£8,081	Annual Running Costs £11,050
Age demographic		80% over 50	

**Significant changes**

In the past decade there has been a rolling programme of regeneration of social housing in the wake of incidence of drug addiction reaching almost epidemic proportions from 1980's; but with no real increase in job opportunities. During this period, St Matthew's has seen redevelopment of its buildings (launched 1999); development (1993), extension (1996) and then relocation (2007) of drug rehabilitation work with concomitant increase (employing development worker & 3 staff 2001) and withdrawal (2008) of external funding.

In 2000 St Matthew's entered a Covenant with local C of S, RC and evangelical Churches which has lapsed with changes in clergy personnel. 2000 was a year full of hopes and uncertainties – The St. Matthew's Centre was thriving, with funding for a three year full time development worker and engagement with many social and youth oriented activities as well as the ongoing drug rehabilitation work. Ecumenical partnerships gave significant wider ownership to all this in the local community. The Church engaged in fondly remembered pilgrimages to Iona and Millport. The loss of a stipendiary priest at this time clearly introduced a degree of uncertainty as the building work was not yet completed.

An audit day with the Vestry in July 2000 (Jim Mein) revealed 'spiritual depth' as a Strength and the high age and small numbers of members as a Weakness; the Centre as an Opportunity and loss of leadership and income instability as a Threat. Unfortunately the arrival of a new priest did not bring the hoped for consolidation of the previous decade's work but rather resulted in pastoral breakdown which was soon (2004) to be compounded by the discovery of embezzlement by the new Centre Co-ordinator (appointed by the new priest), extended sick leave of the priest (almost 18 months) and interim arrangements for both congregation and Centre for the subsequent 3 years.

St. Matthew's had a half-time priest appointed at the end of September 2007; relocation of the major users and therefore of rental income (Addiction Scotland and Scottish Churches Community Trust) in the same month and complete withdrawal of regeneration funding by Glasgow City Council in March 2008. In September 2008 the stipendiary post was reinstated as full-time, dependent on diocesan grants and investment income from the closure of the neighbouring parish of St. George, Maryhill.

In 2009 the Centre struggles to remain open by an increase in regular rental income from its present users (all small organisations), diocesan subsidies and increasing Charitable Donations. With the redundancies of caretaking staff through the 2008 cuts and the removal of developmental work in 2004, the stipendiary post is emerging as a mixture of restoring congregational trust; remaking community links; revitalising ecumenical links and fund raising. It is a recipe for isolation and leaves little space for wider Church issues or involvement.

**What the congregation does well**

The congregation is good at exhibiting faithfulness, loyalty and commitment in a social milieu that is marked by fragmentation and unreliability.

**What needs to be done better**

It needs to be better at recognising the need and opportunity for mission and to take personal responsibility for this.

**Opportunities for development**

These are being experienced in the use of our premises by new groups which have local community links, membership of community fora, and by the beginnings of use of our hidden Garden.

**Description of Charge**

We see ourselves as “relaxed high church”, using both the 1982 and 1970 liturgies on Sundays for said and sung celebrations, at times with incense. The church is set just south of the city centre in an area with a large, mainly Islamic population of Pakistani origin. Until very recently the immediate surroundings of our building have been pretty derelict, but new housing is changing that. Next door is the Tramway Theatre where we have a chaplaincy, and the new headquarters of Scottish Ballet are nearly complete behind us – chaplaincy to begin there in September 2009. Only a minority of the congregation lives in Pollokshields, the majority coming from all over the south side and beyond, so that in reality we face into many communities, not one.

Typically, there are 50 or so communicants at the main Sunday service, though numbers fluctuate. There is a ministry team comprising the Rector (who is also at present the Dean of the Diocese), a non-stipendiary curate, a non-stipendiary Deacon and a Eucharistic Assistant. Lay people lead intercessions and read during the liturgy and are also involved in a pastoral visiting group. In 2007/8 giving by members was £59,984 (exclusive of tax recoveries), and running costs £84,693. We also raised £14,000 for good causes in 2007/8, a St Ninian’s tradition and a record sum. Finances are sound, though the Vestry has to be very prudent indeed in monitoring them. Eighty per cent of the congregation are probably over 50. There is a core group of younger adults who are very active along with many others.

**Significant Changes**

The surrounding community has become increasingly Asian in ethos: it is hard to see quite what “market” we might have in the local community. But we do attract new people, some of whom stay, others move on. In the past decade the church has experienced both periods of numerical growth and of decline. At present numbers are stable, but lower than we would wish. We have engaged with both Mission 21 and ‘Leading your Church’ into Growth. We have entered a partnership with Barnardos who run a major project for disabled children in the ethnic minority community from our buildings. A pastoral visiting group has been established. We have been able to train two stipendiary curates, one of whom was the first ordained woman to serve at St Ninian’s. A website has been established and publicity materials greatly improved. There are strong commitments to eco congregation, Christian Aid and Fair Trade. A flourishing women’s book group has been established. In recent years the annual MU outing has developed into a full blown parish outing. And there are regular opportunities for bible study, discussion of contemporary issues, Lent and Advent courses and quiet days. Major enhancements have been made to the building, though for the last two to three years we have been living in the middle of a really messy building site: noise, dust and some structural damage owing to the construction of the new headquarters for Scottish Ballet next to the church.

**What the congregation does well**

St Ninian’s is good at welcoming people, at balancing modern and traditional in worship, and at weekday worship. Fund raising for other people, as well as for ourselves, is a great strength, as is a lively social life (parish lunches, etc) We are good at drama (!) (we stage community pantomimes at Christmastime).

**What needs to be done better**

Not so good is the quality of relationships between some members of the congregation. We need to do better at keeping people when they come and to make more of our website. In some areas there is resistance to change. The external appearance of the building and noticeboards could be improved.

**Opportunities for development**

These include the expansion of our Patronal Festival this year into a whole weekend of events with invitations by visits to people in the new flats, a deepening relationship within Pollokshields Churches Together with the local RC church, increasingly successful Kids’ Afternoons for the local community, and increasing use of our halls and rooms by all sorts of groups.

**Description of Charge**

St Oswald's Church was consecrated in 1931 and was one of the churches founded under the Home Mission Board's "Million Shilling Scheme" launched in the 1920's to provide mission churches in six of the new housing areas growing up around Glasgow. St Oswald's, which had begun as a mission church with a priest-in-charge, was a daughter church of St Margaret's Newlands. A modern, larger church was built and dedicated in September 1966. This church building was de-consecrated and demolished to be replaced by 8 town-houses. The congregation of St Oswald's have come full circle and are back worshipping in the original 1931 building.

Average Sunday attendance can be up to 35 between the two services. We use the Scottish Liturgy 1982 for the principal celebration at 10am and weekly Wednesday service (10:30am). At two of the Sunday 08:30am services in the month we use 1929 Scottish Prayer Book. Devotional services are held in Holy Week and Festivals.

The profile of the congregation is approximately 33% = 40 – 65 years and 66% = over 65 years. At present we have 6 children but this will drop to 2 at the end of September 2009.

The Priest is supported by a Rector's Warden, Vestry of 9 and local Fraternal. The Priest is assisted at the worship by a Sacristan & team of chalice bearers; music provided by volunteer organist and choir of 4 females. The Vestry engaged a local person to carry out weekly cleaning and gardening duties to sustain the internal and external environment.

A vacancy committee will commence its task on 7 July 2009 with the aid of The Dean as the present part-time Priest-in-Charge (18 hours per week) will return to his homeland.

For a small and dispersed congregation we are generous in our support and financial contribution to charities.

Information from AGM, December 2008 –

Annual giving                    £19,113 (plus access to unrestricted & restricted funds)

Annual running costs        £27,262

**What the congregation does well**

St Oswald's has always been friendly, welcoming and inclusive. Although our property was repeatedly vandalised over many years culminating in the hall being burnt down the congregation of St Oswald's bounced back. Decided not to replace the hall but utilise the building in a multi-functional way – religious services; Vestry meetings; Strawberry Fair & Autumn Sales. Community Groups hire the space and provide children and adult dance classes, including Ballroom Dancing; Tae Kwan Do; Alcoholics Anonymous.

We participated in "Mission 21", identified our weaknesses and have strived to raise our public relations, information sharing and outreach to the immediate community of Kings Park - May 2009 new external notice board (designed, painted & provided by a congregational member).

**Opportunities for development**

Presently completing ramp, handrails & new tarmac to the building for the accessibility and inclusion of all persons to the social and religious events provided at St Oswald's.

**Description of Charge**

St Silas is an evangelical/charismatic congregation, situated in the West End near the campus of Glasgow University.

Total attendance on Sunday is between 250 and 300 individuals.

The full-time staff consists of the Rector and an Assistant Pastor. Part-time employed roles are a Creative Pastor, (responsible for music/arts and all-age worship), a Children's Pastor, an administrator, verger and cleaner. The staff's main focus is equipping the congregation to realise their gifts and use them; therefore, the lay people are very active in ministry.

Annual budget is c.£225,000, mostly given by the congregation, with 20% of this total supporting individuals from the congregation engaged in mission around the world.

80% of the members are probably aged over 20, and we now consist mainly of young families and students, with fewer older members. This demographic has changed in recent years and has meant we are having to rethink how we do church.

**What the congregation does well**

Our contemporary, innovative and all-age services are done well. We also do more traditional worship well, with our Lay Readers leading a very successful 1662 Prayer Book Morning Prayer service on a monthly basis.

**Opportunities for development**

We need to engage with the local community better and hope that the plans for a new hall will help facilitate and enhance the work we are already doing with young families.

## **GOUROCK St Bartholomew – Barrhill Road, PA19**

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### **Description of Charge**

St Bartholomew's has arguably the most beautiful setting for a church in the West Coast of Scotland, sitting on a hill overlooking the River Clyde. The building is Victorian having just celebrated its 150<sup>th</sup> Anniversary. The liturgical emphasis is Eucharistic. At the main service there are about 30 communicants, with 80% of the congregation being over 70 years of age.

The congregation is served by the Revd Drew Sheridan and a paid Pastoral Assistant, Mrs Liz O'Ryan. St Bartholomew's has a laity involvement of 4 Eucharistic Assistants, a Worship Leader, and teams who lead intercessions and read the lessons. The annual giving is £15,912 and the annual running costs are £18,315.

### **Significant changes**

Since the Revd Drew Sheridan has become priest-in-charge in 2006 there have been steady and significant changes. He has introduced new liturgies, settings and some modern hymns. The timing of the services also changed in order to accommodate the Rector's commitment to both his charges. There is now a new constitution and a Spiritual/Educational and Formation programme in place. The Gourock Rectory has now been sold and the Hall has been declared unfit for purpose, the land hopefully being currently reclaimed by the owners. With St Bartholomew's and St John's both being led by the same priest, there are now regular opportunities for joint services, lunches, trips, fundraising events and celebrations. These are particularly welcomed by the smaller and more elderly congregation of St Bartholomew's. The congregation have generally welcomed the changes made at St Bartholomew's, with only a few individual dissensions.

### **What the congregation does well**

St Bartholomew's congregation are open to ideas and still get motivated by the feeling of moving forward and developing. There is a strong sense of community and the people work well together. Events are well supported, even though the congregation are small in number. Perhaps because of being a small well established congregation St Bartholomew's could benefit from opening itself up to the wider community in Gourock in order to attract younger and newer members.

### **Opportunities for development**

St Bartholomew's is entering an exciting stage of its development as it is hoped that the Lady Chapel and Meeting Room are to be completely modernised and adapted so that they can be multi-purpose and used by the church and community. The Church building itself is also to be attended to so that it remains well maintained and able to be used for future generations. St Bartholomew's is also part of an exciting new ecumenical development between all denominations in Gourock. In 2009 an ecumenical course and service are to be held, led by the Glasgow Contextual Bible Study centred on Pentecost, and it is hoped that this will be the first of many ecumenical ventures.

**Description of Charge**

St John's is placed in the West End of Greenock and has a strong musical, liturgical and Eucharistic emphasis. The building is Victorian and has just celebrated its 125<sup>th</sup> Anniversary. At the main service there are around 80 communicants which include a healthy Sunday School of 15 - 20 youth.

St John's is served by the Rector, the Revd Drew Sheridan and a paid Pastoral Assistant, Mrs Liz O'Ryan. St John's has a laity involvement of 4 Eucharistic Assistants, a Home Communion team, Intercessors and a team who read the lessons during the service. 80% of the congregation are 60 and above. The annual giving is £110,036 and the annual running costs are £162,419.

There have been great changes at St John's during the past ten years. There have been many funerals commensurate with the aging congregation, yet due to new, younger members joining the electoral roll remains stable. The services have changed from being Mattins dominated to being Eucharistic, from being clergy dominated to having lay involvement, from being celebrated at the High Altar to being gathered round the new Nave Altar. The music, which previously was mainly choral is now more congregational friendly, and includes the best of the old mixing in with new modern hymns and settings. The music is supported by two organists, a fully restored organ and a robed choir. St John's now has a new constitution and a Spiritual/Educational and Formation programme.

In 2006 the Rector was made priest-in-charge of St Bartholomew's, Gourock and it has been exciting to see the two churches beginning to work together, celebrate and socialise together.

**Significant changes**

Changes are always challenging, and difficult for some to embrace. The changes at St John's have been welcomed by many, yet are still resisted by a few. It is, however, recognised that without these changes new members would not have been attracted to our services and community. The vast majority now accept and fully embrace the new liturgies, music and the vision for St John's that the Rector has set in motion.

**What the congregation does well**

The congregation are good at welcoming new people into the congregation, encouraging youth to participate in services, supporting the children with a lively and interesting Sunday School and planned trips. As a community the congregation tend to see Church as a Sunday activity and need to respond to the encouragement to get more involved by supporting the extra activities that are organised for them.

**Opportunities for development**

Future plans which have been explored by a small LYCIG ('Leading Your Church Into Growth') team include a complete overhaul of the Church Hall which desperately needs attention, and the development of a Junior Choir and Music Ensemble which will be involved in the worship at the monthly Family Services.

**Description of Charge**

The building is situated on a prime site in the middle of Gretna 'township' and the Charge has a high and respected profile in the community attracting many for rites of passage. It also hosts successful regular social events organized by members of the congregation as outreach and for fundraising.

The churchmanship is modern Scottish, middle to high. Sanctus bells are used and incense at major festivals. Sunday celebrations take place at the nave altar, 1982 liturgy, and weekday celebrations at the high altar, 1970 liturgy. Reserved Sacrament is required for services on occasions. A Licensed Reader is a weekly visitor to the local Primary School and school services are held several times a year in church which attracts considerable support from the pupils' families. The 'thinking day' service for Scouts, Guides etc is also held on a rotational basis.

Communicants range from 20 to 24 on a typical Sunday. This does not reflect the large adherence in the community.

Gretna is part of the Annandale Group together with the charges of Eastriggs, Annan, Lockerbie and Moffat. The Group is served by one full time stipendiary who is the Clergy Group Leader based in Annan and who has immediate pastoral responsibility for Gretna, Eastriggs and Annan. Lockerbie and Moffat are served by a three-quarters stipendiary based in Lockerbie who has pastoral responsibility for those charges. A Sunday rota operates ensuring the exchange of stipendiary clergy each month and the utilization of others who are available within the Ministry Team. There are three warranted priests, two retired and one NSM, attached to the Group and a further priest who has permission to officiate at Moffat. Two effective and experienced Licensed Readers serve the Group in the southern part.

There are Eucharistic Assistants, intercessors, lesson readers and others from the congregation who bring forward the elements at the offertory. There are welcomers and a sacristan, who with helpers, assist in the preparation of worship.

Income: Collections/FWO/SO - £5522; Fundraising - £11174; Gift Aid claim - £1835 Donations £5642. Running costs: £29279 including £11967 to Group Ministry costs. The Group receives annual Ministry Support of approx £13k.

80% of the members are probably aged over 60

**Significant changes**

Significant interior and exterior repairs and refurbishment have taken place making the building attractive and comfortable. Disabled access has been installed. The complexion of the congregation has altered considerably with new people who have moved to the area joining. Some have considerable experience of other Anglican Churches.

The formation of the Group and the transfer of the Rectory from Gretna to Annan eight years ago have required some working through. The congregation have adapted well to these changes.

Considerable house building has taken place enlarging the community. Serious attempts have been made to bring newcomers into contact with the Church with some success.

**What the congregation does well/opportunities for development**

Hospitality, fundraising and care of property are done very well. The links with the Primary School are excellent. Our Whist Club, Bingo Nights and Christmas and Spring Fairs are very popular in the community. The church also hosts external charitable events. Newcomers to the congregation are welcomed. A prayer group meets every Tuesday morning to pray for the mission of the Church in the community. Plans for the introduction of a loop and sound system are being pursued. The congregation adapts well to all necessary change.

Bible Study courses outside of Lent need to be started again. The formation of a Sunday School has always presented difficulties. Ways of encouraging and nurturing youth and young families after their child's Baptism need to be found. Ecumenical cooperation is good at grass roots but little official cooperation or communication exists despite of past overtures.

The Vestry regularly considers initiatives for attracting people to the Church such as a week of events planned around our Patronal Festival this year. Personal invitations to All Souls Day service for those who have experienced bereavement in the community.

### **Description of Charge**

St. Mary's is a Liberal Catholic church with a predominantly liturgical style of worship. We are set in a town of a population of approx 40,000 with 22 other churches. The Christian population has a large majority of Roman Catholics.

St. Mary's has built a reputation of working within the social needs of the population. It has its own Family Support Project working in partnership with a national Family Support charity, is part of a Detached Youth Project with five other town centre churches in partnership with the local authority. Members of St. Mary's are also instrumental in Hamilton Churches Drop-in Centre for the Homeless. The Rector is Convener of the Diocesan & Provincial Church in Society Committee.

We are engaged with support work overseas especially in Brazil, Kenya and India.

There is an active children's group of 30 children aged 6 months -16yrs.

Music is very much part of our tradition and we have a very able organist and choirmaster who has supported St. Mary's for 18 years. We have two Bible Study Groups and seasonal study groups. A prayer chain is active.

On average we expect 70 - 85 communicants weekly: 60 at the 10am Sung Eucharist; 10 at the 8.30am Holy Communion; 15 communicants at the Wednesday 10am Eucharist.

The Ministry Team: Rector and two assistant priests.

The assistant priests are only available for light pastoral duties and Sunday preaching, because of their own employment status. We have five lay pastoral assistants available and one lay worship leader.

The annual giving by members is: £40,000

Our annual running costs: £65,000

Investment income & other income £17,000

Gift aid: £8000

80% of the members are probably aged over 50.

### **Significant Changes**

Current Rector has been with us for 12 years; only 3 Rectors in the last 35 years. This has created stability to church life and has offered a clear positive direction. The congregation has worked hard not to decline in numbers and there is an active and welcoming atmosphere. We have recently embarked on an audit of the church's life and are trying to manage change rather than decline to make our 160 year old premises fit for purpose by consultation with church and community. We are seeking diocesan support for these necessary improvements; so far the congregation's response has been positive.

### **What the congregation does well**

Our congregation welcomes and invites; it is familial, pastoral, ecumenical and connects to the local community.

We have managed to grow in size and organizationally, and have managed to welcome new people whilst saying our farewells to many older loyal and faithful church going members who have sadly died in the past few years.

The latest positive development is a new group of Beavers and Cubs that have recently joined us.

### **Description of Charge**

St. Michael's is the most north-westerly charge in the diocese. In the town of Helensburgh it serves a wide hinterland including the Kilcreggan peninsula. The main employment in the town is the naval base and as a commuter town for Glasgow. The church also works with the naval chaplains from the base. It is a grade 1 listed building and a major conservation project has been supported by Historic Scotland and the Heritage Lottery Fund. The final phase of this conservation project takes place this summer when the church building will be closed. It is a typical Episcopal church!

- the typical number of communicants at the main 10.15 Sunday service - 90
- the Ministry Team set-up and other lay involvement - Rector, Reader, Director of Music, three Eucharistic Ministers who take communion to the housebound.
- annual giving by members - £79,498 in 2007/08 excluding giving for the conservation special project
- annual running costs - £87,311 in 2007/08 excluding expenditure on the conservation and other special projects
- the age demographic – 80% of the members are probably aged over 50

### **Significant changes**

There have been no sudden changes in Helensburgh though there has been a slow decline in the town centre. A few community events have been started in the last few years.

We had a new Rector five years ago and have a slowly declining and aging congregation but with a few younger families. We have also had a major conservation project through the last eight years which has been supported by most of the congregation. Last year we attracted a new Director of Music who leads the music especially at the 10.15 and 6.30 Sunday services. We also had a Strategic Review three years ago, the results of which are still being worked through.

The recent attempts to start a Family Service have been less successful but a new attempt will be made in the autumn by rescheduling the Sunday morning services to include a weekly younger people's service.

### **What the congregation does well/opportunities for development**

Support for the conservation project has been excellent with a strong team leading it. The congregational support though the vacancy was also excellent. The congregation has a strong fellowship with a good range of active groups and an outreach into the community. It also has strong Bible Study groups which have been a lay initiative, lay lead.

We have recently carried out a survey of the talents available in the congregation but unfortunately more commitment by more of the congregation is still needed.

St. Michael's has developing links with the URC which is about 200 yards away. The use of the URC church over this coming summer will strengthen this ecumenical link but links with other churches have been limited.

**Description of Charge**

The Irvine Congregation moved into St Andrew's Church of Scotland premises during the 1970's, and in 1981, an Episcopal extension was added to the premises, but all parts of the building are for use by either congregation. Recently, the two congregations have entered into an Ecumenical Partnership.

The Episcopal Congregation is part of the North Ayrshire Team – along with St Andrew's Ardrossan and St Peter's, Dalry. The link with Ardrossan has been in existence since the 1970's and Dalry joined the team during the late 1990's. The Rector has overall responsibility for the three congregations, with the assistance of 2 non-stipendiary assistants and one licensed Lay Reader. Within the Irvine congregation, there are Eucharistic Assistants and Worship Leaders and also members of the congregation lead the intercessions and the readings.

The average communicants at the Sunday service is usually between 25 -30, and over 80 percent of the congregation are probably over 60. Few people live close to the church premises, some coming also from the surrounding towns. There is no Sunday School at present, but has been in the past, when required. The annual giving is allocated to a joint fund for the three congregations and is in excess of £50,000.

**What the congregation does well**

There is a good relationship between the Episcopal and Church of Scotland congregations. Joint morning services are held a couple of times a year, usually one taking the Church of Scotland format, and the other an Episcopal service. In recent times there has been Episcopal representation at Church of Scotland meetings, and likewise, Church of Scotland members have attended Vestry meetings. Members from both congregations belong to the Women's Guild and the Men's Club. The Church halls are used by various organizations and groups during the week, and members of the congregation are involved in voluntary activities within the community.

Visitors are always made to feel welcome at the Church, and new members usually do quickly feel part of the congregation.

## **JOHNSTONE St John the Evangelist – Floors Street PA5 8QS**

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### **Description of Charge**

Average number of communicants on Sunday:	36
Ministry Team	2 Worship Leaders. 1 Pastoral Assistant. Team of Readers, Intercessors. 5 Eucharistic Assistants. 2 Organists. Small Choir (7) Small Sunday School. Girls Brigade Unit.
Annual giving	£28,000
Annual running costs	£27,000
Age demographic	80% in the 60 -70 age bracket.

### **Significant changes**

In the last ten years:

- New church lighting.
- Disabled ramp and rail installed.
- New Rector.
- Mid week services.
- More ecumenical contacts.
- More Civic contacts.
- A full sung service.
- Children's Services.
- New stained glass window.
- New hymn books and liturgies.
- A programme of maintenance regarding property and grounds.

There has been a very positive response from all the community.  
The response to the mid-week Eucharist has been very good.

### **What needs to be done better/opportunities for development**

Our social/ecumenical work is limited by our lack of facilities (no hall). The Rectory is now the social area and meeting place and is well used in that respect.

We need to continue to gently expand and grow within ourselves and the community at large.

The Rector attends such clerical meetings in the area as occur, takes part in all Ecumenical and Civic Services and Functions; but our profile in the area does need to be raised.

### **Description of Charge**

Kilmacolm is a rural community (population around 4000) with a significant number of residents employed in the surrounding towns and cities.

The congregation of St Fillan's is made up of approximately 50% life-time members of the SEC with the balance coming from other Anglican Provinces, other denominations or none. Ages range from babies to 80+, with approximately 80% over the age of 50.

Our main services are at 11.30 - Matins on the 1<sup>st</sup> Sunday of each month and Eucharist on the 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Sundays. We use the 1970 Liturgy on the 2<sup>nd</sup> & 4<sup>th</sup> Sundays. On the 3<sup>rd</sup> Sunday the 1982 Liturgy is used for an 'all age worship' service. A thriving mid-week Communion is celebrated on Wednesday mornings. There is also a 08.30 Communion on the 1<sup>st</sup> and 3<sup>rd</sup> Sundays. On Fifth Sundays, a Joint Eucharist is celebrated, alternately with our sister church, St Mary's Bridge of Weir. The usual number of communicants is 35 - 40. A Junior Church/Sunday School is held in parallel with the main Sunday service during school terms.

Our ministry team consists of the Rector and Pastoral Assistant with congregational assistance in reading, intercessions and administration of the Chalice.

Annual giving by the congregation amounts to approximately £22,000 and our running costs are approximately £35,000. The difference is made up from other fund raising activities – Hall lets, Saturday Lunches etc.

### **Significant changes**

During the past decade we have developed stronger ties and sharing with our sister church, St Mary's, Bridge of Weir, in all sorts of ways – liturgical, social, fund-raising etc. We have also moved away from a monthly pattern of 2 Matins and 2 Eucharist to 1 Matins and 3 Eucharist services. The services have also been modified with the introduction of the 1982 Liturgy.

Strong ecumenical ties have been developed with the other churches in the village with whom we celebrate at least one joint Communion service each year. Joint courses are held during Lent and Advent. Our annual service of Nine Lessons and Carols has become a village event in which representatives of other churches and village organisations take part.

A Prayer Group, Book Club and Social Group are based on, and organised by members of St Fillan's with participants from the village and further afield. Our fund raising activities are also well supported outside our own church circle.

### **What the congregation does well**

Good Episcopalian worship provided by an open and welcoming church has led to excellent networking in the village and hence very good response and support for our activities. As part of our community, we punch well above our weight – something like the SEC!

### **What needs to be done better/opportunities for development**

Like all churches, we would like to see more younger members. Traditionally in Kilmacolm, the two big Kirks have been the focus for Youth activities and, naturally, new families in the village tend to gravitate there for the sake of their children. Although strong links with have been established with the schools in the village, this has deliberately not had an 'outreach' focus and so has not led to any significant increase in numbers attending St Fillan's.

We think that a plethora of new initiatives tends to be counter-productive but continually strive to find ways of improving the things we concentrate on.

## **KILMARNOCK Holy Trinity – Portland Road KA1**

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### **Description of Charge**

Typical number of communicants at the main Sunday service: 45

Ministry Team set-up:

- the cleric in charge
- Eucharistic Assistants
- leaders of intercession
- readers of lessons
- Sunday School leaders
- Wardens
- Welcoming stewards

Annual giving by members    £21,800

Annual running costs         £38,120

The age demographic of the members: 80% are probably aged over 45

### **Significant changes**

In the past decade we have achieved the following:

Sunday School reinstated

Crèche and family corner established

Disabled "parking" at the end of two shortened pews

New Minister

New hymn books

More people participating

150<sup>th</sup> anniversary celebrations

Amplification system

Website

All the above were welcomed by the majority of the congregation. Some doubts were expressed about some things but generally people have been "won over" following things being in place for a little while. The Crèche/family area and Sunday School have helped to increase the number of younger families and young children as part of the congregation.

### **What the congregation does well**

Welcoming people

Hospital and pastoral visits

Fund raising

Magazine

Catering.

### **What needs to be done better**

Bible Study – people appear reluctant and a little frightened. Need to get more people involved in doing things. Recruitment, More regular attendance, more regular visiting and more individuals doing things e.g. readings, leading prayers.

### **Opportunities for development**

Recruitment and mission

Visiting and pastoral care

## **KIRKCUDBRIGHT Greyfriars – Mote Brae DG6 4HZ**

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### **Description of Charge**

Churchmanship - Central

- Average communicants 35
- Ministry team – Rector with 3 retired priests in the area
- Annual giving ( including tax recovered) £20,900
- Annual running costs £20,000 (Excluding rectory in 2007)
- Age demographic - 80%over 60; a very large element of retired professional people mainly from England

### **Significant changes**

Major physical restoration of an historic building (still ongoing)

Sudden departure of previous Rector and long interregnum

Congregation's response to both of these after the initial shock was to pull together and work for the church

### **What the congregation does well**

The congregation works well together and with the community – the church is not isolated but is seen as central to the community

### **What needs to be done better/opportunities for development**

The thing the congregation need is to have more confidence in itself and to work for the full mission of the church

The areas the church is working on are to do with building up the congregation

Vestry Away-days and other initiatives are planned for the short-term as well as an in-depth audit of our strengths and weaknesses

## **LANARK Christ Church – Hope Street ML11 7NE**

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### **Description of Charge**

Christ Church is situated just off the town centre of the busy market town of Lanark. Our parish covers an area of some 400 square miles including the towns of Biggar to the south and Carluke to the north. Our congregation also has worshippers from outside the parish boundary. The majority of the congregation has passed the age of 50.

Our normal service pattern is Holy Communion at 10.30am each Sunday although on the second Sunday of each month there is a Communion Service with a lighter 'Family Friendly' setting and a said communion earlier in the morning. Evening service usually in a Celtic theme is held once a month.

The average number of communicants are between 30 and 40.

We have a Rector, a Lay Reader and a ministerial team that consist of 2 more persons. Also a good number of Eucharist Assistants and a team of Pastoral Assistants. (4)

The annual giving is approximately £ 25,000 (of total income of around £35,000 ) and the total running cost s are approximately £45000. A recent legacy has enabled full-time ministry to be re-established and Vestry intend to use the income from this legacy (and the capital as required) to maintain full-time ministry.

### **What the congregation does well**

Our Church is in good order and standard and is regarded as a friendly church with an open atmosphere. Our aim for the future is to sustain that openness and develop both the ecumenical and internal work of our congregation. Our church hall is used by many groups including a badminton club, the WRI, and dance groups, visually impaired and autistic children as well as our own Tuesday Lunch club.

### **Opportunities for development**

We see the future with optimism and have the feeling that we are actually moving towards an increased number of members. We also hope for the family services to broaden the age span of our members.

**Description of Charge**

The church was built in 1876 and is a single storey traditional sandstone construction, comprising nave, chancel and an entrance porch. The church is in good condition with no outstanding problems of note. We also have a bungalow style Rectory and hall. The congregation is drawn from Largs, Skelmorlie, Fairlie and (with St Andrew's Ardrossan), West Kilbride and Seamill. There are approximately 150 members on the congregational roll. Churchmanship is traditional plus with the celebrant facing east, with Vestments worn and the Sacrament is reserved.

We have an active, but small choir and we also have a Mothers' Union branch, a Prayer Group and a Social/fundraising Group to raise funds to cover our annual shortfall. There are well established ecumenical links with the other churches in Largs, including a monthly evening service and in Holy Week services are shared.

The church is self financing and pays a quota to the Diocese. Efforts are made to cover any shortfall by fundraising activities. With a diminishing congregation through retirement/death the annual giving by members has decreased over the years and currently stands at about £28,000. Our annual running costs are about £63,000. 80% of the congregation are over 70.

Our typical number of communicants at the main Sunday service is between 40 – 50. We have just completed the recruitment process for a new Rector, Rev'd Gordon Fyfe, when we held an institution service for him on 8 June 2009.

**Significant changes**

Over the past decade, Largs and its surrounding villages have experienced the demise of many traditional homes and residential care homes for the elderly in preference for the development of flats, some of which remain unsold in the current economic climate. The town continues to attract the older resident. Within St Columba's, we have experienced a steady aging of the congregation and a general reduction in numbers attending, which has affected our finances. Efforts to re-instate a Sunday School have been unsuccessful, largely due to the presence of 3 C of S churches with active youth/children's groups.

**What the congregation does well**

We pride ourselves on being a socially active congregation who welcome newcomers and visitors. We are well aware of the difficulty in trying to increase the size of the congregation and various initiatives have been tried in the past, with mixed success.

**What needs to be done better/opportunities for development**

Within the last 2 years, we have started the process of developing a Vision for the future and we very much hope that with the recent appointment of our new Rector, we can develop our thoughts to ensure our continued presence within the Anglican community.

**Description of Charge**

St Cyprian's, Lenzie is middle church, using the 1982 and 1970 Liturgies at the two regular Sunday morning services. The church aims to be open, welcoming and accessible to all. There are typically between 30 and 40 communicants divided almost equally between both services, with 80% of the congregation probably aged over 40.

The Ministry Team is led by a part-time Rector, who will be retiring in the autumn, assisted by an ordained Deacon, who will be priested in July 2009, a Pastoral Assistant and a Eucharistic Assistant.

The current annual giving by members is just over £41,000 pa, with annual running costs around £40,000 pa.

**Significant changes**

The most significant change in the church over the past decade is the reduction in membership, particularly in families with children and young people. The local community has remained relatively consistent over this period, although local businesses have followed the wider economic trends.

The congregation's response has been to look at initiatives to bring the community closer to the church in various ways; through community activities for fundraising, by upgrading the church hall for use by community groups as well as for church functions, and by social and fellowship activities such as the recent formation of a new MU branch, to which members are invited to bring friends from out with the congregation, and by follow up contact to children after the local churches annual summer holiday club.

**What the congregation does well**

The congregation have been very supportive and active in social activities and the new MU, and work well on large projects within the church and community such as the Diocesan MU festival and service, and a social event in the local G66 festival last year.

**Opportunities for development**

In a recent survey initiated by the Rector, the Vestry identified that the church should be doing more to develop spiritual growth in the church, and more to promote unity and fellowship, extend our outreach and work on church growth, especially by looking to involve more children and young people. These are the areas that are being considered and prioritised for positive development over the coming months.

## **LOCKERBIE All Saints (Annandale Group) – Ashgrove Terrace DG11 2BQ**

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### **Description of Charge**

All Saints is the only Episcopal Church in the small market town of Lockerbie. It is a member of the Annandale Group of Churches, serves the Episcopal Community, in the town and from surrounding countryside. Outline: Large area, significant part of the Annandale Group.

It is served by one part-time priest, in conjunction with St John's Moffat.

It is of "middle" churchmanship (vestments) and has one celebration of the Holy Eucharist a week and no other services. There are 53 on the membership roll. There are no children in the congregation, hence neither Sunday School nor youth club. No adults could be found to take on the role of youth leaders, i.e. willing to make a commitment on a weekly basis. Facilities have been a problem. There is 20, in number of weekly communicants & 1 at home.

There is one priest, and four Eucharist Assistants, and several informal visitors.

Annual Running Costs: Total for the year under payments = £26,482.  
Annual Giving: Comes from different sources.  
Congregation giving: £16,400. Tax reclaimed = £4,000.  
Fundraising: £1,500. Dividends & interest = £4,800.

Nature of congregation: 80% of members are over 60.

### **Significant changes**

We are fortunate to have one priest, (7 years to date) thus we are a settled congregation. Future: we hope to continue to have a settled priest.

Lockerbie: the town has declined economically, over the past few years, not a lot of opportunities for employment, in Lockerbie. We have a main line railway station, (Virgin & Scotrail) but do not have the trains stopping here. Reason unknown.

### **What the congregation does well**

Highly developed network of care on an informal basis, looking after each other, in times of need.

### **What needs to be done better**

Maintain our ties, now have Book of Remembrance,  
Archives being looked after by a church member.  
Would like to get 2-3 young families to church, thus encourage other young families to follow.  
Priest to speak to local paper about All Saints.  
Shared Ministry, within Annandale Group.  
Developing Churches Together.  
Ecumenical - Not a lot of interest. World Day of Prayer.

**Description of Charge**

Churchmanship: Middle to low

Small building, seating 90

Town population approx 5000, also members come from neighbouring towns and outlying villages and farms, mainly we are a scattered congregation

Congregational Roll 57, includes 14 children and teenagers under 18 Plus 16 adherents, includes 3 under 18  
Average Sunday communicants approx 20-25, usually includes between 2 and 6 children

Services 11.30am Sunday, Sung Eucharist; 10am Thursday said Eucharist in the Hall

Part of South Ayrshire Team of churches with Holy Trinity, Ayr and St John's, Girvan

Team Rector lives in Ayr. Assisted by retired priest who also lives in Ayr

Services also led by clergy from North Ayrshire Team & other retired clergy

Some services led by authorised Eucharistic Assistants from Holy Trinity, Ayr

2 Eucharistic Assistants at St Oswald's, plus 2 teenage servers.

Sunday School led by a team of lay volunteers, mainly parents of the children.

Age Demographic of Congregational Roll:

Over 70 34%; 50-70 21%; 30-50 16%; 10-20 20%; under 10 9%

Annual giving by members £3.50 per week for each communicant. Annual running costs £13,670

**Significant changes**

- 3 different Team Rectors, loss of curate and non-stipendiary priest
- Loss of several key older members
- Welcomed several new families
- Physical changes to create disabled access to both church and hall and disabled toilet in hall
- Started distributing more information about church activities to community

In the community

- Closure and demolition of packing factory, significant local employer
- 2 Church of Scotland congregations have combined and sold both buildings with the intention of building a new church centre for community use
- Large number of new private houses have been built

In response the congregation has offered use of hall to C of S congregation while they are without premises.

Members are welcoming and friendly towards new people moving in to new housing, Rector has visited many of the new houses

**What the congregation does well**

Open and welcoming towards visitors and newcomers

Fundraising for charity

Keep Sunday School going

Ecumenical involvement

Keep our buildings and grounds in good order

**What could be done better**

Be more adaptable to change

**Opportunities for development**

Possibility of being more involved with a local Primary School

Exploring changes to music & forms of worship with aim of a wider appeal

**Description of Charge**

Typical number of communicants at the main Sunday service:	28
Ministry Team set-up:	Rector, 2 Lay Readers, Pastoral Assistant
Annual giving by members:	£20,000
Annual running costs:	£44,000
Age demographic:	80% of the members are probably aged over 60

**Significant changes**

For the last 13 years we have had a dedicated Priest for St Andrew's and now we are faced with having one Rector between two congregations. The congregation has reluctantly accepted this situation at the moment.

**What the congregation does well**

Ecumenism and twinning

**What needs to be done better**

Grow

**Opportunities for development**

Expanding mission to younger people

## **MOFFAT St John the Evangelist (Annandale Group) – Burnside DG10 9DX**

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### **Description of Charge**

St John's is the only Episcopal church in a small town. It is served by one part-time priest in conjunction with All Saints, Lockerbie. It is a member of the Annandale Group of five charges. It is of "middle" churchmanship (vestments) and has a celebration of the Holy Eucharist on Sunday and one on Wednesday which includes a discursive sermon. At least annually there is an interdenominational, non-Eucharistic service. There are forty two on the membership roll. There are two children and no teenagers in the congregation, hence neither Sunday School nor youth club.

The typical number of communicants at the main Sunday service 20  
Mid-week Eucharist 6-8 (and 1 at home)

Ministry Team set-up and other lay involvement  
1 priest, 4 Eucharistic Assistants, several informal visitors.

Annual giving by members:	to the Church	£ 10,677.00
	to Charities	£994.00 (and 20+ shoeboxes value approx £20.00 each)
Annual running costs:		£ 16,532.00

Age demographic: 80% of the members are probably aged over 60

### **Significant changes**

The most significant change has been the ageing of the congregation and the disappearance of young people. The congregation has come to accept that this is an "elderly" congregation most of whose children and grandchildren have all grown and gone away. Baptisms and weddings are very rare.

### **What the congregation does well**

The members of the congregation are very good at caring for each other and the attention given on many fronts, from visiting, through shopping to assisting the handicapped is commendable. There is a highly-developed network of care. St John's participates in interdenominational study, discussion and worship and donates regularly to various charities. It is a registered Fair Trade Church .

### **What needs to be done better**

We need to do better at contacting the next generation

### **Opportunities for development.**

The Priest is setting up a Worship Committee to consider the pattern of Worship.

## **MOTHERWELL Holy Trinity – Crawford Street ML1 3AD**

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### **Description of Charge**

Typical number of communicants at main Sunday service: 33

Ministry Team set-up and lay involvement: One Licensed Reader, one Worship Leader, four servers and a number of people who take turns in leading intercessions and doing the readings.

Annual giving by members: £20,461.00

Annual running costs: £40,457.00

Age demographic: 80% of the congregation are aged over 60

### **Significant changes**

As the big industries (coal and steel) went into decline there was significant unemployment and many people moved away from the area. There has been an increase in small businesses and improved job opportunities, but this has not absorbed all the unemployed.

Within the congregation there has been a decline in numbers as ageing members have died or are unable to attend. There have been very few new members to replace those lost.

### **What the congregation does well**

The congregation are very supportive of the church and are very generous in their giving.

### **What need to be done better**

Mission and evangelism. Unfortunately the age of the congregation and its situation in an area dominated by the Church of Scotland and the Roman Catholic Church makes this unlikely.

## **NEW GALLOWAY St Margaret of Scotland - Castle Douglas DG7 3RP**

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### **Description of Charge**

St Margaret's Episcopal Church sits at the entrance to New Galloway, Scotland's smallest Royal Burgh, in a quiet rural area of Dumfries and Galloway in south-west Scotland. It serves the area known as the Glenkens which covers approximately 300 square miles with less than 2,000 inhabitants. The area is predominantly devoted to farming and forestry and has a significant retired population. There are four Church of Scotland churches locally where services are regularly held. The nearest Episcopal Church to New Galloway is St. Ninian's in Castle Douglas which is 15 miles away.

The average number of communicants at St. Margaret's at the weekly Sunday service held at 10.30 a.m. is 23 and 7 at the weekly Wednesday morning service. At Christmas and Easter there are between 50-70 communicants with about 100 people in the congregation. The traditional worship is using surplice and stole.

An estimated 80% of the members are aged over 60.

The Rector is supported by one Churchwarden, one Lay Reader, and a Eucharistic Assistant. There are 14 members of the Vestry including the President of the Ladies' Guild who is an ex officio member of the Vestry. The Vestry meets on average 4 times a year and the Annual Meeting is held in late November or early December.

The annual giving by members is approximately £12,500

Last year the church, together with the Ladies' Guild, raised over £2,300 which was distributed to charities locally, nationally and internationally. The annual running costs of the church are approximately £16,500 including £2,000 for quota.

### **Significant changes**

Over the past decade, which has seen the same incumbent throughout, there have been few significant changes. During this time the church has celebrated the Centenary of both its dedication and consecration. New services have been introduced, particularly the Blue Book, and the congregation has proved itself to be flexible, accepting and tolerant of these changes. The congregation respects the fact that traditional Anglican services continue to be provided on a regular basis. These are the services which are enjoyed and with which members feel comfortable. The congregation is not complacent and most members are aware of the wider issues within the Church. It is also aware of the constant financial issues and restraints but at the same time is encouraged to look outwards in terms of its charitable giving. Public amenities within the church are limited and there is no Church Hall or refreshment facilities available.

### **What the congregation does well/opportunities for development**

The congregation endeavours to have a warm and welcoming attitude towards newcomers and visitors and a strong duty of care towards each other. The church itself and the Rectory are most attractive and maintained to a very high standard. We are aware of the need to encourage new members in an effort to increase numbers and lower the average age of the congregation. We will continue to work together in all areas of the Glenkens community and enjoy a relaxed and easygoing relationship with the local minister and the members of the Church of Scotland.

### **Description of Charge**

Holy Trinity and Saint Barnabas, Paisley is a town centre church in Scotland's 5<sup>th</sup> largest settlement. It also serves the neighbouring town of Barrhead and the villages of Neilston, Uplawmoor and Inchinnan. Since the 1970's the town traditional industries have been in rapid decline. The public sector is now the main employer in Paisley, with the headquarters of Renfrewshire Council, the University of the West of Scotland, Reid Kerr College, the Royal Alexandria Hospital and a divisional headquarters of Strathclyde Police all located in the town.

We are a "modern catholic" congregation with a strong choral tradition which uses incense on festivals. We have Choral Evensong once a month.

Our Sunday School is small in number but well served by a very capable team of teachers.

Although most of the congregation live in Paisley we also attract people from out-with our boundaries either because of family connections or the choir.

- the typical number of communicants at the main Sunday service - 55
- the ministry team set-up and other lay involvement – one stipendiary Rector and a non-stipendiary assistant  
all pastoral care is undertaken by the clergy
- annual giving by members - £36 000
- annual running costs - £54 000
- the age demographic 80% of the members are probably aged over 50

### **Significant changes**

In 2003 discussions began on the closure on one of the church buildings and the establishment of a new joint congregation in the remaining building. This happened largely in a calm and mature way and only two active members did not join the new congregation when it was launched at Easter 2004. Since 2004 we have been planning for the rebuilding of the church's ancillary buildings and after a long struggle the building of our new facilities began in June 2009 with significant support from the diocese.

### **What the congregation does well**

We have strong liturgical tradition which attracts people to the church.

Although the congregation is predominately over 50, we still have a good mix of ages.

The congregation is warm and friendly and sees social activities as playing an important in our life, especially when so many people live alone.

We host a number of user groups to our halls whose primary work is social out-reach so the church is identified quite strongly with this work.

### **What needs to done better**

Our local profile needs to be higher as people are still unaware that there is a local Anglican/Episcopalian Church.

More of our people should be involved in the soup-kitchens and drop-ins.

As a gathered congregation we have little contact with our immediate geographical area.

### **Opportunities for development**

The new facilities which are being built will increase the opportunities for social outreach into the local community and for people to get to know the congregation through coming to the halls.

The town centre is beginning to be re-populated so there is an increasing local residential community, rather than just businesses.

We are always involved in Doors Open Day and take the opportunity to promote our congregational life as well as our building.

We have been involved with *Leading Your Church Into Growth* and will be taking part in *Back to Church Sunday* in 2009.

**Description of Charge**

St Mary's in Port Glasgow is situated in the upper reaches of the town overlooking the river Clyde and could be described as a medium sized congregation with 220 members on the Communicants' Roll. There are usually about 60 members attending every Sunday.

There has been no Rector or Priest-in-Charge since last October. Various Clergy from the Renfrewshire Region visit and lead the worship each Sunday. The lay involvements in this Parish are a Secretary/treasurer, a Peoples' Warden and a Rector's Warden, a Vestry of 6 members and a Lay Helper/Server.

There are 157 members supporting the Church by FWO.

It takes approximately £47,000 to run St Mary's and pay the bills.

There are a few younger people in the Congregation in the 20 to 40 age group but most members are in the late 50 to 70 age range.

**Significant changes**

In the past ten years our membership has declined due to older people passing on. Nobody has replaced them. The biggest blow to the life of this Parish was the early medical retirement of the Rector last October. The Congregation's response to this is in their determination to keep attending services and supporting their Church.

**What the congregation does well**

When the Congregation has to raise funds for a specific goal they do get together and work hard. There is also a lot of pride taken when St Mary's has to take part, ecumenically, with the other Churches in the town.

**Opportunities for development**

It is hoped that efforts will be made to try to get new members interested in worshipping in St Mary's and perhaps persuade some lapsed members to return.

A new Rector would be the most positive development of all.

## **PORTPATRICK Ninian – Main Street DG9**

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### **Description of Charge**

Typical number of communicants at the main Sunday service - 1 2/1 5

Interim Priest-in-Charge: Revd Roger Cutler and his team with three licensed Worship Leaders

In view of our recent history, it is not easy to give an accurate indication of the typical annual giving figures or annual running costs. We will need full year figures under the new regime.

80% of the members are probably over 60.

### **Significant changes**

We have undergone considerable turmoil during the last 4/5 years which has seen the breakdown of once good relations with the local community and the departure of a number of members of the Church to Stranraer. We are now back on an even keel and working hard to restore our previous standing within the community and to attract new members. It is fair to say that the continuing members of the congregation have, and continue, to pull together very well.

### **What the congregation does well**

Teamwork.

### **Opportunities for development**

The restoration of good relations with the community and expansion of the congregation.

**Description of Charge**

Average communicants on Sunday morning consists of around 60 adults, 7 teenagers and 8 children.

Worship consists of shared ministry with several musicians and folk who take a turn in leading worship and sharing from the scriptures. Children's work using 'Godly Play' material on Sunday mornings (up to 11 children). Youth group meets for an hour on Sunday morning with up to 8 teenagers. The group joins the rest of the congregation for Communion each week.

Annual giving apart from special events etc is approximately £33K  
Running costs are approximately £33K

Age demographic is likely to be 80% over 50..

**Significant changes**

Move from three ordained to one ordained clergy over this period.

Gradual decline in numbers especially since 2004 but now beginning to show slight increase.

Many contacts with wider church and a number of visiting speakers and local conferences.

2E2 outreach event for 3 months with 4 CMS missionaries.

Much pain and hurt was caused by the SEC Bishops' statement in 2004 regarding the supposed SEC church. Although this has been restated in a somewhat more appropriate form, the whole experience was highly distracting and disturbing for the Rector and a number of the congregation.

In the 10 years the Rector has been short listed in three Episcopal elections. The fact that this had to be 'made public' has been again highly distracting to the local church.

The congregation's response to these events has been to be strong in heart to many of the challenges. The Vestry met with the bishop to find a graceful way forward, that could allow the continued membership of SEC. Willingness to 'wait and see' how the situation could be resolved.

**What the congregation does well**

The people within St Ninian's are welcoming to all who come. There is a wide range of people across the social spectrum They support each other in prayer and love and in practical ways. A new couple who have recently joined us and they point to the following: 'acceptance and openness to strangers and those who are hurting or in need'; 'lack of a controlling attitude'.

The Sunday morning service is a time to meet with God and one another, BUT it is not the main part of the life of the church. Much involvement by individuals and small groups in enthusiastic pursuit of mission local and overseas.

**What needs to be done better/opportunities for development.**

Everything!

But especially the emphasis from the Rector is upon building Christian Character with special emphasis on spiritual disciplines and valuing all the streams of the Christian tradition. This appears to open the door to the answer to both the above.

**Description of Charge**

Average number of communicants on Sunday	30.
Ministry Team	3 Worship Leaders. 1 Pastoral Assistant. Team of Readers, Intercessors. 6 Eucharistic Assistants. Large Sunday School.
Annual giving	£18,000:00
Annual running costs	£35,000:00
Age demographic	80% are in the 50 – 60 age bracket.

**Significant changes**

In the last ten years:

- Church redecorated, new chairs.
- Disabled toilet installed plus new ramp and rail.
- New frontage to church; car park, signs and gate.
- New Rector.
- Mid week services.
- New hymn books.
- More ecumenical contacts. More Civic contacts.
- More social events.
- Children's Services.
- Greater use made of the church hall by outside groups.

There has been a very positive response from all the community.

**What the congregation does well**

Our social/ecumenical work is well done and organised, and very favourably received by the larger community. We have a Social Committee; the Rector attends all clerical meetings in the area, takes part in all Civic Services and Functions; development and forward planning is discussed at every Vestry Meeting.

**What needs to be done better/opportunities for development**

We need to continue to gently expand and grow within ourselves and the community at large. We have a Social Committee; the Rector attends all clerical meetings in the area, takes part in all Civic Services and Functions; development and forward planning is discussed at every Vestry Meeting.

## **STRANRAER St John the Evangelist – North Strand Street DG9 7LD**

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### **Description of Charge**

St. John's is an independent church with a part-time Rector.

The church was established in 1892 and moved to its present modern building above the local public library in the town centre in 1994. The accommodation is multi functional with all modern conveniences, a stair lift, good kitchen and its own entrance. It was previously linked with St. Ninian's Episcopal Church in Portpatrick but since January 2009 has been totally independent. We have very friendly links with All Saints Episcopal Church, Challoch, Newton Stewart (27 Miles away) with whom we share educational courses and occasional services. Our members come from a wide rural area and from the town centre of Stranraer. A large group from the local Baptist Church join us for our Christingle Service each year and play an active part.

There are usually around 22 at the 10-30am Sunday Communion Service but we have just under 40 members.

Reverend Beth Tugwell is Rector in Charge.

The Pastoral, Eucharistic Ministers and Worship Leaders are: Mrs. Anne McWilliam, Dr. John Calvert and Mrs. Janet Peers.

Many members of the congregation take part in the services, taking up the offertory, reading and leading the intercessions every week.

The annual giving by members is £10,500. The annual running costs are £17,000.  
80% of our members are over 60.

### **Significant changes**

In the last ten years the main service has changed to the 1982 Liturgy and there is more collaborative ministry.

Stranraer's importance as a ferry port will be changing in the future when the major ferry operator moves their operations 2-3 miles down Loch Ryan to the port of Cairnryan. Much of the Harbour Redevelopment in Stranraer will be very close to the church, the new marina established six months ago is nearby also.

### **What the congregation does well**

The congregation, though mainly elderly, is very outgoing and welcoming and not resistant to change.

We have an active St. John's Fellowship, meeting monthly. Members with cars are very willing to collect the less able for services and Fellowship evenings. Our annual concert attracts an audience of around 75.

We run two very enjoyable (and profitable) Coffee Mornings each year attended by both our members and friends together with members of the other churches within Stranraer.

We sponsor a child in Haiti through the 'Compassion' charity.

We give locally to the 'Apex' scheme which supports the most needy in Stranraer.

We produce a monthly Church Magazine.

### **Opportunities for development**

We do feel we need to attract lapsed Episcopalians and Anglicans who move to our area and we are looking at ways to 'advertise' ourselves more. We are at present redesigning our notices for caravan parks, Bed and Breakfasts, etc. and revamping our Church Leaflets and are hoping to reach out more to the community.

**Description of Charge**

St Ninian's Scottish Episcopal Church in Troon was established in 1912 when the foundation stone was laid and the nave completed in 1913. It was raised to an Incumbency in 1919 when the first Rector was instituted. Building work on the chancel and organ continued and the church was finally consecrated in September 1931. The congregation has grown steadily and developed over the past 78 years.

St Ninian's Churchmanship would be described as mainstream Scottish Episcopal/Anglican. The main service is a Sung Eucharist on Sunday morning at 10.30am; with Holy Communion, using the Prayer Book, at 8.00am on Sunday and 10.00am on Wednesday. There is a robed choir and the Eucharist is based on the SEC 1982 liturgy with seasonal variations. Occasionally there are less formal services, for example once a month there is an All Age Service with Sunday School. The music is lead by the choir and music provided by a pipe organ with the use of piano and other instruments on occasions. We do not have a Director of Music but have developed a system using three high quality musicians/organists in rotation with music selection and administration shared between choir members and Rector.

The average communicant numbers on a Sunday is around 60, including the 8.00am Prayer Book Communion, this being about 50 – 60 at the main Eucharist. This number would be significantly increased on special occasions such as All Age Worship and much higher at Christmas and Easter. The present Ministry Team consists of Rector with a recently appointed Worship Leader, 4 Eucharistic Assistants, 1 Pastoral Assistant and 1 Sunday School Leader.

Our annual congregational giving, including tax recovered on gift aid is approximately £34,760, excluding hall rent (about £4,000 net of expenses) and sale of work (£2,500). Our annual running costs last year, excluding abnormal hall related capital costs and depreciation were £81,000.

The age demographic would be 80% of the congregation aged 50 and over with a decent number of families and children usually involved in the All Age Service.

**Significant Changes**

The biggest change has been the major redevelopment of the Church Hall in 2007, which has benefited not only the Church community but also the wider local community. These facilities are now widely used for a variety of functions. We also now employ a Hall caretaker, as with such frequent use these facilities require regular maintenance.

In the absence of a full time organist the development of a good workable alternative has enhanced the music of the Church. The All Age Service has become more established over the last couple of years, successfully involving the younger members and made good use of their talents. The St. Ninian's Fellowship has evolved from the Women's Fellowship and this provides a regular schedule of meetings during the winter, which are well supported by a good mix of the congregation, as well as the monthly Suppers during the summer, which began in 2008.

The link with the Swedish Church and in particular the Dalstorp Pastorate has developed well with parish visits by both congregations and also a choir. The Church magazine has been upgraded and this has enhanced communication with the congregation and beyond. A Welcome leaflet and booklet about the history of St. Ninian's and the Thompson Mice has also been produced.

In the process of changes there have been minor doubts/concerns during the consultation process but we have been able to progress knowing the congregation's approval was clear.

**What the congregation does well/opportunities for positive development**

The worship and music continues to be uplifting. Social events organised in the Hall provide excellent Fellowship and a high standard of catering.

The excellent church flowers, the gardens and the ambience of the church enhance the worship. St Ninian's is very active within the local ecumenical scene responding positively to the Holy Week and Easter shared worship in the town and plays an active part in the organisation of Troon Churches Together and Christian Aid.

There is a good organisation base within the life of the church with some excellent fellowship and social events of which we could develop more on a regular basis. Developments for the future focus on the areas of church life and worship as already outlined.

## **UDDINGSTON St Andrew – Bothwell Road G721 7ET**

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### **Description of Charge**

Number of communicants at Main Service: 12-14

The Ministry Team consists of Readers, Intercessors, Servers and Lay Representative

Annual giving by members £ 5,842

Annual Running Costs £13,667

Age demographic 50-70

### **Significant Changes**

Two vacancies in two years

Loss of members due to vacancies and death

The congregation has responded to this by holding together

### **What the congregation does well**

We keep our church going during the vacancies and serve well in different situations

### **What needs to be done better**

We require to grow

### **Opportunities for development**

Stability and guidance from a Rector

**Description of Charge**

Typical number of communicants at the main Sunday service: 19

Ministry Team set up and other lay involvement: one Licensed Reader and one Worship Leader shared with Holy Trinity, Motherwell, one server, one person who leads intercessions (other than the priest) and several readers.

Annual giving by members: £7912.00  
Annual running costs: £23,680.00

Age demographic: 80% of the congregation are aged over 60

**Significant changes**

Like Holy Trinity, Motherwell, St Andrew's was adversely affected by the closure of the steel works and the mining industry and many people left the area. There has been an increase in small businesses and this has helped the situation, but there is still a lot of unemployment and poverty. Within the congregation there has been a decline in numbers as aging members have died or are unable to attend because of ill health. There was a slight rally in numbers, but once again poor employment prospects have cost us members as people have moved away for work.

**What the congregation does well**

The congregation are very supportive of the church and are very generous in their giving.

**What needs to done better**

Mission and evangelism.