

CONGREGATIONAL PROFILE

St *****

Scottish Episcopal Church

[date]

[photo of Church]

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[photo of Church]

DESCRIPTION OF PARISH

The church of St *** is based in ***, just south of the heart of the city centre. The nature of the congregation is such that the actual geographical boundaries are less relevant than for many: those that attend the church come from many parts of **** and, indeed, beyond. Included in the congregation are commuters from ****. It would be fair to say that the majority of those who attend regularly do so because of the type of worship and friendly environment we offer, rather than where we are located.

The Church is located equidistant from the busy *** junction and the open space of the ****. Recent developments within the parish include the creation of the new *****, containing a mix of high-end office accommodation and residential flats. The area contains a mix of office, retail and residential buildings and is close to parts of University. The Church is also close to the *** Hospital.

Schools located within the parish include **** High Schools; and **** primary schools.

[description of city]

WORSHIP AND THE CONGREGATION

The focus of our worship is High Mass on Sunday at 11 am. This is attended by an average of 50 members of the Church (not including the servers and choir). There are 128 on the church roll, and we are confident that this number represents the active members of our congregation. The weekly pattern of worship includes Low Mass on Sundays and Tuesdays to Fridays, as well as on the first Saturday of the month. Lunch is served after Low Mass on Wednesday and Friday.

Until recently we celebrated Evensong and Benediction on the first Sunday of every month, but the difficulty of resourcing this, and the very low numbers attending, resulted in the Vestry deciding to reduce the number of Evensongs for an experimental period. In addition to the usual pattern of worship, we provide additional services at Advent and Christmas, and during Holy Week we celebrate

Maundy Thursday, Good Friday and hold an Easter Vigil on Holy Saturday. We celebrate mid-week High Masses on Ash Wednesday and Corpus Christi. Other major feasts, such as Epiphany and Christ the King, are celebrated at High Mass on the nearest Sunday.

The work of the clergy at High Masses is complemented by a full team of servers who ensure that the clergy are fully supported before, during and after High Mass. There is a high standard of music throughout the year with a Choir Director and an Organist (both professional musicians) supported by a group of talented musicians. High Mass includes the choir singing the Kyrie, Sanctus, Benedictus and Agnus Dei from a large range of Mass settings both accompanied and unaccompanied, as well as an anthem. The congregation sing settings of the Gloria and Credo. At various times of the year the choir perform additional music and it has become a custom to advertise our High Masses during the ***** Festival Fringe, with one of the Mass settings normally accompanied by orchestra. Recently a member of the congregation generously donated a Yamaha Model C grand piano to the church and this has meant our being able to promote concerts, as well as to use the piano as an alternative to the organ for some pieces.

We encourage full participation by the congregation and we have volunteer readers, intercessors and bell ringers as well as a group of Sidespeople who lead our welcome to the church each Sunday.

A particular success in recent years has been the growing number of children and families who attend the church. The work with our children has been developed for nearly fifteen years, and we now have different areas available in the church for older children, for the younger children and their parents, and for prams. Since the back of the church has been developed the porch is now used for children over 4 years old and we use Godly Play, which develops the children's understanding and knowledge of Bible stories. We have also been developing special lessons to give the children a better understanding of our own church worship including Mass, Intercessions, the Hail Mary and the Saints. The work has grown, and the children now own the work we do with them and encourage their parents to bring them to church. The average number at church is 4 or 5, but can rise to 9. On occasion the younger children participate in parts of the activities.

The church is kept clean by a small group of volunteers and there are also volunteers to ensure flowers decorate the church, and that all the vestments are kept clean and ironed.

During Lent we usually hold discussion groups for members of the congregation, and there is also a discussion group, the ***** Group, that meets most months of the year. There is a Social Committee that organises refreshments after High Mass, occasional congregational lunches, and other social events.

Currently there is a monthly newsletter published on the first Sunday of every month that is taken to those unable to attend church in person, as a means of remaining in touch with what is happening in the church.

St **** is noted for its inclusive approach to worship. Several of our congregation have joined us from other denominations and, encouraged by the welcome they have received and by the way we celebrate High Mass in particular, have stayed and become key members of the congregation. There is a mix of backgrounds in the congregation, including a high number of professionals.

The clergy team for the last two years has comprised ****. For four years we have benefited from ***** ministry, and have had women sub-deacons participating fully in High Mass for many years. While this initially led to some members of the congregation deciding to worship elsewhere, many of those who were initially sceptical about the role of women in the church have remained with us and continue to play a full part in the life of the congregation. Essentially the worship and environment of the church is in the inclusive and liberal tradition of the Anglo-Catholic community.

FINANCE

The church has seen a significant improvement in its finances in recent years. Not only were we able to fundraise a significant amount for our restoration project (see page *), but we have encouraged and benefited from notable increases in planned giving.

In the financial year to 30 September **** the total planned giving was around £***, an increase of £** from the previous year. Of more note is that fact that this amount has increased from a level of around £*** only four years ago. During the latter years of ***'s ministry he combined his duties as Rector with those of being *****. This resulted in the church benefiting from grants for this and other duties he carried out, and in turn we were able to support the employment of two part-time priests. These figures slightly distort the financial picture, but in the year to 30 September **** total income was £*** and total expenditure £***. There is at present a surplus in the restoration fund of around £*** including money owing under a VAT claim, and pending expenditure connected with the recent Quinquennial reviews of both the church and the rectory of around £***.

The congregation responds generously to appeals to increase its giving and, indeed, to donate for specific purposes. There are currently around 65 members of the Congregation who donate regular sums to it, around 50 of these through the regular giving scheme. The Vestry is fully aware that there is a challenge in ensuring that the finances of the church continue on a sound footing.

Copies of the accounts for the year to 30 September **** are available on request.

THE CHURCH PLAN AND THE VESTRY

St **** has undergone many changes over the last decade or so. The most obvious is in the church building's restoration, but – more importantly – the Vestry has been planning to renew the spiritual welfare of the congregation, and to reverse the decline in congregation numbers that are a feature of so many parishes. Mention has already been made of the one significant growth area in the church, that of young children and families.

A new Church Plan was drawn up in ****, and its two objectives are:

- To develop and preserve our form of worship, and grow our Church
- To nurture our congregation's spiritual and devotional life

Each of these major objectives is supported by a number of action points that the Vestry has been gradually following up. Externally the most significant action has been the formation of a new marketing strategy that is continuing to be implemented. A new logo was devised (used in this document) and a new website went online during the summer of ****, at www.st****.org. We are looking actively at how we might encourage greater use of the building by outside groups and this will be facilitated by the facilities for disabled people, and by the gift of the grand piano. The Vestry recognises that our congregation mainly comes from outwith the parish and that its location does not always encourage “passing trade”, and so we need to work hard in ensuring the worship we offer is known and recognised in other parts of ***** as well as beyond.

The Vestry recognised that too great a proportion of its time was being spent on considering finance and property matters and, now that the main work of the restoration is behind us, there has been a determined effort to spend more time at meetings considering spiritual and worship matters. One of the main concerns we have is that we are relying on a relatively small number of volunteers to ensure that the main facets of the congregation are kept going. This has meant making difficult decisions such as reducing the number of occasions we celebrate Benediction and Evensong in order to ensure that High Masses and the special services throughout the church year are celebrated in the tradition that members of our congregation – and visitors – value.

The Vestry meets around eight times per year on Wednesday evenings, and also has an “Away Day” shortly after the church's AGM. In **** the AGM was held on 5 December and the Away Day on 4 December. Normally the Away Day focuses on the Church Plan, but in **** the opportunity was taken to discuss the vacancy for a Rector and for members to agree the contents of this profile and the recruitment process.

Current members of the Vestry are:

Rector's Warden / Secretary	*****
Treasurer	*****
People's Warden	*****
Lay Representative	*****
Alternate Lay Representative	*****
Members	*****

* currently Interim Chair during the vacancy

[photo of church]

BUILDINGS

The Church

The Church is a Grade A listed building dating from ****. In **** we completed work on a major restoration of the building at a total cost of £****. In the last phase of this, £**** of the £**** cost was raised through the efforts of the congregation and the rest from various grants. As well as significant external works to the stonework and roof, the interior had new lighting, decoration and carpeting within the church itself, and we added new disabled toilets and kitchen facilities as well as making the porch area suitable for use by children during High Mass. Members of the congregation financed restoration of the paintings representing the stations of the cross. The organ console has also recently been made mobile so that the choir and organ may move location to suit any special occasions.

The heating system dates from *****, and the organ (built in 1872) was installed in *****. The Quinquennial review of the church undertaken in ***** highlighted additional external work that is currently being commissioned at a cost of around £*****. Most of this work is connected with the roof.

The Rectory

The Rectory is located at [address], around 10 minutes walk from the church. It

was purchased in **** and is a seven-apartment double-fronted dwelling with ground-floor bay windows, dormer windows, front garden including off-street car parking and a rear walled garden with gated sideway.

The ground floor comprises a vestibule, entrance hall and stairway, sitting room, dining room, study, kitchen, small kitchen or utility room and WC. There is also a store off the kitchen, another off the hall, and one accessed from the garden. Upstairs there are four bedrooms and a bathroom. It has central heating throughout.

The building is around 120+ years old and is on two bus routes. There are convenience stores within a five minute walk.

[photo of church]

THE NEW RECTOR

This is an exciting opportunity for a new Rector to build on the considerable achievements of the last decade. The foundations of a thriving future for the congregation have been laid in the restoration of the building and, more significantly, in the determination we have to ensure we can grow our church in the future.

The Vestry has determined that the following are the essential and desirable characteristics that we are seeking in a new Rector:

ESSENTIAL:

- Successful experience of parish work
- Commitment to promoting high church tradition, worship and music
- A commitment to mission and outreach and experience of working with the local community
- Able to encourage, support and motivate all members of the congregation
- Ability to preach stimulating and engaging sermons
- Good communication skills, both verbal and written
- Clear speaking voice and sense of presence in the Sanctuary

DESIRABLE:

- Good singing voice
- Relevant experience in more than one parish
- Experience of developing youth work and ability to relate to young people and children
- Good leadership qualities and a commitment to planning
- Counselling skills
- Ability to identify and encourage volunteers in the congregation
- Knowledge of the Scottish Episcopal Church

RECRUITMENT PROCESS

The Vestry has appointed a sub committee of three to undertake the interviews, which will be held on ***. In the early evening all shortlisted candidates will be invited to the church to meet members of the Vestry. In addition, arrangements will be made to show them round the Rectory.

Closing date for CV's to be received is ****. Please email them to ****, Interim Chair of the Vestry, at [email address].

CV's should specifically demonstrate how the essential and desirable characteristics are met. Please also provide the names and contact details of two referees.

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