

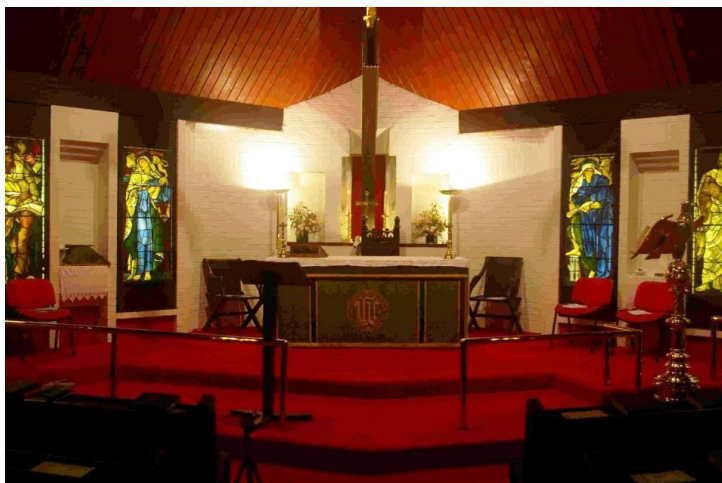
St James the Less Scottish Episcopal Church

CONGREGATIONAL PROFILE 2017



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DESCRIPTION OF THE CHURCH AND AREA

St James the Less Scottish Episcopal Church, Hilton Road, Bishopbriggs, Glasgow G64 3EL, is within the Diocese of Glasgow and Galloway. It is located adjacent to the Fire Station and is approximately 1 mile from Bishopbriggs Cross. St James the Less is an incumbency. The Scottish Charity number is SC023292 and the Church reference as per the SEC Directory is g42.

The Church faces onto Hilton Road and is bounded on two sides by garden areas comprising lawns and shrubberies and on the third by a tarmacked car parking area. The boundaries are variously defined by hedging and fencing. The site slopes gradually downwards from front to rear.

There are no burials within the grounds although there is a remembrance garden in which ashes of the departed have been interred.

The Rectory is an extended semi-detached house located to the rear of the church grounds on Meadowburn. Access to the church and grounds is via a gate from the back garden.

The Church and Rectory are located in a residential suburban area of predominately owner-occupied housing constructed in the 1960's and 1970's.

Bishopbriggs, although a dormitory suburb of Glasgow, is outwith the city boundary and is part of East Dunbartonshire. It has a population in excess of 23,000 which is expanding as the town grows with the development of new housing estates within and close to its boundaries.

There is a railway station with access to Glasgow and Edinburgh, and regular bus services together with road links. The area is well served by amenities. There are six primary schools and two secondary schools.

There are two main supermarkets and a retail park together with a number of local shops and restaurants, coffee bars and public houses. There is a library within the town located near the Cross.

In addition there are two private golf clubs and a public course together with tennis and bowling clubs. There is a sports centre and gym with swimming pool approximately half a mile from the church. A private gym has just opened about a quarter of a mile from the church.

In the surrounding areas the Church enjoys close proximity to the Forth & Clyde Canal which runs through Bishopbriggs to the centre of nearby Kirkintilloch where there is a marina. It is close to the countryside with the Campsie Hills forming a backdrop to the north.

Other institutions located within Bishopbriggs or nearby include Low Moss Prison, Stobhill Hospital and the Marie Curie Hospice.

Although well served for shopping and leisure, more extensive facilities are available in Glasgow, the centre of which is about 6 miles from the town.

There are a number of churches of other denominations within the town: two Roman Catholic, three Church of Scotland, a Free Church of Scotland and evangelical congregations at Woodhill Evangelical and Bishopbriggs Community Church. They, with St James, comprise the membership of Bishopbriggs Churches Together.

WORSHIP

The Sunday pattern of services is a said Eucharist at 9.00am and the main Sung Eucharist at 10.30am including Crèche and Junior Church.

Until recently there was a mid-week said Eucharist on Thursdays at 10.30am in the Chapel.

There are occasional All Age services at the main Sunday Eucharist.

The range and organisation of services reflect our approach to collaborative ministry with a variety of people contributing to the planning and delivery of the services. We are currently able to draw on the services of our Lay Reader, Kennedy Fraser, and Worship Leader, Ann Glenesk, as well as a number of authorised Eucharistic and pastoral assistants. We encourage full participation by the congregation and we have volunteer readers and intercessors as well as a group of Stewards who lead our welcome to the church each Sunday.

St James hosts an ecumenical Remembrance Service on a rotational basis and has a Christingle/Crib blessing service at Christmas. As well as taking part in ecumenical services during the Week of Prayer for Christian Unity and World Day of Prayer, St James visits other local churches during Holy Week and hosts the Maundy Thursday service for Bishopbriggs Churches Together. A service for the bereaved is held near to All Souls though this is not held every year.

STYLE

The style of St James is neither high nor low Episcopalian/Anglican but more of the centre. One of the strengths of St James is the mutual tolerance of differing views and convictions. Our worship style reflects our positive desire to provide a bridge not only between traditional and modern worship but also traditional and modern ideas. We appreciate and recognise the need for flexibility to enhance the Sunday morning experience.

The Liturgy is 1982. Vestments and liturgical colours are worn and displayed. Candles are in evidence. Servers assist at the altar. However, incense is not used. At the main Sunday Eucharist the Gloria is sung, but not the Creed or Lord's Prayer. The Gospel Acclamation is sung but the Gospel itself is said.

Music is provided in the main by the organ with the hymns being chosen appropriately by a small group working with the lectionary readings and worship themes. However, the congregation has a number of musicians who have provided the music at other times. There is no choir but there is a Singing Group who assist the worship from the pews. There is a Music Co-ordinator and regular meetings of the Tunes and Chat group through which new music is introduced to enhance the worship. In addition occasional use is made, as appropriate, of reflective sketches and mini-dramas to further enhance the theme and message of the service.

Although the tone and atmosphere within St James can be relaxed and informal the participation at the Eucharist is always reverent and prayerful. Over the past 8 years the Pastoral Care Link scheme was introduced – its aim is that each member is prayed for each week by a volunteer link member of the congregation who oversees prayerful remembrance of the small group they pray for. In this way no one is forgotten – everyone is prayerfully supported. The scheme is run by four co-ordinators who meet 3 or 4 times a year.

There is a data projector available which is used for showing videos or PowerPoint as part of sermons and other presentations.

CONGREGATION

The congregation reflects the history of the church. Originally the church was located in Springburn but moved to Bishopbriggs in 1980 due to a road widening scheme. Consequently the congregation has been drawn from not only Bishopbriggs but Springburn and adjacent areas. Today the congregation is drawn from Milton of Campsie, Lenzie, Kirkintilloch, Lambhill, Springburn and Bishopbriggs.

There are **107** total members and adherents, **93** on the communicants roll with **80** constituent members. The average attendance over the two Sunday services is **45**.

As in many churches the age profile is skewed towards the middle-aged and elderly but a small number of children do come along. Although this attendance is inconsistent we seek to provide appropriate activities and teaching. This has been a diminishing group over the years as the children of members grow up and move on. Nevertheless the individual members of the congregation are active in the

community, the Diocese and Province and the local ecumenical grouping of Bishopbriggs Churches Together.

Within St James itself there is a hymn choosing group, fabric group, finance group and social group – all of which report to the Vestry, the purposes of which are to ensure the effective governance and maintenance of the church buildings and the life and purpose of the congregation.

Volunteers help weekly with general administrative work in the church office, creating and proof-reading service sheets, photocopying and distributing the quarterly magazine, rotas and any other necessary mailings. Volunteers also help maintain the Church website, www.stjamesbishopbriggs.org.uk, and Facebook presence.

VESTRY

The Vestry meets around six times per year on Monday evenings, and also has in the past held Away Days and consultation workshops and lunch meetings after Church with members of the congregation. The AGM is held in September.

Current members of the Vestry are:

Rector's Warden	Elaine Smith *
Secretary	Wendy Petrie
Treasurer	Hilary Fraser
People's Warden	Willie Munro *
Lay Representative	Kennedy Fraser
Alternate Lay Representative	Elliott Glenesk
Additional Alternate Lay Rep. (Regional)	Aileen MacDonald-Haak
Members:	Eleanor Bah, Christabel Bramley, Peter McCulloch, Herry Muchena, Sarah Thurlbeck, Catherine Wilkes

* currently Joint Interim Chair during the vacancy

BUILDINGS - CHURCH AND HALL

The Church and Hall were constructed in 1979/1980. It is a single storey roughcast brick building under a pitched slated roof and was designed by Weddell and Thomson. The style of the church building is modern and distinctive - though there are older and in some cases ancient features and artefacts incorporated within the fabric and fittings. There is good disabled access, a disabled toilet and a loop system. Externally the grounds are well cared for, pleasant and attractive. Internally the atmosphere is peaceful, calming and reflective.

The recent Quinquennial states that the church buildings are well cared for and maintained by the congregation. The church has stained glass - sourced from other churches that did not require them - of particular note is the quartet of the Four Evangelists behind the altar being examples of work by Morris & Co. dated 1882 from designs by Edward Burne-Jones.

The side chapel contains reredos from St Andrews-by-the-Green and the altar itself

contains a fragment of the medieval high altar from Iona Abbey. The entrance lobby provides access to the Church, Hall and WC's (comprising male, female and disabled).

The interior of the church is exposed painted brickwork. The altar is on the east most side. The organ is located on the south side and was built in 1964 - this was sourced from a church in Clydebank. The side chapel can be accessed from the church or the rear passage. There is an office and WC (Rector's) to the rear of the building also accessed from the rear passage and a choir vestry off the church. Heating is via a gas fired system, the boilers of which were renewed recently.

The hall can be subdivided by a sliding timber door and the kitchen is adjacent. The kitchen is modern in style. The hall is an important source of income for the church and is well used by community groups which have included Musical Steps, Taekwondo, Bridge Clubs, Toddlers and Dance Groups. St James also hosts the Tuesday Club which meets in the hall and includes a programme of talks and activities run mainly by the members of the congregation for local seniors. The M.U. meet regularly in the hall.

THE RECTORY

The Rectory is a two storey semi-detached house built in the early 1970's. It is of traditional cavity brick construction and has a pitched tiled roof over the main house and a flat roof over the extension. The accommodation comprises 3 bedrooms, bathroom, lounge, dining room, dining kitchen and office. There is a garage. The recent Quinquennial states that it has been well maintained.

CHURCH EVENTS

Church events are an important part of the life of St James. In past years we have had Pantomimes and a Summer Show, Burns Suppers, Ceilidhs and Quizzes. In addition an annual golf competition is held.

The purpose generally is to raise money for charities and encourage social participation although there is an occasional fund raising aspect for specific projects. Over the past 2 financial years the congregation has raised over £5000 for a range of worthy causes and charities through events and the Away Giving scheme.

The congregation regularly socialise after the main service in the hall with tea and coffee.

We recognise the need to discuss wider church matters of vision and faith and to this end have held occasional overnight stays in the Cathedral of the Isles in Millport and the Conforti Institute, Coatbridge, together with all day workshops to help clarify our approach and vision, for example recently through the Mission Action Planning process.

WIDER INVOLVEMENT

St James is a fair trade church and a regular Traidcraft stall is held in the hall. The members have been active in a number of committees and bodies: in the Mothers Union we have two past Diocesan Presidents, in the Guild of Servers, at Synod and Diocesan Council, North Regional Council of the Diocese, the Admin Board, the Provincial Retirement Housing Committee and Church and Society, the Property Committee of the Diocese and The Diocesan Development Team.

We have been active in Bishopbriggs Churches Together and many members of the congregation sing in the Springfield Cambridge Festival Chorus - a choir put together with an orchestra and drawn from the local churches under the aegis of Springfield Cambridge Church of Scotland. An annual carol concert is held in the Glasgow Royal Concert Hall to raise funds for CHAS. Members of the congregation, as part of Bishopbriggs Churches Together, also take part in carol singing at the local hospice. The congregation has in the past held many Opening Doors events.

The Tuesday Club meet fortnightly in the church hall from October to May – this is a growing area of mission opportunity and ministry. Speakers and social elements combine with a simple act of worship to begin these meetings that attract mostly older people from both within and outwith St James's congregation.

In addition there is a strong Mothers Union Branch which has played a significant role within the wider MU organisation and through them the congregation has links with the local Women's Refuge and various overseas groups.

There is a house based Bible Study group which also meets regularly.

A Film group meets monthly where a film is viewed and discussion follows.

Locally members volunteer to help at Low Moss Prison, one of the congregation having her work recognised with a BEM in the most recent Honours List (2017). In addition members help out in charity shops, participate in local groups, organisations and clubs, and have a positive impact on the local community.

FINANCE

In the financial year to 30 June 2016 the total planned giving was around £40522, an increase of £226 from the previous year. We have a reasonable amount of reserves in hand.

The congregation responds generously to appeals to increase its giving and, indeed, to donate for specific purposes. We raised £2628 for other good causes in the last financial year. There are currently around 65 members of the Congregation who donate regular sums, around 63 of these through the regular giving scheme. Although our active members do increase their giving, the total number of members is dwindling. 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 June 2016 are available on request.

A budget has been prepared in respect of the next three years and has been attached to this profile. The budget indicates that the church is able to provide a stipend into the future as it has always done in the past.

Although the church is relatively modern and the maintenance and upkeep commensurate with age, the Vestry is always conscious of the need to keep on top of developing issues and plans accordingly. The Vestry is aware of appropriate grants that are available from the Diocese and Province and makes use of these as necessary.

THE CHURCH MISSION

St James is currently involved in Year 3 of Mission Action Planning which is a Diocesan initiative growth strategy. The growth strategy is being explored under the headings of:

- Worship, Prayer and Spirituality
- Learning and Discipleship
- Missional Leadership
- Numerical Growth, Welcome and Integration
- Children and Young People
- Imaginative Outreach into the Local Community.

Prior to this growth strategy, the congregation worked through values which we hope demonstrate our ethos and practice that underpin our approach to the Diocesan initiative. These values as a church community come under 4 headings:

Family - We are a community that welcomes all those on the Christian journey. We are inclusive and offer friendship and fellowship and work to ensure all are welcome.

Spirituality - We encounter God in all our experiences of life. We encounter God through worship and prayer which are at the centre of all we do. We are a worshipping community sharing the Christian journey.

Challenge - We look for growth in our Christian life. We expect to be inspired and challenged by the Spirit on issues within our own lives and as a church.

Ethos - The way we approach our Christian Life reflects the importance that issues of peace and justice have for us.

*“Let us build a house where love can dwell and all can safely live,
a place where saints and children tell how hearts learn to forgive.
Built of hopes and dreams and visions, rock of faith and vault of grace,
here the love of Christ shall end divisions.*

All are welcome, all are welcome, all are welcome in this place

*Let us build a house where hands will reach beyond the wood and stone
to heal and strengthen, serve and teach and live the word they’ve known.*

Here the outcast and the stranger bear the image of God’s face.

Let us bring an end to fear and danger.

All are welcome, all are welcome, all are welcome in this place”

The hymn “All are Welcome” by Marty Haugen is a theme song for St James the Less since it reflects the issues and concerns deeply held by the congregation. The theme is one of inclusion, of collaboration and reaching out to one another, to other churches and groups within the community, and is central to the way we want to move forward.

Our aim is to grow and develop as an open, welcoming and inclusive church reaching out to the wider community and our ecumenical links. We have created a sense of community and family by working together and increasing the number of members in the congregation to have an active role in the church. This has been achieved by a continuing programme of events which are social, educational and spiritual.

Many people find that St James provides a place where faith can be explored and doubts and questions can be expressed in a supportive environment. We try to ensure that our church is not only a place that is friendly but a place where people can make friends. A number of our congregation have come from other churches and we welcome anyone from whatever background. This reflects our belief that one of the functions of our church congregation is to accompany people on their spiritual journey as they explore their faith supported by that community.

THE NEW RECTOR

Job Description

The new Rector will be in touch with contemporary issues and able to relate these to the congregation in a prayerful, theologically knowledgeable and stimulating manner. This will be within the context of familiarity and appreciation of the Scottish Episcopal Church.

It is a given that the new Rector will be aware of and committed to the need for strong pastoral links and outreach and be caring, empathetic and encouraging.

The new Rector should be comfortable with our present liturgies, forms of service and musical content but be willing to lead on exploring additional ways to enhance the worship.

The new Rector should support the activities of the congregation and lead on encouraging new initiatives and be prepared to work collaboratively with the Vestry and Congregation. The Rector should be a leader who can encourage and release the talents and skills of the congregation but is willing to take a lead and make decisions.

We have identified *Numerical Growth* as a key issue for St James the Less - not just so that we can continue as a congregation but so that our witness in this place may be maintained and our Christian Faith proclaimed.

Accepting that this is not a unique problem with a societal backdrop of a population that is increasingly unchurched, and for whom the traditional need for services - weddings, baptisms and funerals can be satisfied elsewhere - we are looking for a Rector who can address this issue within the traditions and resources of the SEC and the Vestry and Congregation of St James the Less and who can encourage us to take our faith out into the community and into the world.

RECRUITMENT PROCESS

The Vestry has appointed a sub group of four to undertake developing the Congregational Profile, Job Description, Selection and Interview processes.

Candidates will be invited to apply using an application form submitted to the Secretary and in due course will be invited to interview and meet members of the Vestry. The Bishop or Dean will be involved in these meetings. In addition, arrangements will be made to show them round the Rectory and after the satisfactory completion of the Disclosure and References processes a formal appointment will be offered.

Closing date for Application Form and CV's to be received is 31/03/2017. Please email them to Mrs W M Petrie, Secretary to the Vestry, petriecw@virginmedia.com.

Appendix 1 – Three Year Budget

BUDGET to year end June 2018

INCOME		Budget	EXPENDITURE		Budget
Collections	Standing Orders	28000	Ministry	Stipend/NI/Pension	13805
	Envelopes	6500		Travel Expenses	50
	Other Com Giving	1400		Cont Min Education	300
	Open Plate	1300		Cover	2085
	Gift Aid Tax				
	Recovery	7700	Rectory	Insurance	320
Other Income	Hall Donations	9500		Council Tax	955
	Interest	500		Telephone	125
	Miscellaneous	500		Maintenance	3000
			Church	Heating & Lighting	2000
				Insurance	2402
				Maintenance	5000
				Cleaner	2250
			Diocese	Quota	8000
			Mission	Evangelism, Ed & Training	400
				Youth Ministry	200
				Pastoral Care	100
			Worship	Musicians	1400
				Worship	1500
			Admin	Phone & Internet	1000
				Office Supplies	500
				Photocopier Maintenance	720
				Miscellaneous	200
	TOTAL	<u>55400</u>	TOTAL		<u>46312</u>
				Surplus(Deficit) for 17-18	<u>£9,088</u>

BUDGET to year end June 2019

INCOME		Budget	EXPENDITURE		Budget
Collections	Standing Orders	30000	Ministry	Stipend/NI/Pension	34000
	Envelopes	6600		Travel Expenses	150
	Other Com Giving	1400		Cont Min Education	400
	Open Plate	1400		Cover	400
	Gift Aid Tax				
	Recovery	8500	Rectory	Insurance	330
Other Income	Hall Donations	10000		Council Tax	2000
	Interest	500		Telephone	400
	Miscellaneous	500		Maintenance	500
			Church	Heating & Lighting	2200
				Insurance	2450
				Maintenance	2000
				Cleaner	2300
			Diocese	Quota	8000
			Mission	Evangelism, Ed & Training	400
				Youth Ministry	200
				Pastoral Care	100
			Worship	Musicians	1500
				Worship	1500
			Admin	Phone & Internet	1000
				Office Supplies	500
				Photocopier Maintenance	720
				Miscellaneous	200
	TOTAL	<u>58900</u>	TOTAL	<u>61250</u>	
					-
			Surplus(Deficit) for 18-19	<u>£2,350</u>	

BUDGET to year end June 2020

INCOME		Budget	EXPENDITURE		Budget
Collections	Standing Orders	32000	Ministry	Stipend/NI/Pension	34500
	Envelopes	6700		Travel Expenses	150
	Other Com Giving	1400		Cont Min Education	400
	Open Plate	1500		Cover	400
	Gift Aid Tax				
	Recovery	9000	Rectory	Insurance	340
Other Income	Hall Donations	10500		Council Tax	2100
	Interest	500		Telephone	400
	Miscellaneous	500		Maintenance	500
			Church	Heating & Lighting	2200
				Insurance	2500
				Maintenance	2000
				Cleaner	2350
			Diocese	Quota	8100
			Mission	Evangelism, Ed & Training	400
				Youth Ministry	200
				Pastoral Care	100
			Worship	Musicians	1500
				Worship	1500
			Admin	Phone & Internet	1000
				Office Supplies	500
				Photocopier Maintenance	720
				Miscellaneous	200
			TOTAL		62060
	TOTAL	62100	TOTAL		62060
				Surplus(Deficit) for 19-20	£40