



APPOINTMENT OF RECTOR TO JOINT CHARGE OF



**St Mary the Virgin
Scottish Episcopal Church
4 Auchingramont Road
Hamilton
ML3 6JT**



**St Andrew's
Scottish Episcopal Church
4 Bothwell Road
Uddingston
G71 7ET**

The two churches have been linked as a joint charge since January 2016 and are 3.3 miles apart.

St Mary the Virgin
Scottish Episcopal Church
Hamilton



DESCRIPTION OF CHARGE

The church of St Mary the Virgin is located in Hamilton, close to the centre of the town. The nature of the congregation is such that the actual geographical boundaries are less relevant than for many churches: those that attend the church come from many parts of both South and North Lanarkshire and, indeed, beyond. 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 on Auchingramont Road.

Schools located within the area include Hamilton Grammar, Holy Cross High School, Hamilton College (an independent non-denominational Christian School), St John's primary school and St Mary's RC primary school There is also a private day nursery close by.

Hamilton is a town in South Lanarkshire, in central Scotland close to Junction 6 of the M74 with a population of c54,000. It serves as the main administrative centre of the South Lanarkshire council area. It sits 12 miles (19 km) south-east of Glasgow, 35 miles (56 km) south-west of Edinburgh and 83 miles (109 km) north of Carlisle. It is situated on the south bank of the River Clyde at its confluence with the Avon Water. It is well served by public transport with two railway stations and a 16 stance bus interchange.

WORSHIP AND THE CONGREGATION

St Mary's is a liberal catholic Church with a predominately liturgical style of worship using both the 1982 and the 1970 versions of the Scottish Liturgy. In March 2018 the Vestry agreed that the church could be used for same gender marriage services.

On average there are 70-90 communicants weekly; 60 at the 9:45 am Sung Eucharist; 10 at the 8:30 am Holy Communion and 12 communicants at the Wednesday 10:00 am Eucharist.



In addition to the usual pattern of worship, we provide additional services at Advent and Christmas, and ecumenical services during Holy Week (in conjunction with the other protestant churches in Hamilton).

The ministry team consists of the Rector and currently a curate who joined in 2017 and will remain until 2020. The clergy team is assisted by five Pastoral Assistants (one of whom is also a Lay Worship Leader).

Music is very much part of our tradition and we have a very able organist and choirmaster who has supported St Mary's for 25 years and an excellent choir. There are regular sung Evensong services, an annual series of concerts and other musical events.

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

We have a bible study group and seasonal study groups. There is an active prayer chain and a small Mother's Union group.

A particular success in recent years has been the growing number of children and families who attend the church. There is a Sunday School (known as Kidz Klub) and family area in the church. On occasion the children participate in the service.

There are volunteers to ensure flowers decorate the church, the brass is polished and that all the vestments are kept clean and ironed. There are refreshments after the Sung Eucharist prepared by a breakfast rota team. There is also a Social Group which arranges a full programme of social events.

In front of the church there is a small Remembrance Garden. The cremated remains of departed members of the congregation may be interred there.

Currently there is a periodic newsletter distributed to the congregation both on paper and electronically. The newsletter is also available on the church's website (stmarysepiscopalhamilton.co.uk).

Our congregation welcomes and invites, it is familial, pastoral and ecumenical and connects to the local community. We have managed to grow in size and organisationally.

The church has links to the former Cameronian Regiment. Some of the old regimental colours of the regiment are displayed in the church. They have recently been restored with assistance from the Regimental Association and the Sultan of Oman (a former member of the Regiment).

St Mary's has built a reputation for working to advance the social needs of the population. It has its own Family Support Project operating the Hamilton Child Contact Centre working in partnership with Relationships Scotland. We have developed along with three local Church of Scotland churches a detached youth project working in partnership with the local authority. Members of St Mary's are involved with the Hamilton Churches Drop in Centre and the Jubilee Scheme for homeless people.

The Church has a related charity – St Mary's For All (SMFA) – which developed from our community work and a large capital project which modernised the non-worship spaces for both community and church use. Users include a large Beaver/Cub/Scout and Rosebuds/Brownies/Guides community alongside 2 AA groups, regular use by Women's Aid and many other community organisations. It also provides office space for Circle Scotland, a charity providing family support services that promote children's healthy development and potential. There is a café in the space which is open Monday to Friday. There are also spaces available for hire by community and other groups. SMFA is run by a separate group of Trustees.

FINANCE

The church's finances are kept under constant review by the Vestry. On an annual basis they have over the last few years varied from a small surplus to a small deficit.

In the financial year ended 30 September 2019 the total planned giving was around £33,390, a small increase over the previous year. During the latter years of Ian Barcroft's ministry, he combined his duties as Rector with those of being Dean of the Diocese. This resulted in the church benefiting from an annual "Dean's Allowance" from the Diocese, which in the financial year ended 30 September 2019 amounted to £7,889. This has now ceased. In the year to 30 September 2019 total income was £69,716 and total expenditure £67,709.

The congregation responds generously to appeals to increase its giving and, indeed, to donate for specific purposes. There are currently around 63 members of the Congregation who donate regular sums to it, around 34 of these through the planned giving scheme.

Looking forward, due to the loss of the "Dean's Allowance", deficits are predicted, and the Vestry is fully aware that there is a challenge in ensuring that the finances of the church continue on a sound footing. St Andrew's Uddingston has already agreed to make annual contributions of 25% of the new Rector's stipend and an appeal for increased donations will be made in the coming years.

Copies of the accounts for the year to 30 September 2019 are available on request, as is a Financial Viability Assessment showing the actual Receipts and Payments for the previous five years and predicted sums for the next 5 years.

THE CHURCH PLAN AND THE VESTRY

The Church has a Visioning Group working on Mission Action Planning. Its current priorities are to support children and young families and to develop improvements to social media and communications. It has recently produced a church directory, a copy of which is attached.

The Vestry meets around eight times per year on Monday evenings. The AGM is usually held on the First Sunday in Advent.

BUILDINGS

The Church



The Church is a Grade B listed building dating from 1847. In 2015 we completed work on a major restoration of the non-worship space at a total cost of £920,000. The cost was raised through a significant legacy left to the church, the efforts of the congregation and from various grants. This work also involved some changes to the church itself. The ceiling of the Nave has a number of important paintings by Mabel Royds (1874-1941). They are currently being assessed for restoration.

The heating system was refurbished as part of the work on the non-worship space. The organ is by Foster and Andrews and was installed in 1889. In 2012 it was professionally refurbished. The Quinquennial review of the church was undertaken in 2019 and no urgent or essential items were highlighted.

The Rectory

The Rectory is adjacent to the church. It is a modern house with front garden including off-street car parking and a rear walled area. It has a garage in the lane adjacent to church.

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

There is a Lidl store within a ten minute walk and the town centre which has good shopping facilities is a 15 minute walk away.

St Andrew's Scottish Episcopal Church



DESCRIPTION OF CHARGE

The church of St Andrew is situated in Uddingston on the main road close to the busy main street shops. St Andrew's is one of a number of churches within a small area.

Geographically the area contains a wide mixture of housing, several large private estates having been built recently. Uddingston has a population of approximately 6,000 although the Uddingston area has 25,000 and spans North and South Lanarkshire. There is 4% unemployment in the area. One fifth of the population are over 65 years. There is 71% home ownership.

For many, Uddingston is a good place to live when commuting to Glasgow or further afield. Buses and trains run directly from the village into that city and elsewhere. The motorway is minutes away, also linking many major places. Uddingston itself has a busy main street full of private shops with a wealth of 'eateries'. There are 2 bowling greens and many sports facilities for young people (which also run in the school holidays). Bothwell Castle and the Golf Club are nearby. Tesco supermarket, M&S Foodstore and Lidl are at the edge of the village. Tunnocks factory in Uddingston provides 800 jobs.

Schools located within the area include primary, secondary and day nurseries (one of which is located in our hall). The curate provides pastoral support for pupils in the grammar school.

WORSHIP AND THE CONGREGATION

Sunday Eucharist Services are held every week. Evening Prayer is offered 3 times per week. The congregation has increased over recent years and has scope for further growth. Some of the congregation also worship at St Mary's on a regular Sunday basis (and Wednesday Eucharist) and the majority attend the special services there. As a linked charge, at the present time, we share a ministry team of Rector and Curate with St Mary's. The Curate joined in 2017 and will remain until 2020. The Rectory is adjacent to St Mary's in Hamilton and the Curate lives in a flat in Uddingston.

On average, approximately 20 people attend Sunday Eucharist, with additional people attending special services. The congregation is middle aged and elderly with a few exceptions, mostly visitors, and live over a wide area.



It is a welcoming church and people coming new feel part of it immediately, enjoying the type of worship and the friendly environment we offer.

Worship is liturgical using the 1982 Scottish Liturgy Book. The congregation enjoys the language and format of this. Requested hymns also form part of the services which are accompanied by the organ, played by our young organist.

There is good support for the services. We have 2 lay worship leaders who are happy to lead the Liturgy of the Word on occasion, when required. We have a sacristan, 4 servers, 3 chalice bearers, 7 readers and 5 intercessors.

Refreshments are offered in the church hall after the Eucharist services. There are volunteers for refreshments, flowers, polishing the brass and keeping the church clean, etc.

As a small church linked to St Mary's we attend groups and meetings in that church; prayer groups, Lent and Advent groups, Bible study groups, social groups, Hamilton Child Contact Centre and manning the reception, amongst others. Many of the congregation live in, and have links within, Uddingston, Bothwell and several of the local communities and are keen to work ecumenically wherever possible. Members of the congregation also attend other churches in the diocese and ecumenically in Uddingston. Members of the church attend Synod, Regional meetings, etc. The information is then fed back to the congregation and through Vestry meetings. The curate produces a weekly pewsheet which includes good information about events happening elsewhere, etc. Led by the Curate, we are in the early stages of developing a web-site and we are keen to take this forward.

During the year we contribute financially to City Mission, the Diocesan Lent Appeal and to a local hospice through our Carol Service. At Christmas we support The Glasgow Children's Appeal (Aberlour). Many of the congregation give weekly support to local charities and volunteer in local hospitals. One of our members works with a hospital chaplain offering spiritual care and well-being to patients and staff.

FINANCE

At the moment our income slightly exceeds our expenditure since the hall letting to nursery achieves almost £12,000 pa after costs. The church derives other income from giving, gift aid and also from donations and our investments. The Vestry is fully aware that there is a challenge in ensuring that the finances of the church enable us to move into the future on a sure and sound financial basis.

At the end of the financial year to 30 September 2019 the church had a total of £79,680 in investments (General and Fabric Accounts) and £5,649 in current accounts (General and Fabric Accounts).

There are currently around 21 communicants who regularly donate through the planned giving scheme. Others donate via the Offertory plate.

Copies of the accounts for the year to 30 September 2019 are available on request or see the OSCR website for annual report.

THE CHURCH MISSION ACTION PLAN

Our mission is to be warm and welcoming, to be a place where people feel comfortable and accepted, filled with God's love so that no one is excluded on grounds of culture, religion, race, ethnicity, gender or age. We strive to see people as Jesus would, for who they are, people made in the image of God, of infinite worth, and precious in God's sight. The welcome we provide has already attracted more worshippers and we would wish to promote this.

More than this, we want to find ways of 'going out', being more visible in the village. To that end we have a group working with the Cinnamon network www.cinnamonnetwork.co.uk. This is an ecumenical group in Uddingston 'exploring ways to build relationships, develop trust, invest in and bless the community.'

We have talked to individuals and groups representing Uddingston including councillors, surgery manager, Uddingston churches, clubs and organisation leaders, police, restaurants, shops, pubs, school staff and parent groups, headteachers, old and young. We have held an Open Day and manned a stall at the Gala.

We are keen to develop our good relationships into the future with the nursery. The curate and people from the congregation visit regularly to achieve a good working relationship in order to ensure security and viability for the church into the future.

We hope that our new web-site (work in progress) will provide others with improved information about our church.



THE VESTRY

The Vestry has 10 members and meets around 11 times per year on Tuesday evenings. The AGM is usually held during the first week of Advent. The Vestry meetings are well attended and people are good participants in regional council, Synod, church events elsewhere. In March 2018 the Vestry agreed that the church could be used for same gender marriage services.

The vestries of both churches meet together every 3 months in alternate churches.

BUILDINGS

The Church

The building is in good repair. There are no outstanding issues from the last quinquennial (2017). Issues and queries reference Health and Safety are dealt with immediately.

The Church Hall

The hall is also in good repair. New flooring has just been added to the hall and surrounding rooms which have also been painted 2019. The hall is used by a private nursery during the week. The church uses it for refreshments after services and for meetings and supports the nursery when using it at weekends for fundraising.



RECTOR PROFILE

We are seeking a Rector for our two linked charges (Hamilton and Uddingston) who is approachable, empathetic, articulate, energetic and ambitious to further the Church's mission in our two communities.

The successful applicant will be committed to leading, challenging, inspiring and nurturing our 2 churches. He/she will be



- a person of prayer to lead our spiritual lives
- a gifted communicator with good interpersonal skills
- a caring, thoughtful pastor committed to engage with both communities and ecumenical partners
- aware of the role that Information Technology and Social Media now play in the mission of the church
- a visible and active presence in our churches and their outreach work
- a reflective guide embracing diocesan and parish visions for the growth of God's kingdom
- a stimulating and engaging preacher

bringing us encouragement, fresh vision and hope, helping us to reach out in love, grow in faith and promote our mission to serve God's people with wisdom, tolerance and understanding.

RECRUITMENT PROCESS

The Vestries of the 2 churches have each appointed sub committees of 4 to undertake the interviews, which will be held during the fourth week of February.

In addition to the interview, arrangements will be made to show candidates round both Churches and the Rectory and to meet the members of both vestries.

The closing date for applications to be received is 7th February 2020. Interviews are scheduled for late February/early March 2020.

Application forms can be downloaded from diocesan website and returned to Ian Poad, St Mary's Vestry Secretary, at i.poad@btinternet.com and Catherine Dickie, St Andrew's Vestry Secretary, at catherine.dickie69@outlook.com