

ST ANDREW'S & ST GEORGE'S WEST LOCAL CHURCH REVIEW

MONITORING OF PROGRESS AGAINST GOALS

GOAL (SET MAY/JUNE 2014)	June 2015	February 2016	August 2016	May 2017	Sept 2018
WORSHIP					
We will consider how best to engage children in worship at the 9.45 and 11.00 services including the role of the short address and greater use of Godly Play. We will seek ways of making services more child-friendly.	On-going process. Ruth and Angela have undertaken/will be attending training for Godly Play story-telling. We continue to encourage holding more child-friendly services.				The 9.45 service engages children in art and drama. A bag of toys is always available. Our lay-led 9.45 service aims to provide all-age worship. Leaders would benefit from a refreshing of training directed to that aim.
We will introduce half yearly meetings of lay worship leaders (9.45 and weekday) for discussion, training and support.	Learning Together leaders held a review (incorporating some training) on 18/3/15		Date to be set for autumn 2016.	September 2016: the Minister led a training evening based on the Words for Worship course he had attended.	Learning Together leaders and congregation held a review on 23 Nov 2017.
We will explore the possibilities of evening/night-time services, run experimental sessions and evaluate.	To be picked up in Discussion Time at June Kirk Session.	Agreed at Jan 2016 Kirk Session - <ul style="list-style-type: none"> • The minister will discuss the possibilities with the Together Clergy Group for joint planning and delivery of evening worship. • One elder will organise 4 visits for St AGW members to attend evening worship in a variety of styles in the course of 2016. • A date has been set of our younger members and adherents to discuss the life, work and worship of our congregation. 	Meeting held Jan 2016 with younger members and adherents to discuss the life, work and worship of our congregation.	The pilot services have not yet started due to lack of resource and defining need in the community.	

<p>We aim to involve members in the conducting of prayer and worship. Specifically we seek to double the current number of lay participants (30) in prayer and worship. We will do this by emphasising elements in our diet of worship which appeal to and draw on the talents of our members, e.g. Music and Meditation series, reflections on church pilgrimages/visits to mission partners. We shall also draw on external worship resources such as 'Seasons of the Spirit', 'Spill the Beans' and 'Godly Play.</p>	<p>To be picked up in Discussion Time at June Kirk Session.</p>	<p>Agreed at Jan 2016 Kirk Session -</p> <ul style="list-style-type: none"> • The clergy team continue to explore more participation through reading, praying at our regular time of worship. The target being to recruit another 10 people children and adults during 2016 to these ministries. • One elder takes responsibility to involve more members in the welcome ministry to church on Sunday's at the church door and to the fellowship afterwards in the Undercroft. <p>Pastoral Care Feb 2016 – need more welcomers</p>			<p>The 9.45 service most often uses 'Seasons of the Spirit' and occasionally 'Spill the Beans'.</p>
<p>We will review the format, timing and publicising of daily prayers to consider ways of making them more relevant to more people, or discontinue (except Tuesday communion).</p>	<p>To be picked up in Discussion Time at June Kirk Session.</p>	<p>Agreed at Jan 2016 Kirk Session -</p> <ul style="list-style-type: none"> • We ask three elders to look at the possible interactive prayer stations in other churches by the end of April 2016 and then bring a recommendation to the KS, • We will continue but monitor our current Worship at One seeking ways to make it more attractive to visitors. • A larger notice will be obtained for the church notice board in George Street and that small slips of paper might be given 			<p>The Prayer and Meditation Area is well established. The picture with a text is regularly changed. An illustrated children's prayer guide is in preparation</p>

		to interested visitors by those on welcome duty.			NEW! To develop a Church Trail For Children in conjunction with the Edinburgh Decorative and Fine Art Society
EVANGELISM					
We will work to encourage people in our parish – who live, work and relax here - to connect with the church in a way which feels natural to them. And coming into our building should be natural and fun! We wish to build on 3000 visits in 2013.	The Time and Talents parts of the '12-'15 Stewardship campaign have explored what members have to offer in helping people from outside the congregation relate to the work in the building. The responses to those ventures suggest that there are a reasonable number of people prepared to be part of this connecting system from within the Church building itself if new, appropriate, initiatives are identified.			The congregation encourages a variety of musical entertainment to use the building during the Edinburgh Festival Fringe. This encourages people to engage with us through the Arts, promotes performance by our own young folk and provides a source of income towards the ongoing work of the church. A total of 77 performances were given in August 2016 by 52 different performers. They included 3 of our own young choir members.	A total of 76 performances were given in August 2018 by 55 different performers. They included 4 by our own young choir members, as well as one by the church choir.
We will continue our pioneering work with local businesses by renewing our support for Workplace Chaplaincy in the city centre. We will engage two members to work as part of Workplace Chaplaincy.	Two members now involved in Workplace Chaplaincy; Margaret-Ann Fraser (Chaplain, Ocean Terminal), Katie McNeill(Training)		Katie McNeill (Waverley Mall). Successor to Tony Bryer appointed.	The Together Trust was involved in the appointment of the new employed chaplain to the City Centre, Andrew Gregg who took up office in April 2017. The congregation also engages in events organised by David Todd, the arts outreach project leader for Greenside Parish Church.	The congregation both in itself and through the Together Trust is a major financial contributor to the chaplaincy to the City Centre.
We will plan and organise a monthly programme of events open to everyone in our	Pilgrimage designed, booklets produced, pilgrimage walk		Pilgrimage App launched.	Apple App launched initially and Android version in 2016	

parish. These will include pilgrimages and labyrinth walks	launched.				
We will run an Enquirers' Course/course on Christianity.	Bill Clinkenbeard to organise and lead a course for Enquirer's designed to appeal to members and non-members in Sept/Oct. 2015. over four evenings		2016/17 course under consideration	2017 course, a basic exploration of faith leading to membership, is planned for October depending on demand.	The 2017 Enquirers Courses was postponed due to illness until 2018. Approx 10 people attended though none became members as a result.
SERVICE					
We will recruit at least 2 people and set up a training course with the aim of providing an advocacy service focusing initially on social care for older people.	Advocacy - Marie Austin and Barbara Finlayson have agreed to be Advocates and their training has begun (by Ian G and Alistair McG).	Advocacy - Marie Austin and Barbara Finlayson have completed training of Advocacy and Marie has been brought in to help a number of times.			
We will organise and run 3 short courses (perhaps 3 sessions, interactive rather than lectures) for interested people within and outwith the congregation on themes such as inter-faith (extending beyond the Book religions), faith and the secular world, living with an atheist, spirituality beyond the church.	Building Strong Communities lecture series, June 2015 - Hugh Goddard, Martin Johnston, Peter McDonald	See also entry on "Why Faith?" sessions.	October 2016 – Sally Magnusson lecture- Remember Who I am – from where Memories Go to Playlist for Life followed by book signing. Together is promoting a day conference on the Church at the heart of the City on 28 September at New College	October 2017 – John Chalmers to give lecture on disability. In September 2016 the Together Trust promoted a well-supported and stimulating day conference on Church and City at New College, led by Dr Eric Stoddart of St Andrews University, with Professor Paul Ballard and Rev Fiona Bennett. A critical conclusion was that the priestly work of the Church and the political statement of worship were vital in supporting the welfare of the City in the midst of its ambiguities.	2017 lecture by John Chalmers on seeing disability differently was a great success. The 2018 lecture will be given by John Bell in October. The title will be: "Singing Ourselves into or out of faith?"
We will continue to promote discipleship through eg our Amnesty group and the Fair Trade stall, the welcome team, and through events such as the Christmas Tree festival.	The Amnesty group is going well and will continue to meet on Mondays. Fair Trade is also doing well and we are selling a lot of rice from Malawi. It's really good to see the willingness of the Bright Sparks children to take turns in helping at the sale table. The Welcome Team seems to be working well under the good organisation of Astrid Gorrie and	The Amnesty group is going well with some new members and will continue to meet on Mondays. There were 18 people at our recent AGM. Fair Trade continues to do well and we are considering new ideas to increase sales. We plan to hold a Fair Trade breakfast on 21 February as part of Fair Trade Fortnight. It's really good to see the willingness of the Bright Sparks children to take turns	Planning for Christmas Tree Festival under way for 2016.	<u>The Amnesty Group</u> continues to flourish, meeting on the last Monday of the month. They follow A.I.'s Urgent Action System, writing letters on behalf of three prisoners of conscience. There have also been several events to involve passers-by in George Street by having a stall in the church portico where a letter can be signed. <u>Fair Trade</u> . In our church café, we have fulfilled the criteria for being a Fair Trade Church for several years, but have only	An Amnesty International Group meets regularly in the Undercroft. There are some twenty supporters, with perhaps half being members of the Congregation. The group writes urgent action letters to support prisoners of conscience and holds street promotions under the front portico several times a year. [NB the group is not a church group] <u>Fair Trade</u> . In our church café, we have fulfilled the

	<p>Mary Godden.</p> <p>Planning meeting for 2015 Christmas Tree festival to be held in June/early July. Training for storytellers involved in nursery visits. Ian will lead. July 2015.</p>	<p>in helping at the sale table.</p> <p>2015 Christmas Tree festival held successfully.</p>		<p>recently decided to make a formal application for this recognition. On the second and fourth Sundays of the month we have a table selling FT goods. We are keen to raise the profile of Fair Trade, so we are also working on a leaflet encouraging the congregation to use more FT products in their own homes and giving details of other local outlets selling / using those products.</p> <p>.</p> <p>2016 Christmas Tree festival held successfully with money raised being distributed to three selected charities. Planning under way for 2017.</p>	<p>criteria for being a Fair Trade Church for several years. On the second and fourth Sundays of the month we have a table selling FT goods</p> <p>Welcome Team continues to work well, with rota organised by James Crerar. Visitor leaflets produced in a variety of languages.</p>
DISCIPLESHIP					
<p>We will recruit a Children and Families worker, initially for 1 year from summer 2014, to work alongside and represent the congregation in its aim to build positive relationships with children, young people, families and schools within the parish and the wider community.</p> <p>We will seek opportunities to build on our relationship with Dalry Primary School, including a Nativity Service which involves enough costumes for a whole class, as well as an Easter service</p>	<p>Children and Families Worker (Angela Grant) recruited and commenced employment in July 2014 on a 1 year contract, after which time the position will be reviewed, following formal appraisal. 6 month extension approved</p>	<p>Strategy for Children, Youth and Families work being developed.</p> <p>Meetings held to discuss the above. The Group agreed that this will be an evolving project and initial thoughts are to concentrate on the delivery of two or three projects and monitor progress and success of these. Members of the Group will consider in more detail how these projects will be delivered. The Group would like to involve those members of the congregation who have appropriate expertise in addition to members of Bright Sparks and Education, for example, and only to engage appropriate professional assistance on an ad hoc basis.</p> <p>Due to the resignation of the Church Manager who leaves mid-March, the recruitment process to engage her successor is progressing well and nearing its</p>	<p>The Group agreed that this will be an evolving project which will involve a variety of people with appropriate areas of expertise to enable the delivery of discrete objectives and to monitor their success. . It was agreed that the first objective should be to communicate with those families on the cradle roll. The Group would like to involve those members of the congregation who have appropriate expertise in addition to members of Bright Sparks and Education, for example, and only to engage appropriate professional assistance on an ad hoc basis.</p> <p>There is also a need to involve younger people within the church to become more involved with the children for special projects and at regular church services.</p> <p>Exploring the possibility of conducting some research</p>	<p>Strategy for Children, Youth and Families work being taken forward as discrete projects with coordinated publicity.</p> <p>Work with Dalry Primary School has included support for their art work for the Dalry Festival and a nativity play which used the 30 costumes made by the church. Use by other schools is being explored. The appointment of a new Head teacher is crucial to this work</p>	

		completion.	into how other churches approach the attraction of children, young people and families into the church. Work at Dalry Primary School.		Continuing work with Dalry Primary school has been agreed by the new Head Teacher. Whether there will be a Nativity Service in 2018 will depend on the Locum Minister.
We aim to increase the number of young people aged from 3 to 20 who are involved with our church family. Specifically we seek to double the current number of youth (20) engaged. We will work alongside a Children and Families Worker, by offering stimulating events - Christmas Tree Festival, concerts and vocal workshops, Charity Chic happenings, debates and lectures, and by introducing elements to worship which appeal to a younger audience, e.g. Messy Church.	Planning meeting for 2015 Christmas Tree festival to be held in June/early July. 2 nd Messy Church 13 June.	3rd Messy Church 19 Sep. Telling of the Christmas Story to nurseries as part of the Christmas Tree Festival.	Annual Donald Gorrie Schools Debating Competition Creation Care activities for children, 3-5 Aug 2016	Messy Church 3 Sep. 2016 and ongoing regular sessions Annual Donald Gorrie Schools Debating Competition involves junior and senior teams from 4-6 high schools.	The 2018 Debating Competition was a great success. The motion on the political use of social media was very apposite. 6 High Schools participated, each fielding a junior and senior team.
We will explore ways to support and integrate our younger choir members more fully into the life of the congregation.	Having looked at this, we consider that the appropriate balance is being struck between accepting the enormous commitment which our young choir people show and pressuring them to consider greater involvement. 3 or 4 are strongly involved in the life of the church outwith choir.	Meeting 22 Jan to discuss related issues with younger choir members and others.	We are continually impressed with the engagement of our ten or so young choir members in the life of the church. There is no difficulty in persuading choir and practice attendance; instrumental involvement is high; two or three are involved with organ and composition; and a further two or three happily engage in work in the Undercroft Café <i>Meeting 22 Jan 2016 to discuss related issues with younger choir members and</i>	The choir continues to be a strong community: visibly supportive of one another in difficult times and engaged in the life of the church both through putting on special choral and instrumental events and working in the Undercroft café. Regular attendance on Sundays numbers between 14 and 20, of whom about 10 are university students and 3 are of primary school age. Congregational appreciation is warm and the income from choir Fellowship Lunches goes to defray the costs of biennial tours as well as other forms of support. In addition to the Director of	The choir continues to be a strong community: visibly supportive of one another in difficult times and engaged in the life of the church both through putting on special choral and instrumental events and working in the Undercroft café. Regular attendance on Sundays numbers between 14 and 20, of whom about 10 are university students and 3 are of primary school age. Congregational appreciation is warm and the income from choir Fellowship Lunches goes to defray the

			<i>others.</i>	<p>Music, the group includes a paid Assistant Director of Music, two very capable pianists, organists, instrumentalists and composers.</p> <p>The Session's Music Group meets with the Director of Music three times a year and seeks to ensure that these talents are nurtured without putting undue pressure on the group.</p>	<p>costs of biennial tours as well as other forms of support.</p> <p>In addition to the Director of Music, the group includes a paid Assistant Director of Music, two very capable pianists, organists (including an organ scholar), instrumentalists and composers.</p> <p>The Session's Music Group meets with the Director of Music three times a year and seeks to ensure that these talents are nurtured without putting undue pressure on the group.</p> <p>Younger choir members put on informal concerts two or three times a year and these are well attended by congregation, friends and public.</p> <p>A 4 week series of music and reflection planned for the autumn combines a talk with some music. The music is provided by the younger members of the choir. Members and non-members of the church attend these events.</p>
We will continue to access resources provided by Yvonne McCorkindale, Presbytery's Children, Youth and Families Worker.	Plan to attend marketplace of resources morning in May 2015, unfortunately postponed to autumn.				
Discipleship is about lifelong learning and remaining relevant as Christians in an ever-changing society. We will provide opportunities for education and learning for our members and the wider parish. Specifically we will		See Why Faith? Above.	See Sally Magnusson lecture above.	All of the church's educational opportunities (26) have been listed in a table to help aid their coordination. A version of the list for new members (and old!) is in preparation.	<p>See Enquirer's Course and Annual Lecture above.</p> <p>A Bible Reading Workshop, led by Russell McLarty, was held in 2018 to help those who read during services. The note of the Workshop</p>

continue to set aside time for discussion and development at Session meetings, and look to introduce one annual relevant course/workshop for the congregation and the parish, e.g. 'Living the Questions' and 'Holy City'. We will do this using resources provided by 121 and external agencies such as Wild Goose.					was circulated to all readers at 11.00 and 9.45 services
FELLOWSHIP					
We will organise an annual Congregational Picnic.	To be discussed and hopefully agreed at next Pastoral Care Committee Meeting on 23rd. April. George Burgess had kindly offered to have it in their garden and I hope he has cleared it with Adrienne! June 2015 Update - the Picnic will take place on 14th June (but not under the auspices of Pastoral Care as most members of the Committee will be on holiday then).	The Picnic took place on 14th June (but not under the auspices of Pastoral Care as most members of the Committee were on holiday then). Planning for 2016 under way.	Second annual Picnic took place mid June. Well attended, despite weather.		Congregational outing to the Falkirk Wheel and cruise on the Union Canal in June 2018 well attended.
We will promote the use of a city centre pilgrimage route being developed by Together.	Pilgrimage designed, booklets produced, pilgrimage walk launched. KS approval for grant application to produce app.		The app was launched at the CofS Heart and Soul at General Assembly and much approved by 121 as having considerable transferable powers for other geographical areas.	It is hoped to add facilities for other user groups. It is understood that different languages can be added.	Pilgrimage designed, booklets produced, pilgrimage walk launched. KS approval for grant application to produce app. The app was launched at the CofS Heart and Soul at General Assembly 2016 and much approved by 121 as well as Churches Together in Britain and Ireland as having considerable transferable powers for other geographical areas. Apple and Android versions are available and Gaelic and Polish have been added.
We will continue to encourage and promote social events	Several outings already organised and enjoyed.			A walking group has been formed which meets monthly.	The monthly Walking Group has become a regular and

<p>such as theatre and galleries to foster interaction between those of different constituencies within the congregation.</p>				<p>Film showings organised by David Todd are a recent new feature.</p>	<p>enjoyable opportunity to exercise body and soul. Non-members are welcome.</p>
<p>We will encourage “pot luck” suppers, organised by members, based around geographical areas.</p>	<p>These will be discussed by Pastoral Care and the Area Elders on 23rd, April with a view to their taking place in the Autumn.</p>	<p><i>June 2015 Update - Pot Luck Suppers will be discussed at the next Committee meeting on 21st July and should take place in the Autumn.</i></p>		<p>Pastoral Care has organised a number of ad-hoc lunches for geographical districts. There is discussion around reviving ‘pot luck’ suppers.</p>	<p>The meeting for 9.45 (see above) included a pot luck supper. The Toys and Games Team for Christian Aid also has an annual supper.</p> <p>Occasional pot luck suppers have been on a whole congregation basis.</p> <p>There have been church ‘pot luck’ suppers to recognise significant birthdays or other milestones or to recognise the contribution of members to events in the church.</p> <p>NEW!</p> <p>Undercroft Café</p> <p>Fellowship Lunches - These are held on ten Sundays in the year. They are enjoyable, sociable occasions to which new members and visitors are warmly invited. They also raise a significant amount of money for named charities. So far this year the lunches have included charities like Mulanje Hospital; Tear Fund (Toilet Twinning); Amnesty International; 500 Miles; The Sunflower Garden. Others planned will support: Mary’s Meals; Together Homelessness Group and Edinburgh</p>

					Direct Aid.
WIDER CHURCH					
<p>We will build on our partnership with Mulanje Mission by identifying key needs in partnership with representatives from the Mission.</p>	<p>Support for Mulanje Mission : this is an area in which we as a group have nothing to report - though it is good to see the cooperation with Stockbridge Church in the ceilidh for Malawi on 20 March.</p> <p>We have continued our support for the nursing visits to the prison. We have agreed to fund a 2 year degree programme in nursing for one nurse. In association with Stockbridge we have held a fund-raising ceilidh. With them we are proposing that members in each congregation will seek to raise £1800 for Mulanje by 30 April 2016. The total of £3600 will be put to providing sponsorship for 5 hospital beds for a year (£3000) and 6 orchard packages (£600). Again with them, we will hold a fundraising ceilidh in November 2015 and a concert in 2016. We shall also begin to explore with the Medical Director the best ways of supporting young females in their school paths, probably through the issues of personal hygiene.</p>	<p>Support for Mulanje Mission: because of the emergencies caused by the floods and the severe reduction of rations to the remand prisoners at Mulanje, the church Malawi Group has been involved in several fund-raising activities. Wider Horizons has not been directly involved in this, apart from giving support on an individual basis.</p>	<p>Our support for nursing continues with financial commitment to sponsor the full cost of a Masters in Nursing Administration for the principal Nursing Officer</p>	<p>Further options for support are being explored.</p>	<p>Following a visit by eight members of the congregation to Mulanje Hospital, Malawi, where a missionary partner, Dr Ruth Shakespeare is Medical Director, we have funded numerous projects and facilities. This has included the children of the congregation raising £3600 to sponsor for 5 high dependency beds for a year (£3000) and 6 orchard packages (£600). The hospital administrator was supported through his MBA as, recently, was the hospital matron. Whilst the congregation is reviewing its connections with MMH, there are current discussions with Stockbridge Parish Church and MMH as to the possibility of funding a one-year distance learning MBA in Finance and Sustainability in order further to improve accountability to donors, improve the accuracy and timeliness of financial reports and provide an introduction to the field of sustainable finance and governance. [TBC after a meeting with Ruth S and Stockbridge on 3 September]</p>

<p>We will build on our contribution to the Together partnership-</p> <ul style="list-style-type: none"> • by supporting with our resources and building the exploration of a night ministry presence in the city centre; • in examining the appropriate response to the need for food-banks and payday loans; and • through continuing to monitor how the Christian community can best provide faith-based support for the Arts in the City Centre. 	<p>Together has not found it easy to identify a potentially effective way of furthering night services in the City Centre but will continue to pursue it. We have not pursued the issues surrounding foodbanks and payday loans. Together remains committed to faith-based support for the Arts and has engaged in a number of studies. It is likely that the present practical commitment will be in connexion with Greenside.</p>		<p>A lay reader, David Todd, has been appointed as the arts outreach project leader for Greenside Parish Church, and this work is carried out in partnership with the trust, to whom David reports, with our Minister as Line Manager.</p>	<p>Together's Homelessness Group facilitates the work of a team, made up from each of the constituent Together churches, which continues to assist in the catering for the Bethany Night shelters even although a rising number of users has necessitated a move away from using St Cuthbert's. The Congregation raises significant funds to support this work. Together will continue to explore the possibility of liaison with other providers of night services. Together has not pursued working on the issues surrounding foodbanks and payday loans. As regards the Arts, the congregation engages through Together and David Todd, (the arts outreach project leader for Greenside Parish Church, whose line manager is our Minister) in Arts events such as the presentation of film nights to ask 'Where was God in that story?'</p>	<p>Together is a major supporter of Workplace Chaplaincy.</p> <p>Together's Homelessness Group facilitates the work of a team, made up from each of the constituent Together churches, which continues to assist in the catering for the Bethany Night shelters. The Congregation raises significant funds to support this work.</p> <p>The congregation engages in outreach to the Arts through Together and David Todd, (the arts outreach project leader for Greenside Parish Church, whose line manager is our Minister), especially in events such as the presentation of film or theatre nights to ask 'Where was God in that story?'</p> <p>An event for children was held as part of Heart and Soul 2018, sharing a marquee within the Children's area, and based on work with schools in the "citizenship" and "welfare of the city" parts of their primary school curriculum.</p>
<p>We will further develop our commitment to and raise awareness of the work of Christian Aid by arranging talks/discussions/events in conjunction with Christian Aid, drawing existing strong links.</p>	<p>Christian Aid: everything is on track for the May book sale. There are plans to re-arrange the sale areas in the church this year, to maximize space for selling. There is now a lot more publicity material about Christian Aid in the vestibule, including a leaflet on climate change. We will publicise the Christian Aid Conference in</p>	<p>Christian Aid: May book sale successful, raising over £115k.</p> <p>Several members attended the conference in Edinburgh on 3 October to mark the 70th anniversary of Christian Aid and two of us had the chance to meet and talk with two of the Christian Aid Partners who were speakers</p>	<p>Christian Aid: May book sale successful, raising over £125k.</p> <p>We publicised the Climate Change Conference in Paris in December, and joined in the Edinburgh march against Climate Change. We will continue this support by involving the congregation in lobbying the Scottish</p>	<p>Christian Aid: May 2017 sale successful, raising £108k.</p> <p>A speaker from Eco Congregations Scotland will speak at our September 2017 Wider Horizons service.</p>	<p>The annual book sale has just finished, raising a record total of £ 130,000 for C.A. aided by some wonderful weather in May. The event is remarkable for the huge number of volunteers (around 500) who come every year and who work so hard to ensure</p>

	<p>Edinburgh on 3 October to mark the 70th anniversary of Christian Aid.</p>	<p>at the conference. They visited our church as an example of an eco-congregation.</p> <p>We continue to support Climate Change initiatives, hosting an Eco-congregation Scotland evening of talks and discussions in September, The WH annual service on 27 September was on this theme. We publicised the Climate Change Conference in Paris in December</p>	<p>Parliament in September.</p> <p>Eco Congregation – we are now considering how to proceed with the criteria for the third (gold) award, though this will be a process of two to three years.</p>		<p>its success.</p> <p>We publicise events run by Eco Congregations Scotland, on posters and in our church magazine, and members of Wider Horizons attend these where possible. At our September WH service, we will use the Eco Congregations Scotland material for Creation Time, and as part of our continuing support for <u>Climate Change Initiatives</u>, that service will involve the congregation in approaches to banks (about investing in fossil fuel companies) and to supermarkets (about their continued use of plastics).</p> <p>A number of actions and events over the past four years are relevant to our application to obtain the ECS Gold Award, which we are working on now.</p> <p>NEW!</p> <p>Benevolent Fund. The church's Benevolent Fund comes under the umbrella of our Wider Horizons group. Every year, grants of c. £1,000 are given to five or six charities proposed by members of the congregation.</p>
MINISTRY & LEADERSHIP					
<p>We will support the Minister during and following his return</p>				<p>The Session continues to encourage the Minister to take an annual sabbatical and can call</p>	

from sabbatical in				upon the services of ordained and lay members to provide cover during these periods.	
We will develop the role of Groups reporting to the Kirk Session, including all those baptised, providing more opportunities for leadership.		See item under Worship re wider involvement in readings and prayers. Discussion at Session on 19 Jan 2016 re wider involvement in pastoral care.			Subject to Session agreement, the KS Groups' remits are to be reviewed. Further discussion by Session in 2018 agreed wider involvement of members in pastoral care. Analysis of talent forms will identify people to join area, or specialised, teams and training will be organised.
We will seek to use new Church of Scotland learning and development material and courses as they comes on line, e.g. Eldership.	Following on from Dementia Sunday service, Pamela Mackay, Development Coordinator for Dementia Care at Crossreach will be speaking about the subject scheduled for September, 2015.			A presentation was given to the Welcome Team in March 2017	
PROPERTY					
We will maintain current high standard of our church building, completing refurbishment of Davidson Room, meeting room and inner vestibule, and organ overhaul.	Completed, apart from snagging items.	Rising water table problems	Further work carried out, including dealing with water ingress at undercroft stairs and disabled lift, and reconfiguration of kitchen. Propose to replace existing Fire Alarm system	The property quinquennial report of the church and the manse has recently been received and will be reviewed with a view to integrating identified needs into the rolling programme of works.	
We will undertake an energy study to inform improvements to boiler and heating controls.	Completed (report as at 25.2.15):Work is currently underway with the design details for the replacement of the existing boiler unit; work to providing a new hot water supply to the kitchen and work to the heat and vent system to the Undercroft. Tenders for the work to be issued on the 11 th March with three weeks to return and Tender acceptance by Monday 20 th April.	New boiler and controls installed, and working effectively.			

	<p>Although a detailed programme still to be drawn up, and barring difficulties with Building Warrant and Listed Building Consent, it is anticipated that work will commence on Monday 18th May, following the Christian Aid sale, with a completion before the end July.</p> <p>Meetings with the design team continue with the Church Manager in attendance.</p> <p>Work currently underway.</p>				
We will develop a rolling programme of planned preventative maintenance for the fabric and essential equipment to be completed.	Complete				
STEWARDSHIP					
We will promote different sources of income generation to reduce dependence on general offerings by increasing the proportion of total income derived from lettings, events, café activities and investments.	In 2014, the percentage of total income derived from general offerings, excluding legacies, fell to 56% from 70% in 2013. Lettings income increased by 116% and the surplus on café activities rose by 224%. (extracted from 2014 management accounts)	In 2015, general offerings contributed 61% to our total income, excluding legacies. Lettings income increased by 100% and now accounts for 10% of our total income	Recruitment of replacement Church Manager in spring 2016 successful.	In 2016, general offerings contributed 61% (61%) to our total income, excluding legacies. Lettings income now accounts for 13% (10%) of our total income.	In 2017, general offerings and donations, including Gift Aid but excluding legacies, contributed 58% to our total income. Lettings income now accounts for 11% of our total income, and surplus from the café contributes 5%.
We will keep running costs optimised to achieve at least a breakeven balance in our annual 'ordinary' accounts while maintaining our generous commitment to give away far more than we spend, through annual energy surveys, regular review of staffing requirements and pay, with a three-yearly budget cycle in place for key spending Committees.	In 2014, we achieved a £31,000 surplus in the balance of our ordinary accounts, assisted by legacy income of £73,000. Total expenditure fell by 3.7%, notwithstanding a 1.5% increase in our National Ministry and Mission contribution. A three-yearly rolling expenditure cycle has been established for the key spending groups allowing accurate budgeting out to 2017	In 2015, we again recorded a small surplus in the balance of our ordinary accounts for the second year running. In recognition of the hard work of our staff in achieving this result, we were able to increase salaries in line with inflation. In the course of the year, we gave over £145,000 to various external causes, an increase of 28% compared to 2014.		In 2016, we again recorded a surplus in the balance of our ordinary accounts. In recognition of the hard work of our staff in achieving this result, we were able to increase salaries in line with inflation and award discretionary bonuses.	In 2017, we again recorded a surplus in the balance of our ordinary accounts. In recognition of the hard work of our staff in achieving this result, we were able to increase salaries in line with inflation and award discretionary bonuses.
We will complete the final year	The present Stewardship team	The financial figures for 2015			Our rolling Stewardship

<p>of the current 3 year Stewardship programme on money, talents and time by inviting our members to consider afresh their use of time. We encourage every member to offer a percentage of their personal resources because this is a biblical imperative and there is a clear congregational desire to provide a witness to all those in need in the City Centre. The present Stewardship Team is able and willing to complete this section of the campaign with a new team selected in 2015. Our programme is in a repeating 3 year cycle.</p>	<p>has completed its 3 year programme and has instituted the first year of the next programme. It is understood that the continuance of the Stewardship campaign will be carried out by the Finance Group. The next stage of the present campaign is to follow up with present members their commitment to the work of the congregation and, in particular, to follow up – through the new video clips – with less directly connected members, their understanding of the work of the church.</p>	<p>bear witness to the generosity of the congregation, not only with their gifts of money but also with their time and talents. The Finance and Stewardship Group will oversee a rolling 3-year Stewardship Programme to sustain this energy.</p>			<p>programme has now moved on to focus on the talents of the congregation</p>
<p>COMMUNICATIONS</p>					
<p>We will continue to develop a digital strategy, building on our use of website and Facebook and other social media, by-</p> <ul style="list-style-type: none"> o Establishing a trained core of 4 people to update the website; o Sourcing training in Twitter or other social media and training 3 people, to maintain manageable but regular twitter feeds. 	<p>Continue to work on this and identify further people to help. Laura Cioffi and Clara Galea have helped with online communications; as did Miriam and Joe Evans for the Christmas Tree Festival. Sophie (p/t church secretary) is also very good on social media</p>	<p>4 people trained to update website (2 staff, 2 members of Comms Group) and other members manage Facebook pages for specific events. Christmas Tree Festival linked with Comms Group although most of work done by SE who is not a member of Comms. Twitter managed by a core of 2 (1 staff, 1 member of group) but several others can help. Bells page of website managed by designated member of Bells Group Continue to work on social media and identify further people to help - turnover is inevitable among some of our younger people who are active in social media.</p>			<p>Website is good and easy to maintain. Some contributors are inactive – need to review this.</p> <p>Social media is growing, slowly. We have added 2 new admins to the main church Facebook page – Sally and Pat.</p> <p>Both Facebook communities (Church and Christmas Tree Festival) are actually bigger than the congregation.</p> <p>We have co-opted Sally Evans on to Comms. Sally has successfully grown the Christmas Tree Festival fb page to over 600 likes and built an enthusiastic community around it.</p> <p>Increased use of Facebook events by members and staff including</p>

					<p>Christmas Tree Festival, Music. Twitter managed by 2.</p> <p>Intention is still to carry out social media training, increase current participants and increase collaboration between staff and volunteers, so that digital presence is more widely owned and so more effective.</p> <p>We hope that the current audit of talents in the congregation will uncover some IT and social media enthusiasts</p>
<p>We will carry out market research in 3 selected events per annum to find out where people heard about them. These might include a special service, concert, debate or lecture.</p>	<p>Further event identified – lecture.</p>	<p>Done. General conclusions include: - City-wide websites very important for non-members City-wide publications e.g. Fringe and other programmes are useful Congregation tend to use church magazine and notes, although some use Facebook Word of mouth remains crucial. That includes personal Facebook and twitter</p>			<p>Plan further surveys in winter 2018/19.</p> <p>Informal surveys at book events and Amnesty concert remind us that people we partner with for events bring their own audiences.</p>
<p>We will contact 2 volunteer/student designers to maintain and improve design and layout of magazine, leaflets, merchandise and other publicity for music, Fringe and other church events.</p>	<p>Considering possible uses of student/volunteer designers, and suitable tasks. Two further designers available and built good relationships with them. Improved internal design and coordination. Considering possible uses of student/volunteer designers, and suitable tasks.</p> <p>Two possible sources of student help contacted (Napier graduate and Telford College)</p>	<p>Have built good relationships with 2 designers. Improved internal design and coordination. Still considering possible uses of student/volunteer designers, and identifying suitable tasks for them. Have two good contacts to follow up - Napier graduate and Edinburgh College.</p>			<p>Continue to use 1 principal and 1 subsidiary commercial designer.</p> <p>Use of members who are professional designers was successful but needs more support.</p> <p>Internal coordination trouble- free and quality of publicity has been consistent in past 12-18mths.</p> <p>Still to explore student/other</p>

					designers. Our hard copy publicity is good. Our congregation and much of our audience is still more comfortable with paper than with digital – possibly more so than we expected in 2014.
We will source training/volunteers for short videos for website and YouTube.	Video on website – not done by Comms	New slide show on Christmas Tree Festival produced by 2 members of congregation, used for services and to go on website			Sally, Jane and Alison have individually attended iPhone video classes at Apple – continue to encourage them to put training into practice.
OTHER					
Other aims identified include establishing a team for regular blogs on the website; training conveners of Session sub-groups in website update and Facebook; establishing a system for regular inputs to city publications including local press. We hope to carry out some of these but do not wish to commit to timing at this stage	With Church Office and other members, have improved press releases and publicity cover.	Have conducted a review of the website, asking opinions of staff, Session and congregation. To be considered and implemented.			Comms. involvement in helping to organise new donations box. Welcome Team Resources: New laminated leaflet for visitors. Completion of Fact Sheets and updating as required. Leaflets in various languages produced with some Comms input. Magazine quality continues consistently high; increasing use of colour, introduction of regular columnists e.g. wildlife diary with strong spiritual input. Extended use of photos from various members. Some of our press contacts are bearing fruit. Work planned to enhance Albany Deaf Church social media and input to website 2018 – 2019