

St. Mary's, Broughty Ferry, Dundee



Welcome to St. Mary's Scottish Episcopal Church, Broughty Ferry in the diocese of Brechin

Thank you for your interest in the vacancy at St Mary's. Over the next few pages, we hope that you will discover something about:

- The Scottish Episcopal Church
- The diocese of Brechin
- Broughty Ferry
- The sort of community we are now
- Our hopes and aspirations for the future, and
- The sort of person that can help us achieve them.

Scottish Episcopal Church

The Scottish Episcopal Church is diverse in its tradition, outlook and culture. Such diversity enriches the Church and is expressed in warm relationships of mutual respect for one another.

Firmly rooted in the life of Scotland and part of its rich history, the Scottish Episcopal Church is also deeply committed to its membership of the world-wide Anglican Communion, which is a family of over 70 million Christians in more than 160 countries.

The Scottish Episcopal Church is known as a Province of the Anglican Communion, Within the Province there are seven dioceses covering mainland Scotland and the islands, they are Aberdeen and Orkney, Argyll & the Isles, Brechin, Edinburgh, Glasgow, Moray, Ross & Caithness and St. Andrews, Dunkeld & Dunblane. Each diocese is overseen by a Bishop. There are over 350 Scottish Episcopal Churches across Scotland, which offer a range of liturgical worship and music.

The Scottish Episcopal Church is governed by a representative body known as the General Synod, comprising of a representation of clergy and lay people from each of the dioceses. The General Synod meets once a year for three days to discuss and vote on a range of matters and issues and to determine policy and priority for the work of the Church throughout the year.

Diocese of Brechin

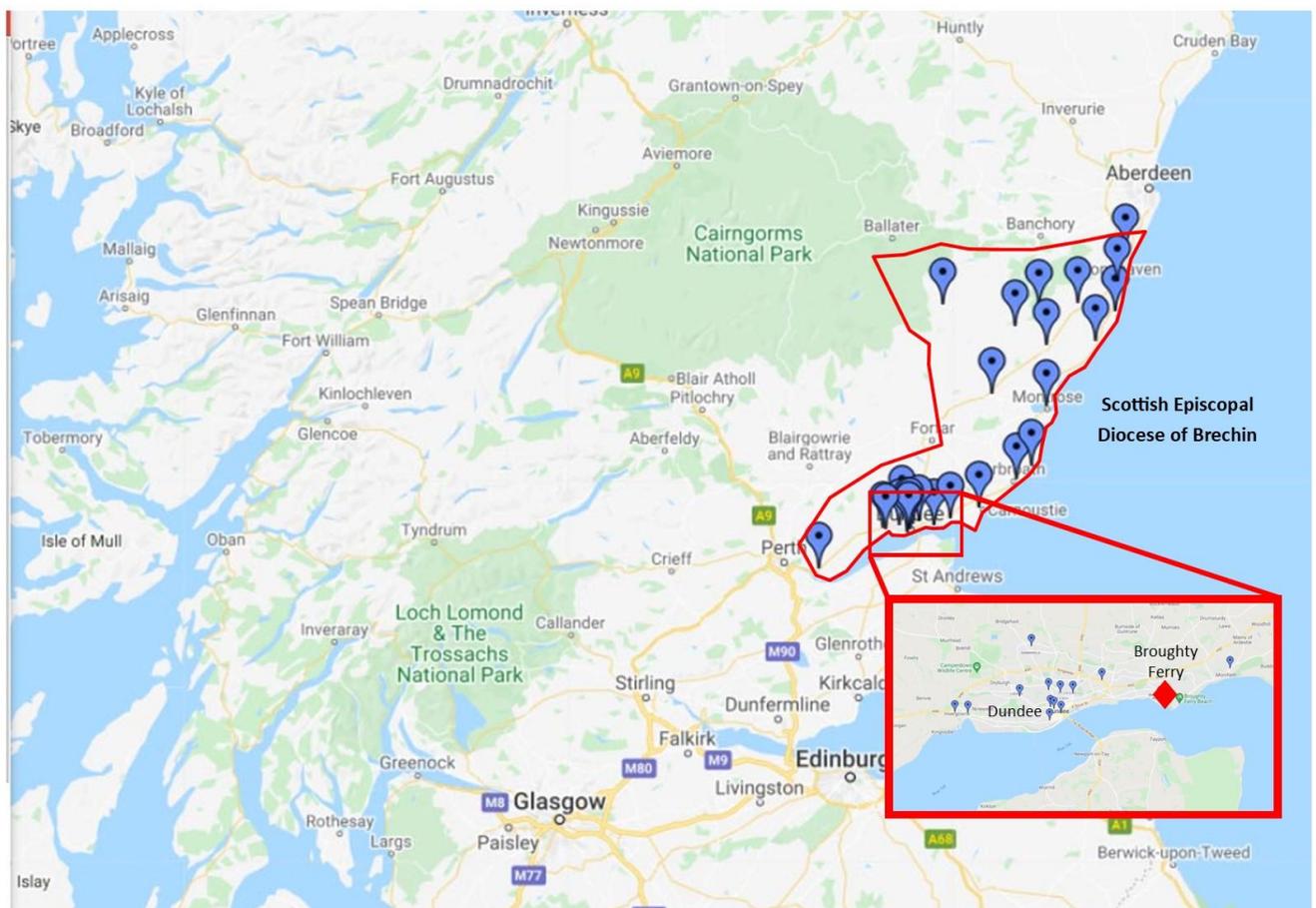
The diocese of Brechin is the Scottish Episcopal Church in the City of Dundee, Angus, the Mearns and Carse of Gowrie.

The Diocese of Brechin is geographically the smallest of the seven dioceses and has 25 church communities with St. Paul's Cathedral in Dundee as the mother church. The Diocese has roots that are believed to go back to 1153 when the bishopric was founded in the Angus town of Brechin. The affairs of the diocese are overseen by the Diocesan Council, comprising diocesan officers (Bishop, Dean, Secretary and Treasurer} and elected lay and ordained representatives from the

diocese. Bishop Andrew was consecrated as Bishop of Brechin in St. Paul's Cathedral in 2018 and has started a diocesan strategy to:

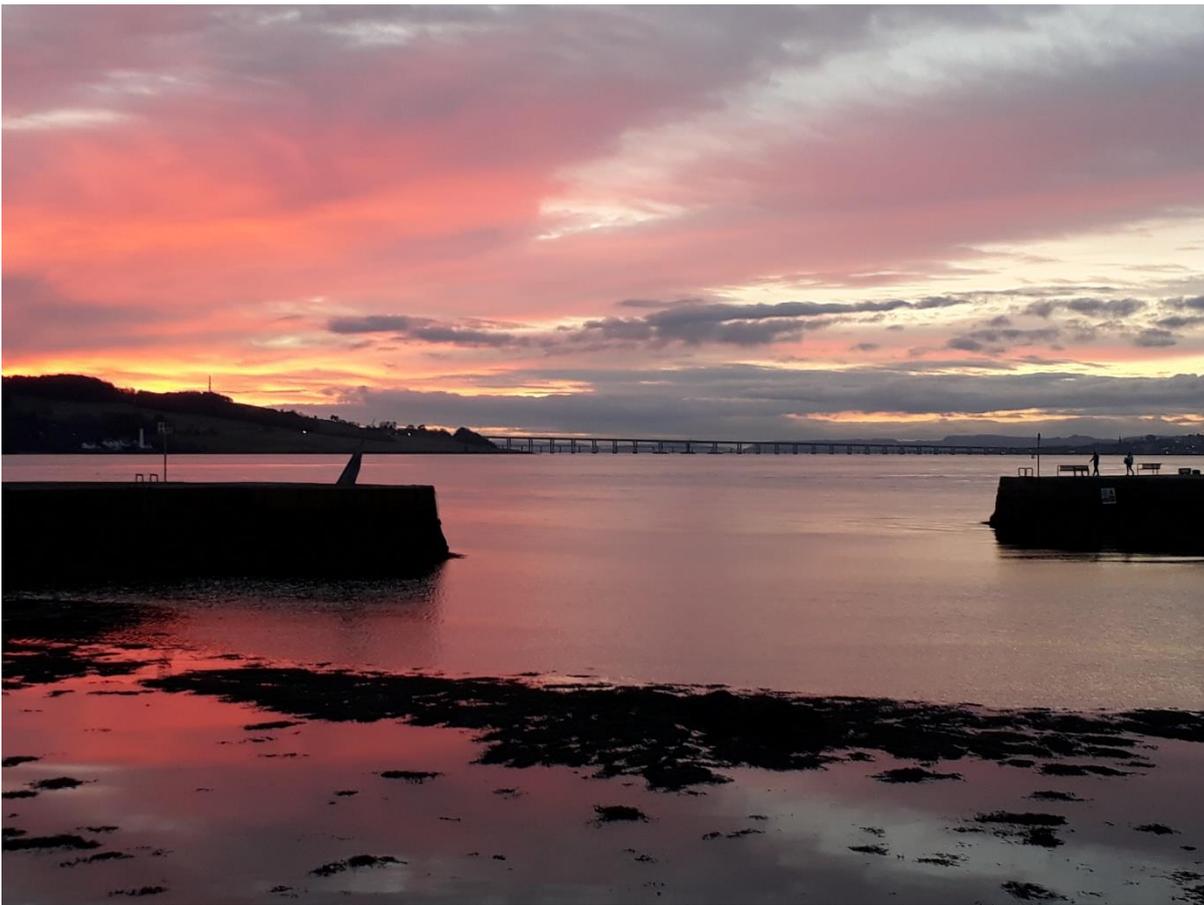
- Develop relationships between clusters of churches
- A focus on intentional transitional ministry
- Support for vocations and for all those in ministry

The diocese of Brechin also maintains strong links with the dioceses of Swaziland (Southern Africa) and Iowa (USA), our two companion dioceses. We have a three-way annual prayer diary used by all of our Diocesan churches as well as regular exchange visits. All three Dioceses continue to actively seek ways to strengthen our partnership.



Broughty Ferry

Broughty Ferry is situated four miles east of the city centre of Dundee on the north bank of the River Tay. A separate burgh from 1864. It was incorporated into Dundee in 1913. Originally a fishing and whaling village, in the 19th century it became home to the jute barons who had their factories in Dundee. Those large mansions and villas are no longer needed as family dwellings but have been repurposed as apartments, hotels and care homes.



Broughty Ferry harbour looking across the Tay to Fife

Today Broughty Ferry is a vibrant suburb of Dundee, which still retains a village-feel. It boasts a wealth of independent shops, galleries, restaurants and public houses as well as sports facilities, a beach and a castle. There is good schooling for all ages (three primary schools, which feed the Grove Academy) and a full range of health facilities.

Broughty Ferry is well-served by public transport, having a regular bus service into Dundee and a railway station with services to Edinburgh, Glasgow and Aberdeen.

Locally there are opportunities for a range of sports available in Dawson Park (rugby, football, tennis and athletics facilities) and there are several bowls clubs. Forthill Community Sports club is home to a rugby club, cricket club, squash club and tennis club. There are several golf courses nearby and opportunities for a range of water sports.



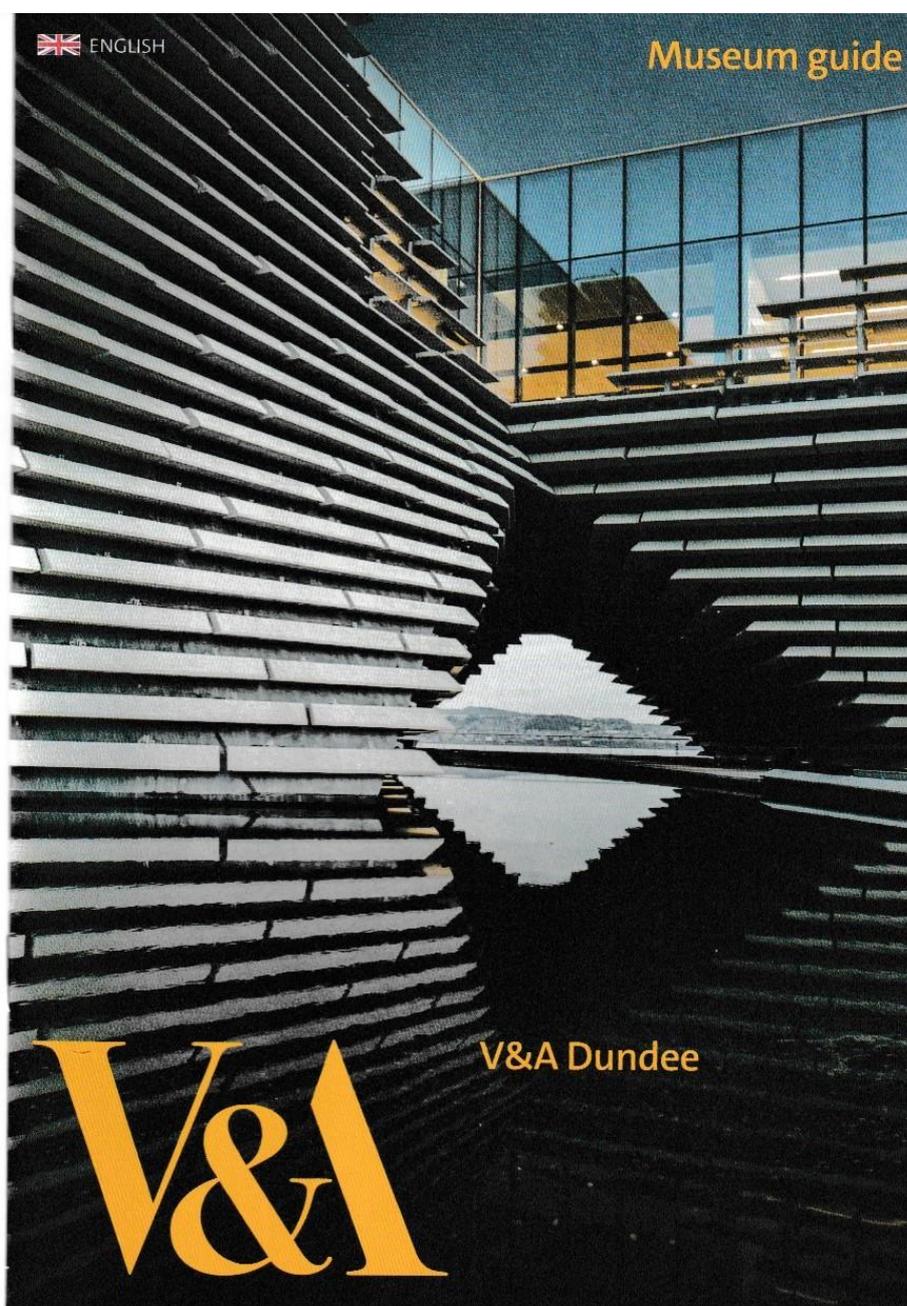
Castle Green Park, Broughty Ferry



Broughty Ferry beach looking towards Tayport

Dundee is the sunniest city in Scotland and a “city of discovery”. Its attractions include the Dundee Repertory Theatre, DCA (Dundee Contemporary Arts), the McManus gallery, the Science Centre, Discovery point and the Jute Museum. Not forgetting the V & A Design Museum, Scotland’s first dedicated design museum and the V&A’s first offshoot outside England. For sports lovers Dundee has two Scottish Premier league football teams.

Dundee has a small airport, with regular flights to London City Airport and Belfast, and good rail connections to the rest of the UK



St Mary's – worship



Distanced and masked for worship, September 2021

Until the pandemic there were three weekly services:

- Sunday 0830 hours said Eucharist (Scottish Book of Common Prayer 1929)
- Sunday 1100 hours Eucharist (Scottish Liturgy 1982) with hymns
- Wednesday 1000 hours said Eucharist (Scottish Book of Common Prayer 1929)

During lockdown these were replaced by Morning Prayer at 1000 hours on Wednesday and a Saturday Coffee morning every two weeks, both via Zoom. Since the last incumbent left, there are just the Sunday services.

The congregation is small. Typically, 4-6 people attend the 0830 hours Eucharist and around 20 people attend the 1100 hours Eucharist. Most of the congregation are 60+ with no families or young people attending regularly.

There are 44 on the communicants' roll with a total membership of 60.

St Mary's – other activities

There is a very small but keen Mothers Union.

There is a small Pastoral team who visit members of the congregation who are housebound. All of the team have received training and are PVG (Protection of Vulnerable Groups) checked, with 2 allowed to give home communion.

St Mary's - the building



Consecrated in December 1858, the church was designed by Sir George Gilbert Scott, an esteemed ecclesiastical architect of the 19th century. It has been extended several times over the years and now comprises nave, chancel and All Saints chapel in the south aisle. The lower floor comprises a hall and several other rooms.

Both the reredos and the stained-glass windows are of interest, their stories are told in the church guide.

The building is in excellent condition, having recently undergone a re-ordering to remove the pews, install kitchen and toilet facilities at the upper level, to upgrade the heating and lighting and to provide disabled access from the street. The re-ordering, which was to enable the use of the building for a wide range of community activities, was completed in 2019. Only a handful of events took place before lockdown in March 2020.

The lower floor accommodates the vestry and extensive storage and the remainder is let out to the Balgillo Day Nursery.

St Mary's is overseen by the vestry. The church is financially sound and can afford to fund its own rector. The Statement of Financial Activities for the year to 31 August 2020 is attached, the one for year ending 31 August 2021 is currently being prepared.

St Mary's – The Rectory

The Rectory is a modern detached house located 2 miles from St Mary's. It comprises two reception rooms, office, large dining kitchen, utility room and large double garage to the ground floor and, at first floor level, four bedrooms, two with en-suite bathrooms, and a family bathroom. There is a small, easily manageable garden.



Rectory, front elevation



Lounge



Dining kitchen



St Mary's - the current situation



St Mary's is very stable with a small, faithful congregation, a church building in excellent condition and it is financially robust.

St Mary's had a team of two clerics, a couple who were the Rector and an assistant looking after St Mary's and St Martin's in Dundee. Since they left, the vestry has undertaken a survey to ascertain how the congregation views the future of St Mary's. This was done through a questionnaire sent to every church member, 50% of the questionnaires, of the total 64 sent out, were returned.

From the survey we have tried to discern what people value about St Mary's and their aspirations for the future.

Values and aspirations



We value...

- Our 0830 hours said Eucharist (Scottish Book of Common Prayer 1929)
- Our 1100 hours Eucharist with hymns (Scottish Liturgy 1982)
- Our friendly congregation
- Our music
- Our building

We hope to...

- Continue our current worship traditions whilst responding to the need for change
- Grow our congregation in terms of numbers and diversity
- Grow our congregation's understanding of faith through discussion groups and Bible Study
- Build children's ministry through relationships with our local schools
- Reach out to the wider community by using the building for a wide range of community events

A few, last words.....

Thank you for reading this far! We have tried to give you an idea of **who** we are and **where** we are at, and now we will tell you the sort of person we're looking for.

WANTED!

An experienced leader to help us grow as individuals and as a Church.

- Leadership – thoughtful, supportive, bringing out the best in others, believing in people's potential gifts and talents, able to communicate with people at all levels.
- Vision – someone who will support our vision and challenge us to further growth
- Compassion – for the wider community
- Enthusiasm – to make things happen
- Passion - for our plans for growth and 100% behind the use of the church building by the wider community
- Living Faith – making the Bible relevant to our lives today as we share our journey of faith

Applicants must be ordained ministers of the Scottish Episcopal Church or any church in full communion with the Scottish Episcopal Church. This includes the Church of England, Church of Ireland, Church in Wales, Episcopal Church of the USA etc.

The following appendices are:

- Detail the terms and condition for this post.
- The Statement of Financial Activities for year ended 31 August 2020.

Typical Terms for stipendiary service in the SEC

If appointed as incumbent and licensed in accordance with the Canons of the Scottish Episcopal Church and appointed to a stipendiary office in an SEC charge, in accordance with the constitution and statutes of that Charge, you could expect, as an office holder, that the following stipend and benefits will be made available to you:

Stipend

Standard Stipend for SEC is £27,540 (for 2022). This is longer fixed to Church of England 'Standard Stipend' but will increase over the next few years above the C of E level to correct rises in the past few years that were below CPI.

Assistant Curates have a slightly reduced stipend that increases with time up to four years' service. Bishops have a 1.5 x stipend but the same pension as all other clergy. In a very few cases local arrangements may be in place with vestries to pay an enhanced stipend. Employer's NI allowance is paid (where applicable) by the charge. Generally the charge pays stipend directly to the cleric. This might be managed/defined by a diocesan payroll scheme or may be handled entirely by the 'paying officer' from the vestry.

Housing

Most incumbent-level posts have a tied house provided as part of the role. There is a 'standard' assumed for such houses: four bedrooms, two public rooms and a study, but in practice the detail of the housing varies from charge to charge. A small number of clergy, including some incumbents, are paid taxable housing allowances and live in their own properties. The tied housing is maintained and managed by the vestry.

Expenses of office

Non-taxable expenses, (eg mileage, subsistence, stationery etc) as allowed by HMRC, are reimbursed by the vestry. Tax accountants can advise on specific clergy allowances/claims for non-reimbursed expenses. There is no central heating-lighting-cleaning allowance scheme (as in the C of E), but 25% of these 'manse'

expenses are usually allowable.

Retirement

'Normal' Retirement Age

67 is the assumed retirement age, on the basis of the pension scheme valuation and the age at which the UK state pension applies.

Incumbents are required to retire at age 70 (with some minor extensions possible with episcopal approval). (Slightly) early retirement may also be possible.

Pension

A non-contributory scheme for SEC clergy – 32.2% of stipend paid by the charge. Pension accrues 80ths of stipend for years served, defined benefit (so after 40 years' service a pension worth 50% of stipend would be paid). There is no lump sum unless some of the pension is commuted. The pension scheme has a 'life insurance' element and pays 3 times stipend to nominated dependent on the death of the cleric then pays a reduced pension to spouse/civil partner.

Retirement housing

We have a scheme where eligible stipendiary clergy who have served 10 years or more can be bought a house (or have a shared equity) by the Province (equity value £180k at present) for them/their partner to live in to death. This is means tested. There is a below-market value rent (circa £220 per month in 2021). £180k doesn't buy much in Edinburgh/West end of Glasgow but is OK in most parts of Scotland. The average house price in Scotland in 2018-19 was £179k.

ST MARY'S EPISCOPAL CHURCH, BROUGHTY FERRY
STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)
For the year ended 31st August 2020

	Notes	Unrestricted Funds			Restricted Funds	Total Funds	Total Funds
		Ordinary Fund	Fabric Fund	Rectory Fund			
		2020 £	2020 £	2020 £	2020 £	2020 £	2019 £
<u>Income from:</u>							
Donations and Legacies	3	96,018	10,819	-	-	106,837	106,242
Charitable activities	4	31,045	-	-	-	31,045	40,719
Investments	5	7,246	-	1,454	4	8,704	10,126
Total Income		134,309	10,819	1,454	4	146,586	157,087
<u>Expenditure on:</u>							
Charitable activities	6	76,292	7,582	1,530	-	85,404	393,119
Total Expenditure		76,292	7,582	1,530	-	85,404	393,119
Net Income/(expenditure)		58,017	3,237	(76)	4	61,182	(236,032)
Transfers between funds		-	-	-	-	-	-
Other recognised gains/(losses):		-	-	-	-	-	(4,753)
Gains/(losses on revaluation of investment assets)		77,824	-	15,685	-	93,509	10,853
Net Movement in funds		135,841	3,237	15,609	4	154,691	(229,932)
Reconciliation of Funds:							
Total Funds at 1 st September 2019		598,397	961	55,153	3,354	657,865	887,797
Total Funds at 31st August 2020		734,238	4,198	70,762	3,358	812,556	657,865

ST MARY'S EPISCOPAL CHURCH, BROUGHTY FERRY
BALANCE SHEET
As at 31st August 2020

	Notes	£	2020 £	£	2019 £
Fixed Assets					
Tangible Assets	11		320,000		320,000
Investments	12		459,192		319,777
Current Assets					
Debtors	14	4,257		29,681	
Cash at bank and in hand		55,033		60,140	
		<u>59,290</u>		<u>89,821</u>	
Liabilities					
Creditors: amounts falling due within one year	15	(25,926)		(71,733)	
Net Current Assets			<u>33,364</u>		<u>18,088</u>
Total Net Assets			<u>812,556</u>		<u>657,865</u>
The Funds of the Charity:					
Restricted Funds	16		3,358		3,354
Unrestricted Funds:	17				
Ordinary Fund		734,238		598,397	
Fabric Fund		4,198		961	
Rectory Fund		<u>70,762</u>		<u>55,153</u>	
			<u>809,198</u>		<u>654,511</u>
			<u>812,556</u>		<u>657,865</u>

The notes on pages 9 to 17 form part of these accounts.

Approved by the trustees on 23 November 2020 and signed on behalf of the Vestry

 Rev Dr F Bridger
 Rector

 G W Stirling
 Treasurer