



## All Saints' Church, Lockerbie

### A Profile

#### Introduction

We are a group of people with a common faith and strong sense of fellowship.

Priorities for our approach to 'church' come from our personal experience of faith and inner contentment which that experience brings. Church buildings and Church activities come well behind the importance of fellowship and faith.

In terms of Christian teaching we recognize the sermon as an important Christian learning resource and that we, in turn, 'teach' by example. Encouraging individuals to participate, sharing spiritual books and the use of Bible reading notes are recognized as other sources of learning.

We believe very strongly that being 'good neighbours' is a major strength in our pastoral care. Concern and caring for those in special need is recognized as important, together with visiting the housebound and those in retirement homes.

We are keen to welcome a Rector with the following key qualities:

- A good teacher with a sound understanding of theology and a strong confident faith
- An inspirational and skilled leader encouraging lay participation in the worship and work of the Church
- A good communicator keen to extend ministry to those on the fringe, the housebound and those in retirement homes
- A clergyperson who is committed to ecumenism and in making a long term commitment to our Church
- A great sense of humour and joyfulness
- Ability to drive

We offer a very good Rectory with four bedrooms close to the Eastside of All Saints. The Church is near to the centre of Lockerbie with easy access to shops, schools, health services, library, bus services, mainline Westcoast railway and ready access to the M74 motorway.

Lockerbie is a small market town serving an important farming area with considerable development in forestry products, energy production and road haulage companies.

## The Church in action

With a common faith and strong sense of fellowship we are a warm and welcoming congregation. The 1982 Liturgy is used for all Sunday services and between 15 and 24 regular worshipers attend. There is a short service with Eucharist at 4pm each Thursday

Members participate as readers and Eucharistic assistants. Members have a rota for flowers and providing coffee before Sunday services. The Church has a small meeting room/kitchen and toilet and easily maintained grounds

We have a strong and well maintained website. [lockerbieanglican.org](http://lockerbieanglican.org)

As part of our worship we host a successful monthly Taize Service. This is led by one of our members and attracts similar numbers to our Sunday Services, with a significant proportion from out with our congregation.

From September we are re-starting our monthly third Thursday "Elevenses at 10.30" coffee and chat morning. Mostly our own members attend but we are hoping to publicise it better and attract a wider audience.

We host an annual Spring Coffee Morning in late May as part of our Outreach and fund-raising. This includes a raffle, a tombola, and cake and plant stalls. It is attended by people from the local community as well as church group members.

In September we have our annual Gift Day where members and supporters come along and donate money to help fund our work. Shortly before this we have, in previous years, held a 'Bring a Friend to Church Sunday' which was followed by a soup and sandwich lunch.

In addition we also host two or three one off events each year. These have included hosting a joint fashion show with our local Red Cross shop; a barbecue to celebrate the Queens 90th birthday sponsored by Tesco; a sing-a-long evening led by the Dryfe Singers; a musical and theatrical evening to celebrate the 400th anniversary of Shakespeare's death; and a depiction of the Gospel of Mark by Rev Ian Burkinshaw from York. In December this year we are planning to host a festive evening with the 'Langholm Sings Choir'.

## Support for community activities

This year in June we hosted a special Sunday service for the "Kirkin of the Cornet" as part of the Lockerbie Common Riding Gala. This is rotated annually between the three churches in the town.

For the last two years we have gone into classrooms in our local primary school to tell them about Christianity and then had them visit our church. We have developed a format which ticks all the National Curriculum boxes and so this is likely to be on-going.



What is it all about?

Lockerbie Academy is our nearest secondary school and our Rector will hopefully be one of the Chaplaincy Team.

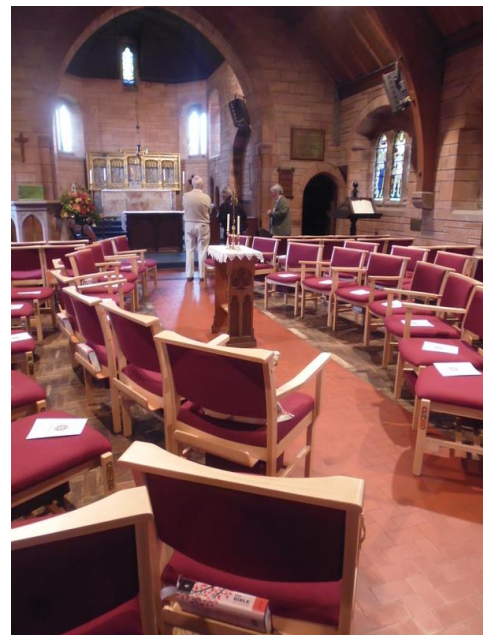
Every autumn we take part in the appeal to fill shoe-boxes with gifts, treats and essentials for underprivileged children abroad.

We also support our local food-bank, run by the Salvation Army in Lockerbie, by supplying food donated by our congregation.

Our Church buildings and facilities.

The Church was consecrated in 1903. Built of Corncockle sandstone and in the style of the Arts and Crafts movement, we have a splendid building, well maintained and set in its own grounds with a modern(1992) substantial Rectory on its east side. The congregation though small is dedicated and always anxious to welcome newcomers to the Church. The Church has full disabled access/toilet, 'loop' sound system, with a small kitchen/meeting room attached on the north side of the Church. Pews were removed in 2016 and were replaced by 80 upholstered chairs. This gave us the flexibility to reorganise the seating to suit various types of activity, events and meetings.

The Vestry are currently in the final stages of installing a full sound system





All set for afternoon teas

Whilst the 1982 Liturgy is used for all Sunday services, special services are held at Christmas, Maundy Thursday and Good Friday with joint services with St John's, Moffat at Harvest Festival and during Lent.

The churchmanship is 'middle of the road' with growing lay involvement in administering the Sacraments, reading the Bible, and welcoming members.

Coffee and biscuits are served in advance of services providing an opportunity for social interaction and welcoming new members.

We have a strong commitment to pastoral care, and with an ageing Church membership this becomes an increasingly important area of our commitment. Home Communion is an increasingly regular feature. Whilst we have no children regularly attending Church we have members with Disclosure Scotland clearance willing and prepared to help with any Sunday school requirement.

Two organists alternate at services and members take turns to provide flowers in the Church, others keep a Book of Remembrance up to date, maintain Church archives, look after property matters and undertake Sacristan duties.

The Church has two Wardens and Vestry and engages contractors to maintain Church grounds.

We are anxious to develop the ecumenical links with other Lockerbie Churches with a view to joint activities, sharing accommodation and joint promotion of ecumenical events.

Whilst All Saints' relies heavily on individual giving by Church members, we recognise that with an ageing membership careful consideration has to be given to fund raising and we have occasional social/fundraising events, regular coffee mornings and an annual gift day. At the same time we give a percentage of income to two charities each year and produce many 'shoeboxes' each autumn for shipping to eastern Europe. The Church has Fairtrade status.

Members of All Saints' have been involved with regional, diocesan and provincial matters for many years together with many other local and national organisations.





#### Future strategy and aims of All Saints' Church:

- To care for the members of our congregation, share their joys and difficulties and draw others to join us in worship, prayer and faith.
- Support and develop strong links with the other Churches and their members.
- Where possible improve and develop all the tasks we undertake on behalf of the Church.
- Foster ecumenism in Lockerbie and forge links with schools through chaplaincy.
- Respond enthusiastically to the Diocesan Growth Strategy and implement the Mission Action Plan agreed with Church members.

In terms of success at All Saints', we believe overwhelmingly that we are a warm and welcoming congregation and that this is greatly assisted by the ambiance in our lovely Church. We have a strong team of readers and eucharistic assistants for Sunday services.

The establishment of a linked charge with St John's Moffat will give us the opportunity to further develop the strong links that already exist between the two congregations. The new linkage gives us exciting opportunities for joint working, sharing skills and lay worship leaders.

#### Our Finances

The All Saints' congregation have always been generous givers of their time and money. For many years we were by far the largest funder of the ministry costs of the Annandale Group. We have now been overtaken by Moffat by virtue of their larger capital reserves and the fact that our income has declined from its peak due to the loss of some very generous givers.

Our current regular income is short of what we will require to pay our share of the ministry costs in the linked charge of Lockerbie and Moffat. However we have significant reserves, amounting to more than six times our annual income. Whilst it is hoped that a new full time Rector will result in some growth in numbers and income, the vestry has agreed to make up any shortfall in our budget by drawing on reserves so that our share of ministry costs is guaranteed for the next five years without the need for any financial support from central funds.

It is many years since we had a full blown increased giving campaign but at least once each year we write to all our members to thank them for their contributions and give a gentle reminder to try to keep their giving up to date. We believe that it is important not to put pressure on those who feel unable to give more and find that our members respond well to this approach.

Our main fundraiser used to be an annual coffee morning in the Town Hall but due to declining attendance at this event we found that the cost and effort involved reduced its viability so we replaced it with an annual gift day for our members. This has proved to be very successful and raises more than the coffee morning did with a lot less work and cost. More recently we have introduced a low level coffee morning held occasionally in the Church. This raises some funds and is also a useful outreach event.

Since we replaced our pews with flexible seating we have used the Church for a number of different events which, although mainly social in character, have also resulted in some surplus going to Church funds.

We normally give donations from our funds to two charities or worthy causes each year and also have a special collection for the Bishop's annual Lent Appeal and occasionally for other appeals or charities.

We manage our finances carefully and have every confidence that we can continue to pay our way and meet our full share of the cost of ministry. We look forward to working with our new Rector to grow our congregation and increase our financial strength.

For our new Rector

This is a ministry opportunity to engage with very pleasant and responsive people who will value your contribution and enjoy working with you

The Post is full-time and offers a very sound, modern and substantial four bedroom Rectory adjacent to All Saints, Lockerbie, rent free.

Stipend -Remuneration will be at the rate of 100% of SEC Standard Stipend. Stipend will be paid by bank transfer on the 20<sup>th</sup> day of each month.

Pension. Pension arrangements will be as for the SEC Pension Scheme for stipendiary clergy

Housing. The Rector will occupy the Rectory rent free and Lockerbie and Moffat Churches will be responsible for payment of Council Tax, buildings insurance and landlord's repairs. The Rector is responsible for insuring their own contents, electricity and gas, garden maintenance and normal tenant's repairs.

Removal. The joint Churches are able to provide £500 towards the costs of removal and resettlement. A small resettlement grant may be available from the SEC (possibly up to a maximum of about £1297.50) and the Rector can also make application to The Corporation of the Sons of the Clergy who may be able to provide some assistance.

Expenses. Rector should keep careful control over the amount of expenses in connection with his/her duties. These will be reimbursed as follows

Mileage allowance for the use of the Rector's own car at the rate of 45p per mile for the first 10,000 miles per annum and 25p thereafter.

Telephone rental and the cost of official calls. Private calls are payable by the Rector.

Broadband connection

Postage, stationery and administrative expenses subject to limits agreed in advance

Holidays. The Rector will be entitled to four weeks annual paid leave (including Saturdays and Sundays) involving a maximum of five Sundays absence during the year as agreed with the joint charges. In addition up to six days other than Sundays will be allowed following each of Christmas and Easter, with flexibility as to timing as agreed with the joint charges.

Training. The Joint Charges will reimburse the expenses of the Annual Diocesan Retreat and appropriate continuing professional development

Period of Notice Notice of termination of appointment, to be given or received, in writing, shall be three months.

Approval The appointment shall be made subject to the approval of the Bishop.

Disclosure The appointment will be subject to a Disclosure Scotland check at enhanced level.



10/12/2018