

**Congregational profile**  
**St Ternan's**  
**Scottish Episcopal Church**  
**Feb 2018**



**Introduction**

[www.stternansbanchory.org.uk/welcome](http://www.stternansbanchory.org.uk/welcome)

Prior to drafting the Parish profile, the congregation came together in a series of Appreciative Inquiry sessions to review

- what is valued most about St Ternan's as it is now,
- what are its fundamental strengths
- what vision do we have for 3-5 years' time.

The sessions were well attended and everyone was able to contribute to the discussion. The output of these sessions is very much reflected in the drafting of the Parish Profile. Throughout the sessions, key themes of diversity of worship, music and the choir, Lay Ministry and team work were echoed and reemphasised in different ways.

This Parish Profile should be read in conjunction with our 2017 Annual report which gives a fuller picture of the ongoing life of St Ternan's in 2017

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## Description of Banchory

Banchory is a burgh in Aberdeenshire around 18 miles west of the city of Aberdeen. It is known as the gateway to Royal Deeside. The area has had settlements on it since Pictish times. However the main town has been growing since the fifth century AD when St Ternan set up a college known as a ‘Bancor’ on the banks of the River Dee. It was originally a quiet rural town but became very popular in the 1850s mainly due to Queen Victoria passing through it on her way to Balmoral Castle and the extension of the railway through Deeside, making it accessible and popular as a holiday destination. In 2012, it had a population of 7,520 people but it has continued to expand with new housing developments since then. It sits alongside the River Dee at the point where it is joined by the Waters of Feugh. These rivers have been beneficial in making Banchory a famous place for salmon fishing attracting hundreds of people every year to fish.

Banchory has a diverse community including people with very long-established roots in the area, retirees from all over the UK (and indeed the world) and many families who have moved to the Scottish North-East for employment in the oil and gas industry related to the area. Although a relatively affluent community, local churches are involved in supporting local people where there is need, for example through the Foodbank. There is increasing co-operation between local schools, other social services and the wider community in addressing issues affecting children and young people and members of St Ternan’s are involved in working with young people in schools. There is a strong volunteering ethos in the Banchory community as a whole. Individually, many members of the community are involved in supporting the numerous local clubs and organisations catering for children, special interest groups and the elderly. Banchory is a Fairtrade town.

Banchory has three schools. Banchory Academy hosts around 850 pupils from the ages of 11-18. It caters as the secondary school for all the surrounding villages. There are two

primary schools; Banchory Primary with around 450 pupils and Hill of Banchory Primary, on the other side of town, with about 375 pupils. Each primary also has a nursery attached to it. There are also 2 private nurseries. Our part-time Youth Coordinator regularly visits all the schools and takes occasional assemblies and RE classes.

Banchory is home to six churches: Banchory East Church, Banchory West Church (both Presbyterian), Banchory Christian Fellowship Church, St Columba's Catholic Church, Pentecostal Church and St Ternan's Episcopal Church. There has been a good ecumenical spirit within the community and we would hope this is something our new rector would be happy to continue.

There is a community sports centre within the Academy, which houses a 20m swimming pool, a gym and sports hall. A new leisure centre is being built in the Hill of Banchory area. Many fitness classes are available in Banchory. Golf, shooting, fishing and riding are all close by and the Scottish hills, visible from the Rectory, are only a short distance away.

Banchory has much to offer in the way of sports clubs and the uniformed organisations. The uniformed organisations include the Army Cadet Force, Air Training Corps, Scouts and Guides and a local Pipe Band. There are swimming clubs, football, rugby, basketball, badminton and tennis clubs, as well as a variety of dance classes on offer. There are book clubs and local history groups. Banchory Heritage Society and other groups and clubs regularly meet in St Ternan's Church Hall.

Banchory is well catered for with shops, including some very popular coffee shops and takeaway establishments. There are two large supermarkets to the east of the town, a smaller Coop on the High Street and a monthly farmer's market in the car park.

## **Overview of the congregation**

St Ternan's is a welcoming congregation that comprises 221 souls of all ages (2017 annual return). The congregation is drawn from within and beyond Banchory and the schools portfolio includes Crathes, Durriss and Drumoak Primary Schools. The building is about 150 years old and congregation and visitors agree that St. Ternan's is a place of peace, where the presence of God is felt. The Church is open daily as a place of solace and quiet for anyone who seeks it.

We are proud to have a variety of services and liturgies to meet the desires of our diverse congregation, from a formal matins once a month to a very informal all-age service with a "home-grown" liturgy. Our strong musical tradition includes a full choir and a small team of organists, with some very accomplished musicians who accompany other less traditional services. Lay involvement in our worship is integral to the team nature at St Ternan's. The church has five lay worship leaders licensed both to lead services and administer the reserved sacrament, both in church and at communicants' homes when necessary. Four of these are also approved to preach and regularly do so. A further three members of the congregation may preside at Matins and evensong. In addition, members of the congregation act as chalice bearers, leaders of intercessions, Bible readers and welcomers.

The Sunday school and youth meetings operate during the main service and are guided by a team of inspiring leaders.

Our pastoral team keeps in close contact with those unable to attend services, regularly visiting the sick. Extended communion is taken to the house bound. It is very clear that our team ethos is something that the congregation values very much and expect to see continued with our new Rector. This team philosophy ranges from different people preparing intercessions to the variety of preaching styles from the current Lay Ministry team.

Our growing youth ministry is financed by “Green Shoots” – a trust set up following the death of our previous Rector. We welcome children of all ages. We have good links with the local schools through the work of our part-time youth minister who works both independently and alongside chaplains and representatives from Banchory's other churches to take assemblies and RE classes. For the last 17 years we have been supporting a school in South India, through donations and fund raising and we have regular correspondence with them. We also support the work of Christian Aid through regular giving and the activities of the local support group.

We hold seasonal studies during Advent and Lent, we have followed several of the “Pilgrim” courses, and there are house groups, as well as a regular prayer group and Bible Study group.

Throughout our history we have learned to adapt and change, as the need has arisen, to arrive at where we are now for which we give thanks to God. The enthusiasm and commitment of the congregation has allowed us to grow as a community and we look forward to the next phase of our journey with whoever our new Rector may be.

## **Worship**

### Sunday services:

- 8am: Quiet Communion service.
- 11am: Communion service with choir.

On the third Sunday of each month we offer a choice of two services:

- a traditional Matins service with Morning Prayer, said and sung by the choir and congregation;
- an All-Age Communion Service featuring fresh expressions of worship made new each month with seasonal themes and opportunities for everyone to participate as they are comfortable.

On the first Sunday of each month we have a traditional Evensong service at 6.30pm

On the 5th Sunday, we hold a Family Service, with everyone together in the Church, with all ages sharing in the leadership

### Midweek services

- Tuesday, 9am: informal contemporary communion service, with a lively discussion
- Thursday, 10.15am: traditional Prayer Book service in the choir stalls

Additional services are held during the Lent, Easter and Christmas seasons.

## **Facts and Figures**

### **Vestry**

Church Wardens: Lizzie Finlayson, Maddie Thurlow

Treasurer: Ken Elliott

Vestry Secretary: Irene Wells

Lay representative: Jane Selwyn Bailey, (Alternate: Cassandra Smith)

Vestry members: Paul Woodburn, Alison McEwan, Gill Whatling, Helen Edmond (PVG), Cassandra Smith, Eileen Wright

The Vestry had time to prepare for our current vacancy under the direction of our previous Rector and was able to develop a plan for managing during the time of our interregnum. The Vestry began to think about how the church operates and as part of this we documented the work and the small things that were done to maintain church ministry. The Vestry is currently working as an extended Vestry, drawing on a core Vestry of office bearers to be supported by the skills and gifts of congregation members to enable St Ternan's to continue to operate. This extended Vestry concept is documented and can be made available. The intent of this is to provide clarity to the congregation and any others on how the church will operate over the time we are without a Rector.

Key areas of parish life have been identified and Vestry members have been tasked with co-ordinating the activities to ensure the varied and vibrant life at St Ternan's will continue and thrive, without individuals being overburdened. Individuals nominated to look after these areas are seen a prime point of contact for information and coordination rather than the sole "doer" of an activity.

### **Finances**

For two decades or more, the church finances have been both positive and stable, although requiring special fund-raising for extra-ordinary repair or refurbishment work and occasional 'giving' reminders. In the years up to 2013 sufficient surplus had been built up to enable the appointment of a curate in July 2014, ending in June 2017.

In the financial year 2015/ 2016, the last full year with a Rector, there was a deficit of £13,600. Excluding the cost for the curate, however, there would have been a surplus around £4,000, similar to the levels achieved in the years prior to the curacy.

In 2016/ 2017, total regular giving was £63,000, similar to previous years, but from a slightly declining number of contributors, due primarily to the demographics of the congregation. The level of income benefits hugely from Gift Aid tax relief uplift: over 90% of donations receive this uplift – there are 47 regular givers via standing order or ‘envelope’, with plate collections subject to the ‘Gift Aiding Small Donations’ scheme.

The church also has £78,850 of capital invested in the SEC Unit Trust pool: this generates both income (£2,362 in the last financial year) and capital growth.

The Vestry acknowledges the financial challenges arising from a congregation mostly dependent on pensions or other ‘fixed incomes’. There will also be an additional challenge to plug the £3,600 p.a. financial hole resulting from termination of the linked ministry with Christ Church, Kincardine O’Neil. The congregation, however, has a great track record of rising to such challenges.

Copies of the accounts are available either on request or on the OSCR website.

## **Buildings**

The church was consecrated in 1851 and seats some 150 people in traditional pews plus the choir stalls. The church is of traditional granite construction with stained glass windows and a pipe organ in weekly use. Infra-red heaters have replaced older heating systems.

The church hall has a large meeting area for some 50 folk. It has a well equipped kitchen, with a fridge and an electric stove, from which teas and coffees are served after our main services. Church services can be relayed to a television screen in the hall and we have invested in improving the Church hall sound system over the past year.

Disabled access is through the church hall where there are two toilets, one with baby changing facilities.

The vestry adjacent to the hall houses vestments and provides general storage and gives direct access to the church.

The rectory was built in 1976 and is located directly behind the church with fabulous views through a picture window over the High Street and to Scolty Hill beyond. It provides flexible family accommodation with 4 bedrooms as well as open plan kitchen dining living room layout.

All of the above is managed by an estate management team who monitor the buildings, execute minor changes and repairs and coordinate any more major works required.

## Our Vision

At St Ternan's we dream of packed church services with a greater diversity of people in age, race, and social status. We envisage this being achieved through a focus on strong gospel preaching which is delivered sensibly and sensitively both by our Rector and lay preachers with a structured liturgy that is accessible, delivers real food for thought and continually challenges our faith.

Music is also fundamental to where we wish to go. We would like to grow our choir with younger voices who are able to support a strong and diverse musical tradition appealing and reaching out to many. Our fuller more diverse church will continue to offer a warm welcome to every individual who walks through the door with a real sense of "coming home" based on a grounded love of God and those around us.

Our larger numbers would enable us to grow our outreach work in the local community of Banchory and beyond, including internationally, possibly offering travel opportunities to our youth, experiencing delivering and receiving the work of God in other cultures

It will also provide us with the numbers to care for and maintain our beautiful church and grounds and make the fabric of the buildings more accessible and appealing to everyone and anyone who wishes to join us.

## New Rector

We are seeking a prayerful and inspiring Rector for St. Ternan's who will support our vision of maintaining our broad approach towards worship, while stimulating and encouraging expansion into the community. The successful candidate will be in touch with contemporary church debate, while respecting the traditions of the parish.

- Our new Rector will need to appreciate our current mix of liturgies and forms of services and the importance of the musical and choral tradition, whilst being willing to look at ways of developing new patterns of worship with the congregation.
- Our new Rector should have a strong interest in supporting and encouraging our young families and the work of our "Green Shoots Trust", as well as caring for the needs of our more mature members.
- Our new Rector will be willing to lead, develop and empower the Ministry team and congregation. S/he will:
  - Encourage the Vestry and congregation in consensual decision making.
  - Be skilled in listening and motivating.
  - Be a natural bridge builder
  - Have excellent communication skills
  - Enjoy a variety of preaching and teaching styles.

We would like our new Rector to:

- Be both guide and companion, encouraging and developing the gifts of the congregation in their own ministry;
- Be caring and compassionate, having an inclusive and accepting attitude, able to relate to those with doubts as well as those with certainty in their faith.
- Have the desire to support and explore music as integral to worship.
- Have an interest in fostering ecumenical links and inter faith dialogue.
- Be confident in his or her faith, with the ability to share it, sensitively responding to doubts and questions.

We hope our new Rector will create a balance between maintaining our current aims and achievements and nurturing and developing a fresh vision for the future.

### **Recruitment process**

The Vestry will appoint an interview panel, details of which will be determined when the number of candidates is confirmed. The interview process will include an opportunity to meet members of the Vestry, as well as the Worship Leader team, and an opportunity to see around the rectory.

Applications and CV's should be Submitted to Dr Lizzie Finlayson, Chair of St Ternan's Vestry ([lizzie.finlayson@btinternet.com](mailto:lizzie.finlayson@btinternet.com) or by post to St Ternan's Church, High Street, Banchory, AB31 5TB). CVs should specifically demonstrate how the essential and desirable characteristics are met. Please also provide the names and contact details of two referees.