

# St Mary's Cathedral, Glasgow

## Mission 21 Report and Consultation Document

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A small group has met several times over the last months to review the life of St Mary's. We are a growing, vibrant church, increasingly making its mark both in the city and further afield. We are a diverse group of people and no one person's experience of St Mary's encompasses the whole.

The group identified many interesting strands of church life which could be followed up. However – forced to prioritise – it focussed on the need to have a development plan for four key areas. The following document contains

- 1) a brief overview of groups/activities in the church
- 2) the needs of St Mary's as seen by the Mission 21 group and
- 3) a request to the congregation to give their views, so that possible ways forward reflect the full thinking of the church.

### **1. St Mary's – a picture! At the heart of St Mary's is our worship, which supports our many groups and activities:**

litter pickers ... choir including adults and trebles ... musicians ... clergy ... administration ... compliance group ... daily prayer ... a book group ... Cathedral kids ... Traidcraft ... LGBT ... a poetry group ... Eucharistic Assistants ... youth group ... servers ... coffee makers ... the tea run ... caterers ... readers ... bell ringers ... vestry ... a finance group ... flower arrangers ... stewards ... intercessors ... a welcome team ... knitters ... theological discussion ... Bible study ... cash counters/drivers ... different user groups of the hall ... Compline ... Thursday service ... pledge recorders ... people who deal with child protection ... Cathedral Chapter ... ordinations and Diocesan services ... ad hoc trips ... property group ... (apologies if your 'bit' has been left out!)

### **2. Needs of St Mary's as formulated by the Mission 21 Group**

#### **1. Personnel – a 5 year development plan**

As a result of recent growth the Mission 21 group believes that the Cathedral is understaffed and that this will become more acute as we grow further.

We believe that over the next five years the congregation needs further staffing.

- We recommend the appointment of a fulltime stipendiary (i.e. paid) member of staff alongside the Provost. We note that Provosts of the Cathedral have considerable diocesan and provincial responsibilities.
- Following the appointment of a fulltime member of clergy, we recommend the appointment of a (lay) Development Officer. Again, we recommend that this post be paid and fulltime. This person will carry forward many aspects of the work of a busy Cathedral including management of volunteers (oversight, training); helping to implement protocols identified as necessary for the smooth running of the church; and be an executive administrative member of staff.

Our music is a key component of our mission. Our aspiration is that this should grow further. The Music Department has involved a varying number of posts and operates on a shoestring budget. It is sustained by the financial help of both individuals and the wider congregation.

- Our recommendation in this area is that the congregation develops a plan for sustainable staffing and funding of the Music Department.

*2.1.1) Do you have any skills, experience or interest that would help the church in these areas?*

#### **2. Money – a development plan**

Many members of the congregation give generously and yet this comprises less than half of the church's income. St Mary's remains underfunded and has run at a loss in this current year (which will be reported at the AGM); a large deficit is expected for the next financial year.

New work needs new funding. We believe that if the congregation accepts these recommendations for development that people will want to invest in

the future. We recommend that the following areas be developed to increase congregational income:

- pledged giving
- becoming more proactive in applying for external grant funding
- using the website (and other online techniques) to bring in revenue
- a continuing focus on the incorporation of new members.

2.2.1) *Do you have any skills, experience or interest that would help the church in this area?*

2.2.2) *What makes a congregation worth investing in?*

### **3. Integration into the congregation – a development plan**

St Mary's has much to offer and has a rich and wide-ranging life. New people are arriving all the time; people have different needs in relation to their 'faith journey'. We recommend that the church:

- continues to review its welcome of new people, including welcoming, stewarding, social events, contact mechanisms and publicity
- develops richer patterns of Christian education, faith formation and spiritual growth
- develops oversight and explores newly available resources for younger church members
- makes volunteer opportunities more explicit
- makes improvements in how information about groups and activities is communicated
- creates more opportunities for building community through the development of new groups.

2.3.1) *Do you have any skills, experience or interest that would help the church in these areas?*

2.3.2) *What new groups would you like to see at St Mary's?*

*Presented at the AGM on 23 November, 2008*

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*The Cathedral Church of Saint Mary the Virgin, Glasgow (St Mary's Episcopal Cathedral) is a charity registered with OSCR, number SC006225.*

2.3.3) *What faith questions would you like to see addressed?*

2.3.4) *What learning opportunities would help you grow as a person and a Christian?*

2.3.5) *What specific ideas do you have about how to welcome and integrate people into the life of St Mary's?*

### **4. Decision-making structures and processes within a growing congregation – a development plan**

St Mary's has a responsibility of care towards its clergy, other staff and lay leaders. On a practical level there is much to do. We recommend that the church

- adopts good practice in terms of written remits and contracts
- reviews the roles of the Provost and the vestry
- finds ways of delegating authority and clarifying who is responsible for what
- explores support and training for the clergy
- clarifies roles and accountability amongst clergy.

2.4.1) *Do you have any skills, experience or interest that would help the church in this area?*

2.4.2) *If you have previous experience of church, is there anything that we can learn from it?*

### **3. Consultation**

St Mary's is blessed in its leadership and congregation. It is a rich place to be. It is also a place where many issues need to be addressed. We would ask all members of the congregation to read through this paper and think about what is being proposed by the Mission 21 group. Please give written comments/responses to the Cathedral Office, 300 Great Western Road, Glasgow, G4 9JB, marked for the attention of the Mission 21 Group **by Epiphany (6 January 2009).**

Responses can also be made online at [www.thecathedral.org.uk/consultation](http://www.thecathedral.org.uk/consultation) or emailed to [office@thecathedral.org.uk](mailto:office@thecathedral.org.uk)

Recommendations will then be formulated to give to the vestry.