

GIFFNOCK ORCHARDHILL CHURCH



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Introduction

Welcome to this brief introduction to life at Giffnock Orchardhill Church, and thank you for your interest in our vacancy.



Orchardhill is a Church in the heart of its community. Established in 1900, the Church continues to play a central role in the life of Giffnock. Following a Congregational Conference in 2017, our Mission was reaffirmed as:

“To be a witness for Jesus Christ within our changing community and the world through:

- **Discipleship** that enables all to mature in their faith and fulfil their **mission** calling
- **Fellowship** that deepens relationships
- **Ministry** recognising and using the gifts and talents of all
- **Worship** that is a way of life lived out by all.

We aim to respond to God’s call by showing His love through worship and outreach.”

With a full-time Church Officer resident on site, our suite of buildings buzzes with life, providing a wide variety of spaces for a host of different activities.

Following our previous Minister’s call to a role within Presbytery, we are looking for someone with the energy, faith and vision to lead us in the journey ahead.

This is an engaged and forward-looking Congregation, which will work with the new Minister to develop the life of faith in our Community.

Given the restrictions in place during the Covid-19 pandemic, it has not always been possible to obtain up to date photographs of certain events.

Our Response to Covid-19

Perhaps the best way to understand us is to know a little about how we have faced the specific challenges presented by the arrival of Covid.

The closure of Churches in March 2020 was an unprecedented challenge for Congregations all over Scotland and beyond. Here at Orchardhill, our response was in three parts:

- We continued to worship
- We nurtured supportive relationships within the Congregation
- We looked out to see how we could support our community

Worship

Our Online Sunday Morning worship begins at 10:30am.



22nd March 2020

No matter where you are watching
You Are Welcome Here

Sunday worship from Orchardhill has continued without a break throughout the pandemic. The first service online was delivered on Sunday 22nd March 2020, and we have presented a full worship service every Sunday since. This is very much in the style of our usual worship, including hymns, prayers, a talk for the children and a sermon. When worship has also been possible in our Sanctuary, the live service and the online version have purposefully been the same offering.

Originally our former minister led online services, bringing the elements together. But as time moved on, more of us volunteered, and it is now a real team effort with readings, prayers and announcements recorded remotely, and the whole service edited together by talented members. Our Sunday services can be found on YouTube (Welcome to Orchardhill) or follow any of these links for some examples:

<https://www.youtube.com/watch?v=Sk9UDTmtcGY>

https://www.youtube.com/watch?v=-ShNT_Rllig

<https://www.youtube.com/watch?v=Zolpfgl3klY>

<https://www.youtube.com/watch?v=xa2i359oKY0>

<https://www.youtube.com/watch?v=tQvS4kFzD3U>

The online offering continued during the period August – December 2020 when we were also worshipping in restricted numbers in the Sanctuary, and continues since the return in March 2021. Under the leadership of our new Minister, we look forward to being able to provide this offering to those unable or unwilling physically to attend Church.

Our Response to Covid-19 cont.



Worship continued

In addition, we have for some years provided a Wednesday “Quiet Time” service in Church. Again, this has continued throughout, via Zoom. The increased numbers for the Zoom service suggest there is a continuing demand for this form of worship.



Nurture

From the outset, we recognised the need to support one another, particularly those members living alone through lockdown.

Regular Coffee at Eleven group Zoom chat was supplemented by a series of evening interest groups. Presentations and short courses were developed, calling on the talents of the Congregation. These included art, history, psychology and Old Glasgow.



The normal busy life of our suite of buildings fell silent, but fellowship continued. Castaways continued to Zoom in with their music choices from “Dessert Island Discs”, and we held a fundraising curry night with members cooking together in our own homes, including a Zoom quiz and sharing pictures on our dedicated WhatsApp group.

An online concert featuring our Organist together with one of our members, a professional trumpeter, proved a huge hit.



Many organisations continued to meet online and virtually. Crosswords – our modern praise group – has Zoomed every week since the first lockdown. And our Choir has remotely recorded pieces which have been shared in worship over these months.

Our Response to Covid-19 cont.



In the warm weather in July, nearly 70 members and friends of the Congregation set off on a virtual pilgrimage, the Jaunt To Jerusalem, in which increasingly competitive teams logged daily distances to get our pilgrims from Giffnock to Jerusalem and back. Organised by two elders, the journey included pictures and details of sites of interest en route, and helped to bring us together while apart, sharing pilgrim tales along the way and raising funds for two charities

Community

We were clear from the beginning that we were called not only to look after ourselves and each other, but to be a beacon of Christ's light in our community. This involved outward signs of the Church's continued presence and activity, together with practical support to those in need.

The Sunflower Festival planned for May 2020 became instead an opportunity to give cheer, as the Church grounds and buildings were covered with sunflowers of every size. The daily watering team often found themselves engaged in chat with passers-by, keen to say hello and to express their gratitude for the stunning display. Those sunflower planters have been pressed into duty again in 2021 for a glorious display of spring daffodils.



November brought Remembrance, and the Property Team worked hard once again to display the Poppy Fall installation created for the Armistice centenary in 2018. This remarkable work of poppies suspended on netting from the tower was made by members of the Congregation. In 2020, it attracted national press attention and received a mention in the Scottish Parliament.

For Lent, our study into "Light in the Gospel of John" inspired the building of the Orchardhill Lighthouse, which stood at the Church door throughout, telling the Good News in Morse.

Our Response to Covid-19 *cont.*



Community *continued*

Looking outwards, the Congregation has responded enthusiastically to requests for help from various foodbanks, including particularly our neighbours at Carnwardric and Croftfoot. We're very encouraged that non-Church members of our local community have responded to the call to help the less fortunate. It's great to see the Church able to provide a focus for this response.

That's been seen even more in our annual Tree of Kindness Appeal, which has grown exponentially in the last three years. From an idea by a single elder, this is now an Orchardhill-led community effort, which provided gifts to over 800 needy children in the greater Glasgow area at Christmas 2020.



Worship



Orchardhill is a broad and inclusive family, providing a welcoming and supportive environment for all stages of life and spiritual development.

Led by both our choir and our praise group our usual Sunday Worship is at 10.30 am and blends traditional and contemporary styles. Additional services are held during the Church year, including an annual bereavement service, and Holy Week and Easter services. Worship is enhanced by our talented and versatile organist and choirmaster, who is equally at home playing the piano where more appropriate.

Prior to the pandemic, Communion services have been held four times a year and on Maundy Thursday, Easter Sunday and the first Sunday of each new year. On occasions, a midweek afternoon communion service has been held for those who find attendance on Sundays difficult.

A weekly Quiet Time service is held on Wednesday evenings, presently on-line only. Originally an initiative of the Worship Task Group, this is now organised and led by a small group, and has a regular attendance of around 20 – 25.

During vacancy, we have been blessed by the continued involvement of our Probationary Minister, under the guidance of our Interim Moderator. In addition, members of the Kirk Session and the wider congregation have for some time provided various elements of worship.

The use of the time and talents of all God's family, whether on a Sunday morning or through the week, is seen as an important resource, strengthening and enhancing congregational life.

Activities



Our location in central Giffnock means that our suite of buildings is in constant use by both Congregation and Community.

The Church family has a thriving and varied life. In addition to uniformed organisations for boys and girls, there are two adult choirs and a children's music group. Badminton plays a big part of life at Orchardhill, with generations of players having progressed from the long-established junior club into the senior clubs.

Bible-study and discussion groups have run in Church rooms and in members' homes. Thinking Allowed is a programme of thought-provoking presentations organised between Orchardhill and our friends at Cairns Church in Milngavie.

The Church plays host to an extensive variety of hall users. These include:

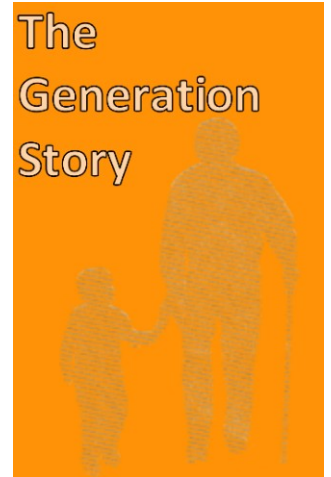
- Tai Kwan Do
- After School Care for local children
- Music for babies
- National Child Trust (NCT) classes
- Tai Chi
- Yoga
- Parent and Toddler Group
- JAM Dance
- Kumon maths tuition
- Counselling Sessions
- Via Sucot, a Jewish/Christian group
- Castl, a group which works in imaginative ways with profoundly disabled children.

Activities cont.

The Sanctuary itself has been used on a number of occasions for large scale musical events. There are one-off lets of the halls and other spaces for parties and events, in addition to social and fellowship events organised for the Congregation. Those have included quizzes, afternoon teas, and murder-mystery events.

Orchardhill's links with Giffnock Primary School are as old as the school itself, which started life in the early 20th century in our Tower Room. Those links extend far beyond what might be expected from a traditional school chaplaincy relationship.

Considerable work has been done over the past years to develop that relationship. Initially, The Generation Story was established to enable members of the Congregation to chat with the schoolchildren, sharing stories of their own childhood and answering some searching questions. Subsequently members have visited the school to provide help with reading, craft work and storytelling, and as invited guests at school events.



Orchardhill has for many years played a leading role in local support for Christian Aid, and the Christian Aid Convenor reports to the Kirk Session. Local inter-church activities include a popular annual Christian Aid booksale.

That partnership is also seen in our support of the Sunshine Dementia Support Club, an initiative started by our neighbours at Giffnock URC.



We are also active in support for the Lodging House Mission, Glasgow City Mission and East Renfrewshire Good Causes. Our mission partnership with Scottish Love in Action has seen a number of members travel to India to engage in practical support as well as continuing fundraising.

The Orchard Café plays a vital role in our community outreach. Serving home baking, soup and hot drinks, the volunteer-run café also raises substantial funds for nominated charities.



Children and Young People

Traditionally, arrangements have been in place for children and young people during Sunday worship. Changes in the demographics of the area and a reduction in the number of children attending over recent years have presented real challenges. While the nurture and development of our young people is an agreed priority of the Kirk Session, embodied in the appointment in 2019 of a part-time Youth and Family Worker, the number of young people attending remains a concern.



Historically, the Sunday resource for the children has been split into two broad groups: Stepping Stones provides fellowship and early Christian education for primary school children, with an emphasis on fun in learning, while Bridges continues Christian education for young people of secondary school age and beyond.

To ensure that the children keep coming back, Boomerang Club runs in place of Stepping Stones during school holidays.



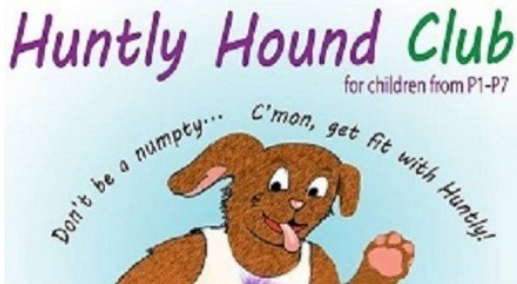
In 2019, Orchardhill participated in the Thy Kingdom Come initiative. Structured primarily for the teens, this lasted 11 hours through the night, and culminated in worship together with the Congregation on Pentecost Sunday.

Organisations for young people meet in the Church buildings during the week. The Boys' Brigade Company has units for boys of all ages – Anchor Boys, Junior Section and Company Section. For girls, there is a Rainbow Unit, three Brownie packs and a Guide Company. Our Junior Badminton Club has encouraged fitness, fellowship and teamwork amongst generations of Giffnock youngsters.

Orchardhill is home to Soundwaves, a musical group for children in primary and early secondary school, who work together to present an annual showcase for their efforts.



Children and Young People *cont.*



We have run a Summer Mission for a week in August since the 1980s, providing activities for school age children in the community. The Huntly Hound Club – for primary school aged children – runs weekday mornings, and includes music, games, crafts and stories, all with a strong Christian framework.

In the evenings, secondary school children and those a little older are invited to CHIPs Café, recognising that Christ Has Incredible Powers. Again, games, music and fun, physical challenges are set against a Christian background. Older teenagers are invited to stay on for Late Night Live, in which continuing discussion is sparked by a relevant film. CHIPs has for years ended with a barbeque on Troon beach, enjoyed by many teenagers and guests.





Congregation

Our Congregation reflects the general demographics of the area, a well-loved Glasgow suburb with a strong sense of community. While late teens and early adults tend to leave the area for further education and to establish their first homes, many seek later to return and build their own families.

Within the Congregation we have a significant number of recently retired active individuals, together with families and older people.

We have produced a short Showreel which provides a video flavour of congregational life. This can be accessed via the following link: https://youtu.be/D1yeqyv9_7w

Pastoral care is important for the Congregation and Church family. Within the parish bounds and its surrounds, members are divided into districts with an allocated elder. This is supplemented by a Pastoral Care Group who, in conjunction with the minister, offer additional pastoral support where needed. The manse is situated within the parish and, as such, is allocated an elder.

The last Local Church Review (LCR) was carried out in 2017 with average indicative numbers under the appropriate headings shown in the table below:

What Shape is Your Church?	Average of Indicative Numbers (out of 5)
Worship	4.2
Church Community	3.6
Belonging	2.8
Mission	3.4

Recognising the relatively low score in relation to “Belonging”, we have worked hard to become closer to the work of the Church at Presbytery and national level. Members of the Session, in addition to the Presbytery Elder, are currently assisting on Presbytery committees including LCR, special situation committees and assisting as assessor elders. In recent years the previous minister and elders have been involved in the national work of the church.

A copy of the LCR Action Plan can be found in the appendix to this document.

Governance and Structure

Orchardhill has adopted the Model Deed of Constitution with a Kirk Session and Congregational Board.

Various Committees, including Finance and Property, report to the Congregational Board. The Finance Committee has in recent years established a clear scheme of governance and accountability.

The Kirk Session has voted to depart from the historic and current doctrine and practice of the Church in relation to human sexuality and their application to ministers and deacons of the Church.

We have received confirmation from the Presbytery of Glasgow that Orchardhill may proceed with the call of a minister of word and sacrament on full tenure.

Staffing

The work of our Church is supported by four members of staff:

- A full time Church Officer, resident on site
- A part time secretary, working four mornings per week
- A part-time Youth and Family worker
- An Organist and Choirmaster

No staff were placed on furlough during the Covid pandemic; all continued to work, in flexible, Covid-secure ways, and salaries were paid in full.

Staff management is the responsibility of the Clerk to the Congregational Board, and there is also a group to ensure that staff are properly supported in their various roles.

Our Parish and Community



Giffnock is situated in East Renfrewshire on the South Side of Glasgow, about six miles from the city centre. The area is well served by regular trains to Glasgow city on two separate lines and frequent bus services. The main motorways (M77, M8 and M74) are easily reached. Glasgow Airport is eight miles to the West. The Ayrshire Coast can be reached in 40 minutes by car.

Locally, there is a good number of sports clubs for golf, tennis, bowling, rugby and athletics. At Eastwood Park there is a recreational centre with swimming pool and gym and there are several private health clubs in the locality. Lockdown has seen extensive use of the various parks in the area, including Rouken Glen. Giffnock itself and the wider area are served by a wide selection of the normal shopping and service amenities

The Parish falls within the catchment area of some of East Renfrewshire's top performing schools and there are a variety of easily reached independent schools. The Scout, Guide and Boys' Brigade movements are all active in the neighbourhood.

Giffnock is a residential area popular with all ages, young couples, more established families and older people alike. The Parish consists mainly of owner-occupied housing with a number of complexes providing sheltered accommodation for the elderly.

There are several other churches near at hand. Giffnock South and The Park Church are both Church of Scotland, and there is also a United Reformed Church, with Episcopal, Roman Catholic, and Evangelical Churches also nearby. Other faith groups are also represented in the area, including Scotland's largest Jewish community.

Further information about the parish can be found here: <https://cos.churchofscotland.org.uk/resources/documents/statistics/parish-profiles/160860.pdf>

The Church Buildings and Manse



The Church Building



The main Church building has been developed and extended throughout its 120 year history, and is in very good repair.

The sanctuary has flexible seating and is equipped with audio/ visual equipment allowing sound reproduction for word and music and projection of visual material. The sanctuary retains many older features including stained-glass windows, the choir pews and the original Hill, Norman and Beard pipe organ.

Adjacent to the sanctuary is the Church Hall which can seat around 80 – in which multi-function hard flooring was recently installed – together with the Session Room, Fellowship Room, several smaller meeting rooms and office accommodation upstairs.

A new heating system was recently installed throughout the Church building, and a new fitted carpet installed in the Sanctuary.

The Memorial Halls

Across Church Road from the Church building, the Memorial Halls, were completed in 1962 to satisfy the needs of an expanding Church and named to commemorate members who had given their lives in the First and Second World Wars. The principal hall seats 200 and has a stage for drama. There is also a kitchen, and ladies', gents' and unisex disabled toilets.



The Halls present an opportunity for future development, and options for this are under consideration.

The basement area of the Memorial Halls has been cleared and developed in recent years, and now provides accommodation for The Black Door Shop, which is a community resource initiative started and operated by the Boys' Brigade.

Immediately beside the Memorial Halls is the **Church Officer's house**.

There is ample car parking over two levels beside the Halls.

The Church Buildings and Manse *cont.*



The Manse

Orchardhill's manse is a substantial stone-faced semi villa just a five-minute walk from the Church at 23 Huntly Avenue. The house has been very well maintained by the Property Group and the last manse family. The Property Group has carried out a scheduled programme of works to ensure that at least one room is decorated annually, in addition to any necessary work.

Four upstairs bedrooms plus family bathroom and two downstairs public rooms allow for flexibility of usage. A large dining kitchen leads to a downstairs shower room and a conservatory.

A fuller profile of the Manse is available by application to the Clerk to the Nominating Committee.



Orchardhill in Numbers

The Congregational roll as at 31 December 2020 was 284 and 5 adherents, plus 74 on the Supplementary Roll. It has been our practice to review the Roll continually, in order that it properly reflects members' involvement in the life of Orchardhill.

During 2019, the average attendance on a Sunday morning was around 130 (including children).

When the church has been open during periods of restriction, attendance has been around 33. The online service has attracted an average of 109 viewings, some of which will have involved multiple viewers, and in addition around five people per week chose to listen on line.

The Kirk Session has 38 members (21 men and 17 women), aged 40 to over 80. The Congregational Board has a further 22 members (8 men, 14 women).

The Sanctuary can hold around 450 people, though it is normally set out for around 250; the Memorial Hall can hold around 200 and the Church Hall around 80.

Between 2015 and 2020 there have been:

- 18 baptisms – none since the pandemic; an average of 4.5 per year over 4 years
- 6 weddings – again non since the pandemic; an average of 1.5 per year over 4 years
- 49 funerals – this is the total over 5 years; an average of 10 per year.

Since March 2020 (when lockdown first commenced) there have been 12 funerals (2 in 2021). It should also be noted that only 9 of these funerals took place in the church and some were not so much parish funerals but covering for other local ministers.

Finances

	2020	2019
Total income	£240,194	£245,169
Surplus/(deficit)	£27,438	(£53,055)
Ministries and Mission contribution	£94,459	£95,163

NB The 2019 deficit included capital expenditure of around £120,000 principally for the installation of a new heating system for the Church building and new lighting in the Sanctuary.

Orchardhill in Numbers *cont.*



Finances *continued*

The Congregation are encouraged on a regular basis to consider their gifts and how best to use them in the stewardship of the Church. This is demonstrated in part by the many Church and community activities and initiatives run and supported by the Congregation and those serving the Church at Presbytery and National levels.

Fundraising events are held from time to time but it is notable that despite the impact of the pandemic, offerings received in 2020 (£114,380) were on a par with 2019 (£116,967). In 2020, a legacy of around £60,000 was also received.

The financial statements for 2019 are available via the following link: <https://www.oscr.org.uk/AccountsDocument/Download/265857>. A copy of the 2020 financial statements can be obtained from the Clerk to the Nominating Committee.

Contact Details

Informal enquiries

Interim Moderator

The Very Rev John Miller

Tel: 0141 423 0221

Email: rev.john.miller@btinternet.com

Convenor of the Nominating Committee

Mr. Donald N. Carmichael

Tel: 07799 078882

Email: dnc@carmichaelproperties.co.uk

Applications

Applications, consisting of a full CV (including details of two referees) and a note of why, after reading our profile, you are attracted to Orchardhill and how you feel you can lead us forward in our faith journey, should be submitted to:

Clerk to the Nominating Committee

Mrs. Evelyn Borland

Tel: 07811 334802

Email: nom-clerk@orchardhill.org.uk



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Registered Charity SC009774

Appendix— LCR Action Plan

Action Plan

What key area(s) do you wish to move forward with in the next 5 years? The Kirk Session, with external assistance from Design To Succeed, developed and presented a vision for the congregation's overall actions for coming years to a church-wide conference in September 2017. The six areas identified are:

Growing and Nurturing Disciples

We will make it possible, through a range of ways, for people of all ages and backgrounds to explore and grow in Christian faith.

Investing in Young People and Families

We will capture and develop the enthusiasm of young people. We hope to see more young people coming around our Church activities, along with their families, to worship and learn about Christ and his teaching.

Vibrant Worship which meets the needs of All

We will offer a range of worship services that meet the needs of members and the wider community, and are well attended by people of all ages. We will ensure committed believers receive spiritual nourishment which helps them in their daily lives.

A Lively Church Community

We will develop the Church buildings so they become a vibrant community centre, a place to build companionship for a wide variety of people of all ages, somewhere relevant to and valued by the whole community. We will provide a fully developed café with a range of linked activities, which help people to explore and grow in faith.

Caring for our Community, its Families, and Individuals

We will serve well beyond our building, reaching out to the whole community providing practical care for all people, and effectively providing resources for those with significant needs. We will focus on offering companionship for older people.

Supporting and Working with our Partners

We will develop serious partnerships which are carefully planned and which effectively achieve significant and helpful impact in our community and beyond. We will support other churches and organisations with our gifts and abilities.

Appendix— LCR Action Plan *cont.*



Action Plan *continued*

We are currently trying to establish small groups of enthusiastic people who will dream, plan and drive these areas forward in ways which resonate with the congregation. We have made some progress in developing vibrant worship, a lively church community and in caring for our community. We have now identified key leaders for all six areas who will then encourage a team to form round current and future projects, maximising the skills and interests of members with overall supervision by the kirk Session. We plan to encourage good communication between these groups and the congregation by having each group report once each quarter in worship services (and therefore have input from one group approximately each fortnight) as well as give time after worship over coffee on the fourth Sunday of each month to enable interested members to gather to discuss aspects of the projects which form our vision at any time.

We are currently working on a Members' Brochure which combines vision and stewardship issues.

How do you look to achieve this?

We think it ought to be for each group to develop one or two areas initially within their vision remit and to seek general approval from the Kirk Session and the congregation to encourage support and involvement. We have leaders for all six areas and these leaders are recruiting interested members of the congregation. We have devised a reporting process to the congregation and Kirk Session, and a means of engaging monthly in conversation with all interested members of our worshipping community.

Appendix— LCR Action Plan *cont.*



To what key area does the action relate?	What actions will you take to move forward in this area?	What differences (outcomes) do you expect to see?	Aim to start by	Aim to complete by	Who will take this forward?	Who will provide support from the wider church?
Investing in Young People and Families	Investigate possibilities of engaging youth worker to enable high quality focused ministry to families and teenagers in congregation and beyond.	We will determine whether a youth worker is wise and will begin to address resourcing issues.	May 2018	Oct 2018 for decision and possible appointment.	Investing in Young People and Families Vision Group	Advice and assistance regarding benefits and challenges of youth work provision. Parents and volunteers may provide staffing. Parents and volunteers may provide staffing. We hope that people presently in the congregation will sense a call to this important work.
	Offer a once-monthly evening activity based on the successful pattern of 'Chips', the teenage event during our mission week.	A more relevant engagement with teenagers leading to their greater involvement in the life of the congregation.	Oct 2018	June 2019		
	Explore, along with the Vibrant Worship group, the possibility of a time of learning, worship and fellowship for younger children and their parents / carers, probably midweek at a suitable time.	A relevant, accessible and informal opportunity for children and families to explore and grow in faith with fewer of the constraints of Sunday morning.	Nov 2018	June 2019		
	Identify and recruit new leaders for Stepping Stones, our Sunday School Equivalent.	Well-led children's learning, worship and Christian growth on Sundays.	Jan 2019	June 2019		
Vibrant worship	Develop weekly quiet reflection time with led devotions and prayers for the community; offer specific meditation times at appropriate points during the Christian Year.	Increased opportunity for people to engage directly with God or to use a beautiful sanctuary space to enable their reflection. The church will be more available to the community for reflection and prayer. Members will have a wider range of opportunities for reflection during Holy Week.	Jan 2018. Achieved.	Ongoing	Vibrant worship vision group, supported by office staff and Minister as required.	Not needed; various on-line resources are being used
	A "walk and worship" summer activity is in development: this is likely to continue possibly monthly.		July-Aug 2018	July-Aug 2018		
	Worship midweek at 1pm on a Tuesday to tie into our community cafe.		Sept 2018-	Sept 2018		

Appendix— LCR Action Plan *cont.*



To what key area does the action relate?	What actions will you take to move forward in this area?	What differences (outcomes) do you expect to see?	Aim to start by	Aim to complete by	Who will take this forward?	Who will provide support from the wider church?
Lively church community	We are discussing essential renewal of heating system and re-roofing of the sanctuary and church hall complex, and thereafter essential upgrading to Memorial Hall facilities in order to enable these spaces to be more fully utilised.	Greater scope for offering a range of church-focused activities and enabling community groups to use space in an area with few public buildings.	June 2018	Dec 2020	Property committee in consultation with Board, Session and Vision Groups as required.	Presbytery through granting necessary permissions; General Trustees; other advice relating to grant finding.
	We will continue to develop the existing website, monthly newsletter and investigate further the possibilities of social media to enhance our communications within our church community and community at large.	This will enable, and perhaps encourage, greater engagement with activities and events in the life of the congregation and the contributions made to the community.	July 2018	June 2019	Communications Group	Insight into social media strategies.
Caring for our Community	Develop specific projects such as 'Tree of Kindness' as opportunities and imagination allow.	Clear demonstration of Christian concern to others in and beyond our community; enabling people beyond the church community to express concern for others through contributing to projects.	Dec 2017	Ongoing	Caring for our Community Vision Group	Publicity and general encouragement and support.
Supporting and Working with our Partners	Providing dementia support through Sunshine Cafe. Exploring fruitful partnerships with other agencies working locally to address issues of isolation.	Developing helpful responses to issues of loneliness and the effects of dementia.	Oct 2017	Ongoing	Supporting and Working with our Partners Vision Group; Giffnock UR Church; East Renfrewshire Council.	Examples of others who are further down this route.
	Continued supportive engagement with Lodging House Mission and Scottish Love in Action (serving orphaned children in India).	Practical care, fundraising, prayer and awareness-raising of the work carried out by these groups to encourage others to give to support.	Aug 2016	Ongoing	Interested members of the congregation; Vision Group	
	Explore a mutually helpful relationship with East Renfrewshire Good Causes.	Practical assistance is offered to people in need within parish, guided through professional involvement.	Nov 2018		Interested members of the congregation; Vision Group	

Appendix— LCR Action Plan *cont.*



To what key area does the action relate?	What actions will you take to move forward in this area?	What differences (outcomes) do you expect to see?	Aim to start by	Aim to complete by	Who will take this forward?	Who will provide support from the wider church?
Growing and Nurturing Disciples	Produce a Church Discipleship Plan.	Enables us clarify our overall vision for discipleship, gain support and outline the programmes and activities we will offer.	May 2018	Nov 2018	Relevant Vision Group with Minister	We've already received consultancy assistance.
	Begin to implement Discipleship Plan.	This will enable us to support interested members in gaining knowledge, developing skills and growing in self-confidence in their faith.	Oct 2018	June 2019	Relevant Vision Group with Minister	We think appropriate materials are available or can be created within existing resources.

One of the roles of Presbytery is to support congregations. What kind of resources and training would assist your congregation in moving forward?

We are currently working to embed the vision areas within our work. They do not neatly fit within our traditional practices and we are accordingly challenged to innovate.

Presbytery could affirm our course of action which would encourage us onwards. Presbytery could also help us support leaders within the congregation and might usefully provide mentoring to support us and hold us accountable for progress.

How does the Presbytery Plan fit with these action points?

We understand the six vision areas identified above fit within the Presbytery Plan's encouragement to congregations to develop worship, mission, community engagement and to support people throughout ages and stages of life to discover and grow in faith. We believe these areas offer a fairly comprehensive vision to address many of these issues.