

# St John's

## **Profile of St John the Evangelist Princes Street Edinburgh**





*Scottish Episcopal Church*

# The Diocese of Edinburgh

*Growing together in following Christ and sharing God's love*

## Bishop's Introduction

St John's is a large congregation by Scottish Episcopal standards and a key appointment in the Diocese. A visit to St John's is for many their first experience of church and although they may subsequently find a spiritual home elsewhere, St John's will have been their gateway to faith.

The church building, of course, occupies a key position on Edinburgh's extraordinary Princes Street. But more important than this, its community life and range of interests and activities ensure that it is a church that makes its presence felt across the city and beyond. You can read more about this in the pages that follow.

You will see that it is a community both proud of its traditions and confident in its ability to move forward into a new future in step with Jesus Christ. A number of its past activities have recently come to a natural end and new possibilities are in the air. In other words, this is a good time to welcome a new Rector.

This person must be comfortable in the role of leadership and able to delegate. They must be a good pastor, yet also have the skills to facilitate the financial and administrative health of a broad and complex organisation. There will be many opportunities to develop their own gifts, but they must also demonstrate the capacity to discern and affirm giftedness in others.

I believe there is much here to bring out the best in a prayerful, energetic and creative priest, who knows in his or her own experience how the Good News of God's Kingdom can transform the lives of individuals and communities.

I hold in my prayer all who may be wondering whether God is calling them to this exciting ministry.



*+John  
Bishop of Edinburgh*

# The Diocese of Edinburgh

Rooted in a common heritage we belong to each other, celebrating our diversity, growing in unity and working for the transformation of individuals and society.

The Diocese of Edinburgh, part of the Scottish Episcopal Church, is committed to God's mission. This mission affirms the value of life and seeks the transformation of people's lives.

As agents of God's mission, the Church seeks to:

1. *Proclaim the Good News of the Kingdom.*
2. *Teach, baptise and nurture Christians, and renew the life of the Church.*
3. *Respond to human need by loving service.*
4. *Transform unjust structures of society, challenge violence of every kind and pursue peace and reconciliation.*
5. *Safeguard the integrity of creation, and sustain and renew the life of the earth.*



Our Diocese is one of the seven dioceses of the Scottish Episcopal Church. It covers the eastern side of southern Scotland and stretches from the Firth of Forth to the English border. It includes more than 50 churches with a total membership of 8,500 and a communicant roll of 6,000.

The Standing Committee of Diocesan Synod has two main sub-committees, Mission & Ministry and Finance & Management, both of which seek to further God's mission as set out above. Advice and support are available to charges in all aspects of their developing life.

Our full-time Adviser for Christian Life works alongside us, encouraging each congregation to be a community where people find faith, grow in faith and share their faith, responsive to the call to love God and neighbour. In a world beset by many crises, including a tangible threat to the future of our planet, never has there been a greater need for Christians to put themselves to work for God.

The Scottish Episcopal church regards its response to the climate crisis as a key aspect of its call to worship and obey God our Creator.



***St John's, by the grace of the Spirit, seeks to be an open community, walking in the way of Jesus, engaging with an ever-changing world and living a faith that is timeless yet contemporary, thoughtful and compassionate.***

## The Church of St John the Evangelist, Edinburgh

St John's Church occupies a striking location within Edinburgh's UNESCO World Heritage Site in the heart of Edinburgh. The only church with a frontage on Princes Street, St John's stands on one of the busiest pedestrian and traffic junctions in the city, within minutes of some of Edinburgh's major business, retail and cultural centres. Its profile within the city is correspondingly high with a strong commitment to liberal values exemplified in its preaching, [Mural Ministry](#) and close association with the annual [Just Festival](#).

### History

The congregation that ultimately became St John's first gathered in West Register Street in Edinburgh in 1794 before migrating to Charlotte Chapel in the West End, which was opened for Divine Service according to the rites of the Church of England on 28 May 1797. The Church was united to the Communion of the Episcopal Church in Scotland in 1804. The present Church building was opened for worship and consecrated in 1818. Daniel Sandford served as St John's Incumbent until his death in 1830. Within St John's, he established a tone of outgoing charity, devoted service and good relations with its Presbyterian neighbours which was to last into the future.



Sandford was succeeded by Edward Bannerman Ramsay who served for 42 years, playing a key role in the revival of the Scottish Episcopal Church and carrying St John's to new heights of popularity and prominence. A series of gifted Rectors maintained the momentum Ramsay had created and by 1960 the church had 1,200 communicant members. The 680 pew places were often full and chairs had to be set out in the aisles. In the 1960s Rector Keith Arnold instituted Team Ministry and encouraged lay involvement, while his successor Aeneas Mackintosh had the Rood Screen dividing the Chancel from the main body of the church removed. He also instituted the Kiss of Peace. The Church began to change from a very formal place with formal worship into one with a much more relaxed and spontaneous atmosphere. This was also the time when St John's began to work with other churches both Episcopalian and Church of Scotland in the city centre and covered in the 'External Activities' section later in this document.

The move for greater informality in St John's was further encouraged by Neville Chamberlain (1982–1997), who had a new wooden altar designed and brought much closer to the congregation. He also initiated 'The Murals', prominently displayed outside the church to highlight some current political issue.

His successor, John Armes, started to plan a re-development, and led a compassionate and spiritual ministry before his election as Bishop of Edinburgh. He was succeeded by Markus Duenzkofer. Markus, who had the difficult task of seeing the church through the pandemic and lock-

down, emphasised welcome and diversity and conducted the first marriage ceremony for a same sex couple in the Scottish Episcopal Church. He oversaw the celebration of the church's Bicentenary and the redevelopment of the Hall and Lower Terrace and began to reach out to a wider age range.

## Congregation

The congregation we are today numbers 247 people on our congregational roll and a further 160 on our wider mailing list. We are a gathered congregation whose members live in all parts of the city and beyond, embodying a range of ages and nationalities. We value our identity as an open Community as defined in our Mission Statement and expressed in our greeting 'Whoever you are, and wherever you find yourself on the journey of faith, you are welcome in this place.'

We are nonetheless a predominantly professional congregation and experience a turnover in membership as people come to Edinburgh to settle for shorter or longer periods of time. We equally benefit from a large number of life-long attachments as well as second, third and even fourth generation members.

Many in the congregation are, or have been, deeply involved in the professional, public and community life of the city and beyond. We are an articulate and questioning group of people, who enjoy each other's company and many of whom volunteer their time to be involved at all levels of running the Church: we consider this a real strength.

The city-centre position of our Church building means we see a substantial drop-in population. This includes large numbers of visitors, particularly over the Summer as well as people looking for help of many different kinds, attracted by the location of the Church buildings. Many visitors are deeply moved by the beauty of the building – in particular the ceiling and stained glass windows – and also the sanctity and spirituality they experience within the building.



## Worship



At St John's, we sum up our mission in the five Amens:

- ◆ **A**ffirm and deepen the faith of the members of the congregation.
- ◆ **M**ake new disciples of Jesus Christ.
- ◆ **E**mbrace the care of creation and advocacy for eco-justice.
- ◆ **N**urse the wounds of those who are hurting in body, mind, or soul.
- ◆ **S**peak truth to the powers of the world.

We seek to give our best to God, to lift up our hearts and minds as well as our voices. In our preaching, we are not afraid to explore our faith in the light of the best modern scholarship. In our prayers, we reach out in concern to all the needs of God's world and ask for strength to become instruments of God's justice and peace. You can find out more about how we have carried out our mission in 2024 in our [Annual Report](#).

Our style of worship is Anglican (Scottish Prayer Book 1929



choral offices and Scottish Liturgy 1982, sung Eucharist) with vestments and a robed choir of up to thirty members. Music at St John's is a key element of our mission and the choir's challenging and relevant repertoire continues to attract new talent. You'll find our most recent music lists on our [website](#). Currently, St John's offers the following services:

## Sundays

- 08.00: Said Holy Communion: typical congregation of 10 people.
- 09.30: Choral Matins (except first Sunday of the month): typical congregation of 20 people.
- 10.30: All Age Eucharist with activities for children: typical congregation of 120 people.
- 18.00: Choral Evensong: typical congregation of 20 people.

## Weekdays

- 08:30 Tuesday – Friday: Morning Prayer in the Chapel. On a Thursday morning this is usually replaced by a short, spoken Eucharist.
- 10:30 Fridays only: The Ark – a eucharistic service built around Godly Play, songs and toys for babies and toddlers, their parents and caregivers
- 11.00: Holy Communion (Wednesdays only).

'Exploring Silent Prayer' has been running for some time, attracting a small but dedicated congregation on a Tuesday afternoon. There are special services at All Souls and the Festivals of Easter and Christmas. Over Christmas 2024, some 2,000 people attended Christmas services at St John's. It has also become the church's custom to offer a sung service of Compline on Thursday evenings during Advent and Lent. Sunday services are regularly livestreamed via Facebook.

For more information, please see [the services page](#) of our website.

## Ministry

The Ministry Team comprises:

- ♦ The Rector: Vacant
- ♦ The Associate Rector: David Bagnall
- ♦ Non-Stipendiary priests: Kenneth Boyd, Michael Fuller, Clephane Hume, Jolyon Mitchell, Eileen Thompson, Tim Tunley.

Our Interim Pastor is Michael Barlowe. There is no provision for a curate's training post at present. For further details about the members of the Ministry Team, please see the [ministry pages](#) on our website.

## Lay Ministry

St John's recognises and celebrates many different kinds of ministry and there is a strong tradition at St John's of lay people taking on different roles in the work of the church in support of the clergy which includes:

- ♦ leading services (Matins, Evensong, Compline)
- ♦ reading lessons
- ♦ leading intercessions
- ♦ singing in the choir



- ♦ administering communion
- ♦ acting as subdeacons
- ♦ welcoming people as they arrive for Sunday services
- ♦ arranging flowers
- ♦ cleaning the church
- ♦ maintaining the church grounds
- ♦ acting as 'Guardians' who meet drop-in visitors and enable the Church to be open to the public throughout the week
- ♦ organising Sunday school and supporting The Ark.

St John's also maintains an extensive lay pastoral visiting scheme and Lay Elders take Communion to those unable to attend services at St John's.

## Staff

The day to day operations of the church together with the hiring out of the refurbished Hall are overseen by an Operations Manager and a Finance and Administration Assistant. There is also a team of mostly part-time Vergers. Volunteers assist in the Church Office, the Church and the graveyard. The musical life of the Church is supported by a paid Director of Music and a volunteer assistant organist.

## Organisation

Under the constitution of the church, the Vestry is responsible for financial administration and other secular matters. The Vestry, whose members are charity trustees under the Charities and Trustee Investment (Scotland) Act 2005, comprises the Rector, Associate Rector, Secretary, Treasurer, up to six elected members, up to three co-opted members and the Church's Lay and Alternate Lay Representatives. The Secretary and Treasurer are appointed officers and the Rector chairs the Vestry. St John's Operations Manager also attends. Vestry has appointed several committees which actively carry out detailed work and report to it including Personnel, Fabric, and Finance committees.

## Congregational Activities

An enormously wide variety of congregational activities take place at St John's, most of which are initiated and led by members of the congregation with the support of the Ministry Team. It is difficult to do justice to their full range but current groups are broadly of an educational and/or social nature and include:

Educational – those devoted to spiritual development and meditation: [Exploring Faith Matters](#) (a four-year programme which meets weekly face-to-face), Sceptics (meets after first monthly Sunday Eucharist to discuss the sermon) and the St John's Forum (meets monthly on a Monday, early evening for a presentation on a topic of interest followed by discussion).

Social groups – young adults, walking groups and several book groups. St John's also maintains a Social Committee that organises various events across the year that include a Shrove Tuesday party and an annual summer tea party.

For further detail on the range of groups currently active at St John's, please look at the [groups' section](#) on our website.



Following re-development of our hall, we have established a Trans Families Support Group and created the St John's Welcome Space. The Welcome Space is an outreach activity that operates from 4pm – 6pm on a Monday afternoon offering a safe space with food and conversation (where wanted) that brings in a varied group of people. St John's also support a weekly food bank on a Wednesday at [St Salvador's church](#), Stenhouse.

## External Activities

### Edinburgh City Centre Churches Together

St John's has worked for over 50 years with other City Centre churches on a series of remarkable joint projects that included inception of a Lunch Club, Cephas House (a supervised place where 'lost' young people could live), a Cellar with music for teenagers, a late-night Coffee House Mission, a drop-in for homeless people, and finally the 'Rock Trust' for homeless teenagers, which is now independently run and extends its outreach well beyond Edinburgh.

Along with our neighbour [St Cuthbert's](#), this has continued in 'West End Churches Together', which in 2008 became City Centre Churches Together, to include St Andrews and St George's Church in George Street which has since merged with other churches to become the [New Town Church](#).

The churches in 'Together' as it is now generally known today work together under a formal covenant and to sustain existing activities like outreach to homeless people through the Bethany Christian Trust, relief work abroad (via Christian Aid) and, more generally, to encourage interest groups involving members of all three churches.

### Global Centre for Peacebuilding and Reconciliation

Together with St Mary's Church, Warwick, St John's has accepted an invitation from the Lambeth Palace Peacebuilding Ministry, the Church of England Pensions Board and Bishop's Court in Cape Town (office of the Archbishop of Cape Town) to become a cornerstone church in support and development of a new global ministry of peacebuilding and reconciliation: the Global Centre for Peacebuilding and Reconciliation.

The Centre's mission is to build upon the work of faith leaders as agents for peace and reconciliation in areas of conflict. It will support peacebuilding and reconciliation processes with a particular focus on the interplay between extractive industries and conflict as well as the role of investors.

This is a new and developing activity for St John's and we are at an early stage of exploring the opportunities this initiative offers St John's for engagement with world outside our building at local, national and international levels.

### Diocese, Province and Anglican Communion

St John's plays a significant part in the life of the Diocese of Edinburgh and the Scottish Episcopal Church more broadly. Clergy and lay members have served on Committees, Boards and Working Parties at all levels including diocesan and provincial Synods.

Previously St John's benefitted from links with Cape Coast Ghana and an ecumenical link with a church in Estonia. This area of activity has declined in recent years and is something the congregation would like to see re-energised.

### Diocesan Area Council

Membership of Edinburgh South West Area Council provides the opportunity for mutual support



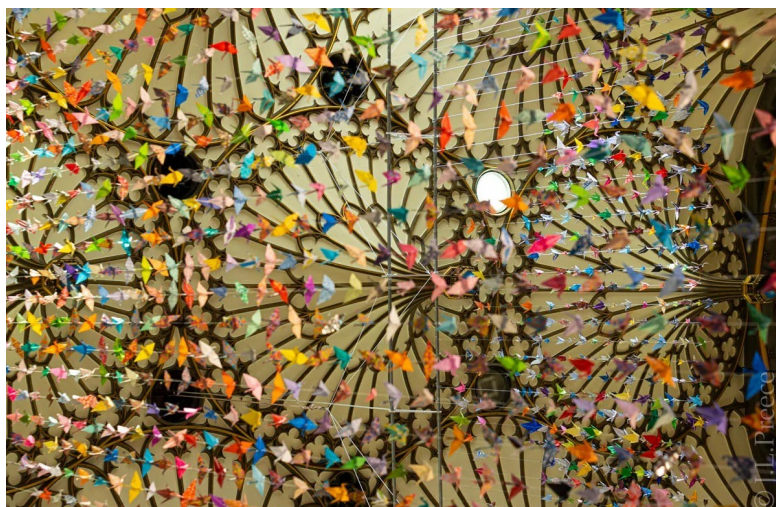
and exchange between charges facing very different challenges.

## Just Festival

The Just Festival was created in 2013 building on the legacy of its forerunner the Festival of Spirituality and Peace (FOSP) which had run at St John's for the previous twelve years.

Since its creation, the Festival has provided a space for performance (music, dance and spoken word) as well as a platform for dialogue and engagement in local, national and international questions of social justice, equality and identity from religious and non-religious perspectives.

In line with the Universal Declaration of Human Rights, it has celebrated humanity in all its differences, promoting exploration of new perspectives with the aim of reducing religious, political and social intolerance.



Display of peace cranes from the Just festival 2022

The board of the Just Festival has recently decided to discontinue operations and disband. Whilst some activity coinciding with the Festival in August is envisaged, this is an area for reflection and future development. For now, you can still find information about the Just Festival on its [website](#).

## St John's Terrace

The terrace (undercroft) beneath the church is the location for the Red Cockerel Café, Pulse plant-based cooking and the One World Shop.

### The Café

This was established in 1971 as the Cornerstone Coffee House, an ecumenical late night outreach project of the Council of West End Churches, staffed by volunteers. Daytime opening followed and it is currently franchised to the [Red Cockerel Café](#).

### Pulse

Occupying another of the Terrace units since 2021, Pulse is a plant-based kitchen and eatery. More information is available on [Pulse's website](#).



### The One World Shop

[The One World Shop](#) is a pioneering Scottish based fair trade organisation which has been sourcing and selling the very best in fairly traded products from around the world since 1983.

The shop sells a wide range of handmade crafts, jewellery, textiles, interior furnishings, furniture, toys, clothing, ceramics, handmade paper products, cards, books and foods; a lot of our products are also organic. The shop also supports schools, faith communities and local businesses in adopting and promoting fair trade. Opening hours are 10.00 – 17.30 Monday to Saturday and 12.00 – 17.00 on Sundays.

A further unit was occupied until recently by the Cornerstone bookshop which was part of the St John's community, trading for more than 30 years until its closure in early 2025. This unit is currently being marketed to potential new tenants.

## Finance

It costs about £500,000 to keep St John's in full operation for a year. St John's budget for 2025 anticipates a loss of £11,000 against reserves of £663,000 and a reserves policy requirement of £250,000 (six months' running costs). The loss would have been greater but for a number of windfall savings within this financial year, including this vacancy. Whilst an operating loss is never a good thing, St John's Vestry considers it acceptable in a year where much restructuring is taking place to ensure the Church continues on sustainable foundations. The initiatives being progressed this year include:

- ♦ restructuring arrangements between Church and Cornerstone Developments Limited (CDEL)
- ♦ Cornerstone Bookshop relocation: providing alternative bookselling facilities and releasing commercial premises to produce significantly higher income
- ♦ a renegotiation of rental rates with existing commercial tenants: the current arrangements are simply not at market value and we are hoping to secure at least a 30 percent uplift in income from this source
- ♦ exploring potential commercial revenue opportunities as agreed with Vestry: there are currently other sites on the premises which might lend themselves to further income generation, and
- ♦ stewardship campaign (regular giving).

Cornerstone Developments Limited (CDEL) is the trading subsidiary established by St John's to maximise the commercial opportunities presented by the re-development of the church hall and terrace units. CDEL produced a trading surplus for the year but suffered a large deficit due to its financial arrangements with St John's. These have now been restructured.

St John's is growing in terms of congregation size yet congregational giving has declined. Accordingly, Vestry has agreed to plan for a stewardship campaign shortly after our new Rector is appointed. Vestry considers the financial and spiritual arguments for giving are strong but they need to be made clearly, particularly to those newer to the church. This initiative alone might be sufficient to transform our revenues and put our finances on a more sustainable footing.

The financial statements for financial year 2023/2024, including both the results of the Church and the consolidated results of the Church and CDEL, will be made available to short-listed candidates.

## St John's Buildings and Property

The beautiful Category A listed Church buildings were built to the design of William Burn in the gothic style and consecrated in 1818. They have been modified by the addition of an Apse Sanctuary (in the late nineteenth century), Lady Chapel, Hall, Vestries and adaptations to the Crypt.



A modern church hall, offices, meeting rooms and toilets designed by LDN architects were added and completed in time for St John's bi-centenary in 2018.

The new hall affords views down Princes Street Gardens, up to the Castle and across to St Cuthbert's and opens into the inner burial space (the 'Dormitory').





The Princes Street façade is used for the mural ministry – a presentation of topical and sometimes controversial issues (agreed in conjunction with the ministry team) by local artists.

The church maintains a graveyard of about one acre which was closed for burials many years ago and contains a number of interesting monuments. There is also a Dormitory Garden, used for interment of ashes.

In addition to congregational activities, the Hall and meeting rooms are used by a wide variety of outside organisations, some regularly and some on an occasional basis. The lack of a car park at St John's and city-centre traffic restrictions make vehicle access to St John's difficult however St John's is served by a large number of buses.

## The Rectory

The Rectory is a spacious Georgian Terraced, main-door, flat at 1 Ainslie Place, a five-minute walk from the church. It forms part of the Moray Feu, designed by James Gillespie Graham and built from 1822 to 1824.

The Rectory is on the corner of Ainslie Place and Great Stuart Street and faces a private garden surrounded by cast iron railings. There are three other gardens in the feu which are accessed by a key. The Rectory is on two floors. The ground floor has a drawing room and dining room separated by sliding double doors, kitchen, two large cupboards, a large room that can be used as a bedroom or casual sitting room, a study, a shower room and coat cupboard. The basement level has a large bathroom and four bedrooms. There is a small garden at the back which leads by way of a pend to Lord Moray's Pleasure Grounds, a private park of six acres, leading to the Water of Leith through a gate.

## Quinquennial Report

A quinquennial report was carried out in the autumn of 2024. Inevitably, in buildings of this age, a number of areas which require work to be carried out were revealed however the two buildings owned by the church are generally in good repair.



# The City of Edinburgh

The capital city of Scotland, Edinburgh encompasses a population of some 540,281 people within an area of 102 square miles.

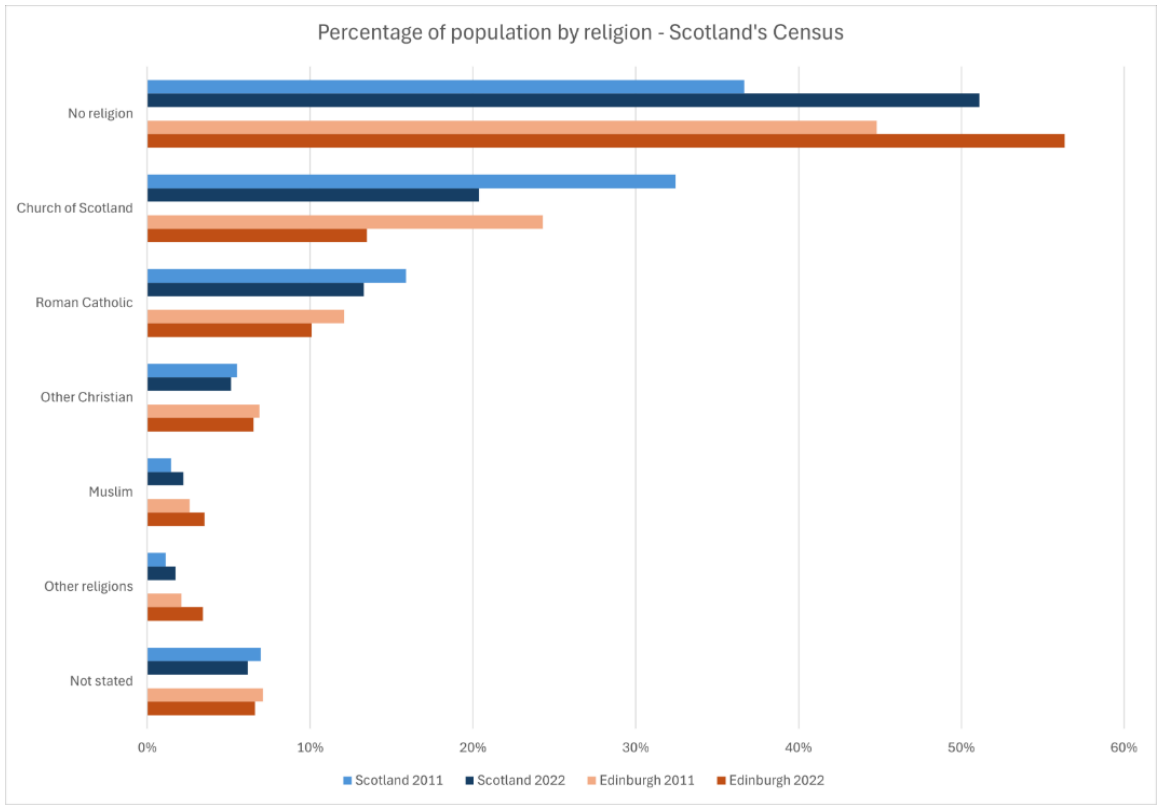
In 2024, the city celebrated the 900<sup>th</sup> anniversary of its creation as a royal burgh by David I. It has been designated a world heritage site by UNESCO in recognition of its unique combination of medieval old town and Georgian New Town. A centre of intellectual and artistic activity, Edinburgh is home to four universities and hosts a range of annual arts festivals including the Edinburgh International Festival with its associated Fringe and Book Festivals.

Edinburgh is a highly qualified and economically prosperous city (the most recent figures available suggest an employment rate of 82.1% and an unemployment rate of 3.5%) with particular prominence in law, financial services, hospitality and, as the location of the Scottish Parliament, politics. As a city, Edinburgh regularly performs well in national and international indices measuring quality of life and the city is hugely popular both as a holiday destination and with people wanting to make it their home.

Despite this popularity and economic strength, Edinburgh does not lack social challenges with housing a particular pressure. Demand for housing exceeds supply across all tenure types and during 2024, the City of Edinburgh Council declared a housing emergency in recognition of the more than 5,000 households currently in temporary accommodation while waiting for permanent social housing.

## Faith in Edinburgh

The faith profile of Scotland and Edinburgh has changed over recent years. In 2022, for the first time, Scotland’s Census revealed that the majority of people have no religion, which applies to both Scotland as a whole and Edinburgh. The shift is much smaller in the “Other Christian” category into which the Scottish Episcopal Church falls, which only saw a small decrease. Nevertheless, we find ourselves in the context of a nation and a city whose relationship with religion has shifted.



## Mission Statement

***St John's, by the grace of the Spirit, seeks to be an open community, walking in the way of Jesus, engaging with an ever-changing world and living a faith that is timeless yet contemporary, thoughtful and compassionate.***

We held a series of listening meetings with the congregation to inform the process of finding our new Rector. The adjacent word cloud shows some of the initial congregational feedback.

We then explored this feedback in a series of more focussed meetings which identified St John's missional strengths and aspirations.

The strengths we identified included:



**Welcoming:** the location and atmosphere of our building, the 'Guardians who facilitate it being open, welcoming new faces at services and inviting them to coffee, our pastoral visitor scheme.

**Our Ministry Team:** even without our Rector, St John's is blessed by a team of seven people with a wide range of academic, professional and personal experience who provide important support to the Rector and preach relevant and thought-provoking sermons.

**Ecumenical Action:** St John's has a 60-year history of undertaking social projects in the city either on its own or in conjunction with other churches including our ecumenical partners in Together.

**Lay Involvement:** strong tradition of lay people taking on different roles in the work of St John's whether in committees dealing with finance, personnel, social activities and fabric or more informal ways. Members of the congregation also consistently referenced the Choir as a key element of ministry at St John's.

**Age Range of Congregation:** with the exception of school-age children, the congregation exhibits a good spread of ages with weekly worship for young children and their parents and a wide spectrum of other ages.

We further identified aspirations for missional development in the following ways:

## Open Community

*“When I first came here I felt welcomed. I still feel welcomed. I want everyone to feel that way.”*

The chief quality cited by the congregation was the importance of welcome. As noted earlier in this profile, St John's location means we see many drop-in visitors some to worship, some simply to spend some quiet time who are welcomed by our team of 'Guardians'. On a Sunday, our congregation is used to spotting unfamiliar faces and making a point of talking to them and asking them to join post-Eucharist coffee.

Many felt welcoming was something we did well, others felt it could still be improved. Some appreciated not feeling pressured to get involved in multiple activities from the-off, while it was also noted by some, particularly younger, members that it was not always easy to work out ways of getting more involved with St John's once they decided they wanted to be.

People identified St John's inclusivity as a further key quality. Rooted in Christian faith, we express this in a wide range of spiritual and social activity and the congregation was clear that this is a quality we want to maintain and, where possible, develop further.

*"Welcoming for all - we find the inclusive element of St John's wonderful."*

*"In ten years' time, St John's will be a faith-strong, intergenerational family church."*

Throughout our listening process, the congregation clearly expressed the desire that St John's maintains its social diversity but also a profound hope that we can develop this further in areas such as children's and younger adults' ministry, outreach to students and a greater level of cross-generational activity within the church.

## Walking in the way of Jesus

Conversation at these recent meetings has evidenced a desire for further opportunities for faith development. A number of initiatives including the Pilgrim and Education for Ministry (EFM) courses have been introduced in response but this remains an area where the congregation is looking for more.

The congregation has been encouraged by recent developments that have brought young children and their families into the church through *The Ark* as well as the number of young adults who have joined us in recently. We would like to build on this by adding activities that will attract the 'missing' age range (five-to-teen) and developing a greater connection with Edinburgh's student population.

We appreciate that there are many and varied calls on the time of families with children, particularly on Sundays. It would be good to look at ways to integrate this group into worship, perhaps through establishing a junior choir (to build on our very successful choir, which is adult-only at present) or including young people in the service in other ways. At present, young children and their carers meet in the chapel during the Eucharist.



## Engaging with an ever-changing world

St John's congregation is politically aware, well-informed and engages with a wide range of issues at a local, national and international level. Organisationally, this has manifested in the many outward looking projects with which St John's and its congregation members are involved including the Just festival, Edinburgh Inter-Faith Association our mural ministry and our now more than 60-year experience of engaging in social projects with Ecumenical partners through Together. Another manifestation is the range of external organisations using St John's as a place to meet. The recent decision by the board of the Just Festival to discontinue operations and disband opens up space for future development.

More recently members of St John's have developed a well-used 'Welcome space' in the church on Mondays from 4–6pm. This is an outreach activity that brings in a diverse city centre population. We would like to be able to expand this work whilst appreciating the need for recruiting appropriate volunteers. We also support a foodbank which operates on a Wednesday at St Salvador's church, in Stenhouse, a less-advantaged part of the city. In Edinburgh, local authority schools finish at lunchtime on a Friday which perhaps presents an opportunity to open up to young people who may need somewhere safe to go at this point in the week. We would also like to build some other ways for people to get involved. Examples such as home groups and CAFÉ church where people can meet over a meal and engage in informal worship have been suggested during the congregational meetings.



There is a feeling that the church could open for more cultural activities, building on the legacy of the Just Festival. There were suggestions that there could be musical offerings at times other than Sunday and also that prayer should feature in church throughout the time that it is open, perhaps a few minutes each hour. We would like to see St John's continuing to develop as a community hub.

The Scottish Episcopal Church has ambitious plans for the Province to work toward net zero status. St John's has previously held Eco-congregation awards however our work on sustainability issues has declined of late and we would like to reignite this.

Finally, would like to re-develop our local and international links. We want to continue our ecumenical partnerships within the City and develop partnerships with local schools. As noted earlier in this profile, St John's has recently agreed to become part of the Global Centre for Peacebuilding and Business which, amongst other things, we hope will offer scope for re-energising international links.

*"We used to have lots of strong international contacts and exchanges. In future, let's do more."*

## Timeless yet contemporary

Many at the congregational meetings have spoken of the high value they place on St John's use of traditional forms of worship (eg Matins and Evensong), our liturgy in the Eucharist service and particularly the importance of music and the choir to the effectiveness of these services. Whilst the desire to maintain this is clear, there was also a feeling that we could develop this further including suggestions we might try to re-introduce a children's choir.

*"In ten years' time, I pray St John's will be a vibrant community welcoming all, a powerhouse which sends people out to live God's love in the community."*



# Rector Person Specification

## Minimum Qualifications

- ◆ Bachelors Degree in Theology or Religious Studies (or equivalent)
- ◆ Previous experience of stipendiary ordained ministry in an inclusive context within the Scottish Episcopal church, the Church of England or another church in the Anglican Communion.

## Spiritual maturity and theological literacy

- ◆ A commitment to their own personal growth in discipleship.
- ◆ A robust, detailed and growing understanding of the Christian faith, the traditions of the Anglican Communion and the Scottish Episcopal Church.
- ◆ Can inspire and challenge the congregation through sermons and the written word.
- ◆ Engages openly with the challenges and contradictions of faith and exhibits a willingness to listen to and learn from others.
- ◆ Guides others on their own journeys of exploration and discovery and points them towards further opportunities for learning.
- ◆ Reflects on and helps others to explore 'new ways of being church'.
- ◆ Demonstrates a readiness to engage actively in ecumenical and interfaith work.

## Worship and Liturgy

- ◆ Leads worship with authority and sensitivity in a variety of settings and styles.
- ◆ Has a broad knowledge of Christian liturgy.
- ◆ Is comfortable leading traditional forms of worship whilst open to new experiences of liturgy.
- ◆ Supports the musical life of St John's and demonstrates an understanding of music appropriate to different forms of worship.
- ◆ Can devise new forms of worship appropriate to the diverse needs of St John's and Edinburgh's city centre.
- ◆ Is keen to encourage people of all ages to play an active role in worship.

## Leadership

- ◆ Is comfortable leading others.
- ◆ Demonstrates an understanding of and full support for the mission, vision, values and beliefs of St John's and a vision for how these should be developed.
- ◆ Demonstrates an understanding of collaborative ministry, delegating roles and authority appropriately amongst clergy and laity.
- ◆ Can provide challenge, encouragement and support to people, ordained and lay, to develop new skills and accept new levels of responsibility.
- ◆ Can ensure that leadership is being developed in every group or team within the organisation.

## Interpersonal skills

- ◆ Shows accountability and leadership in mentoring and supervisory relationships.
- ◆ Demonstrates the skills of active listening and the ability to reflect on criticism.
- ◆ Relates well to people of all ages, encouraging the involvement of children and young people and reaching out to the elderly and housebound.
- ◆ Is willing to tackle and resolve interpersonal conflict where it arises.
- ◆ Exhibits an understanding of personal and professional boundaries, relating to people in a positive and generous manner.

## Management skills

- ◆ Can manage a team of staff and volunteers with complex organisational inter-relationships and use the supporting systems which the church and its members will provide.
- ◆ Delegates and empowers leaders (ordained and lay) and holds them accountable.
- ◆ Demonstrates a thorough understanding of the critical role of safeguarding in a church context.
- ◆ Can plan strategically, communicate effectively and organise efficiently.



- ◆ Reflects on their management style and adapts it to suit different situations.
- ◆ Understands finance within the context of a sustainable church and has experience of managing an operational budget.

## **Pastoral Oversight and Accountability**

The Rector will be expected to assume overall responsibility for:

- ◆ leading worship
- ◆ providing spiritual guidance
- ◆ visiting the sick and dying
- ◆ ensuring the Church community flourishes.

The Rector will also be expected to demonstrate an understanding of their own accountability to the congregation and Vestry and will be required to:

- ◆ subscribe to the Scottish Book of Common Prayer and other liturgical formularies of the Scottish Episcopal Church (Code of canons, Appendix 11)
- ◆ sign a promise of obedience to the Code of Canons of the Scottish Episcopal Church and to the Bishop of the Diocese (Code of canons, Appendix 12 c)
- ◆ sign the Constitution of St. John's.

