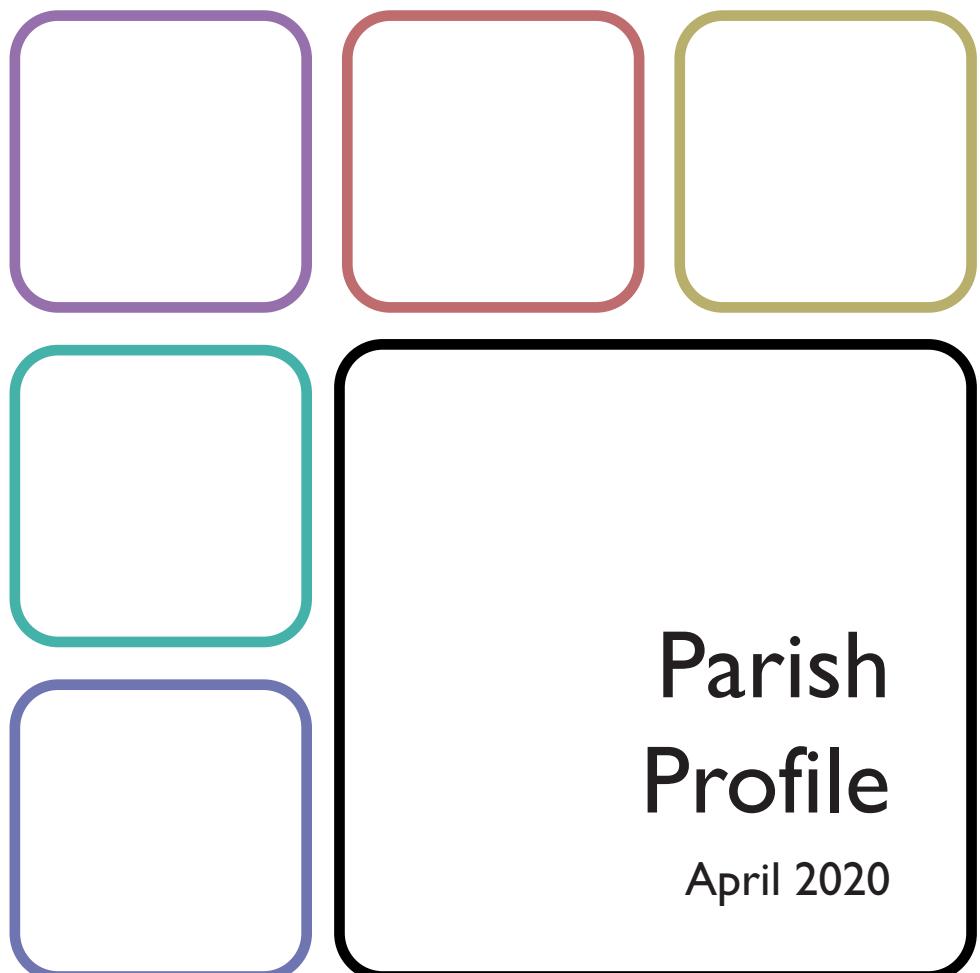
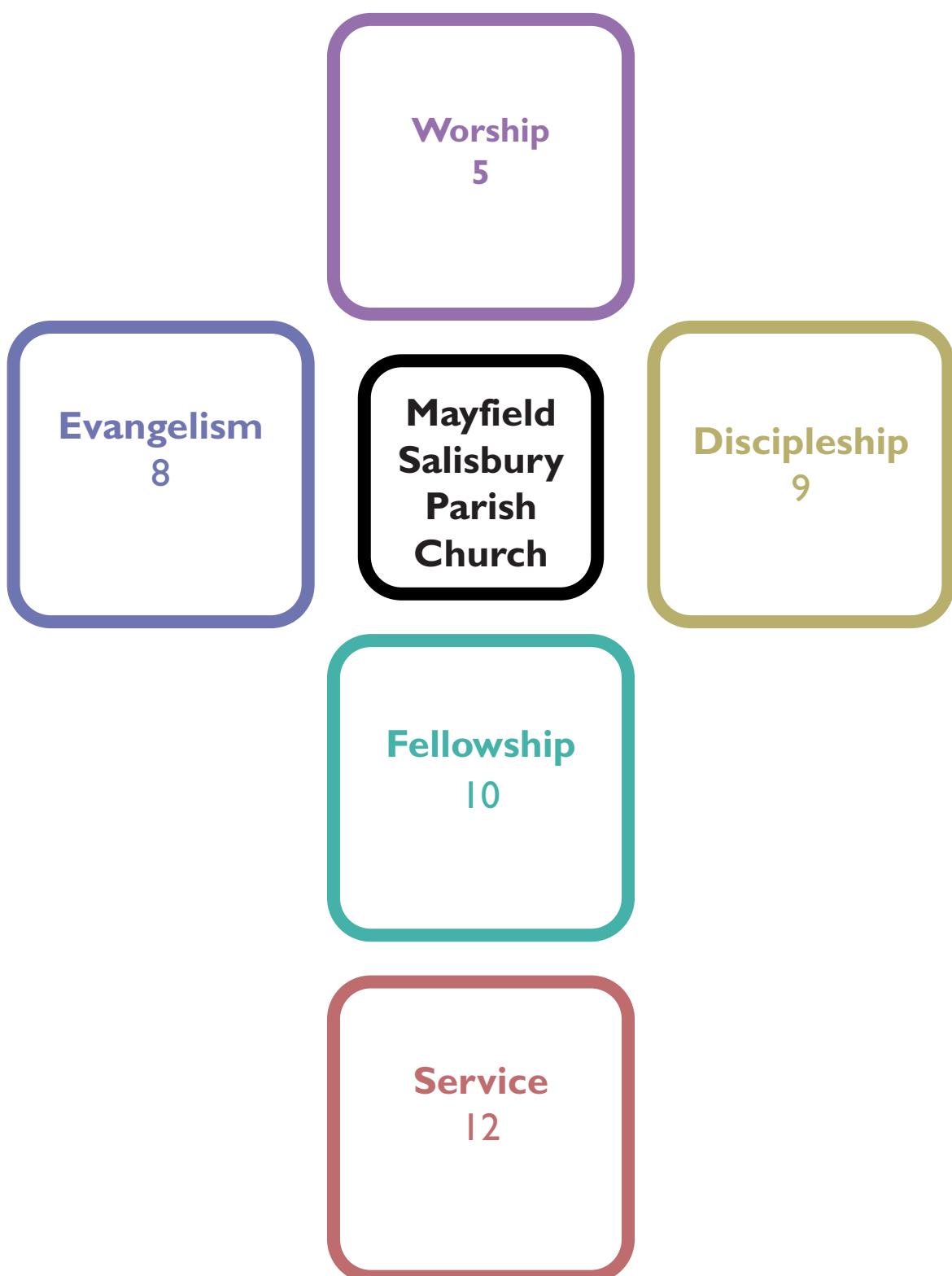


*There is no longer Jew or Greek,
There is no longer slave or free,
There is no longer male and female;
For all of you are one in Christ Jesus.*

Galatians 3:28



Mayfield Salisbury Parish Church



Introduction	3	The Church Buildings	22
Looking Ahead	16	The Manse	26
Information for a Minister	17	Application Information	27
Governance and Staffing	19		

Introduction

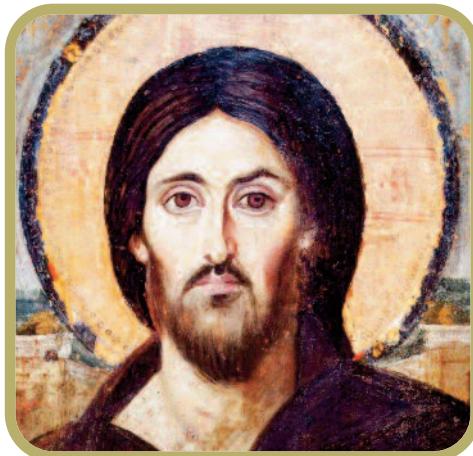
Introduction

Mayfield Salisbury Parish Church family is a largely liberal and questioning congregation. We are used to enjoying thought-provoking sermons as part of the steady rhythm of services. We recognise the importance of attracting and nurturing our Church community and we seek to be actively welcoming and inclusive. To assist our children and young people in engaging in the activities of our Church, we employ a Youth Worker to work alongside the Minister and a Pastoral Assistant. We also have a number of initiatives aimed at older members of our congregation and community. These, and our other activities, are described more fully below.



As a congregation we are looking for a Minister who will take forward the core activities of our Church as well as lead us into new and stimulating areas of worship and mission. He or she will lead our existing Ministerial team - our Youth Worker, Pastoral Assistant and Organist, each of whom plays a central and highly valued role in our work - and will work together with them and with our elders and wider congregation in all that we do. We are fortunate that the team is also very ably supported by an enthusiastic and experienced Church Manager.

Members:
483



Services:
3 on Sunday

Introduction

Mayfield Salisbury's purpose

Our purpose is to worship God and to promote God's Kingdom and the objectives of the Church of Scotland. We seek to do so in an inclusive, stimulating manner within our parish community and beyond. We work with those of other faiths or none. We play an active part in Newington Churches Together, an ecumenical group of local churches, and support mission outreach both at home and abroad.

The main activities of Mayfield Salisbury are categorised under five headings: **worship**; **evangelism**; **discipleship**; **fellowship** and **service**. These reflect what is happening currently but should also be seen in the context of our future ambitions in which we are keen to work with and be guided by the new Minister.

Our recent Local Church Review identified the following areas as priorities: the elderly; youth; caring for the community and environment; inclusion and reducing isolation. With some initiatives already underway, we are committed to ensuring these areas all remain a focus. The following pages outline the profile of Mayfield Salisbury: further details may be found on our website at: www.mayfieldsalisbury.org



Photo by Mhairi Beasley

Worship

Worship

Our worship continues to evolve to meet the needs of 21st century Christians and those seeking faith in a world of religious and atheistic fundamentalists and in a society paradoxically multi-faith and secular. We wish to lead people to explore their own personal experience of the divine and consequent relationship.

The central diet of worship is made up of the three regular Sunday services:

- a short, informal, family-orientated service at 9.30am
- a more traditional service at 10.45am, with a full choir including a professional choral group
- a more contemplative service at 7.00pm

Holy Communion is periodically celebrated in the context of each of these services.

9.30am - All-Age Service

People of all ages (including approximately 35 children and young people) regularly attend the 9.30am service which lasts around 45 minutes and includes a children's talk. During the sermon for adults, children and young people split into five age-bands for their age-related learning (0-3s, 4-6s, 7-8s, 9-11s and 12-16s). There is a dedicated and enthusiastic team of teachers who create a stimulating environment for our children and young people. Our Youth Worker plays an active role in the 9.30am service: her contribution to Church life is described more fully below under Fellowship.



Worship

10.45am - Traditional Worship

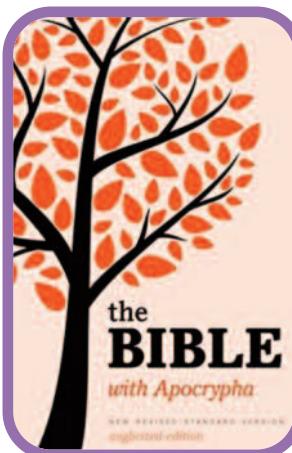
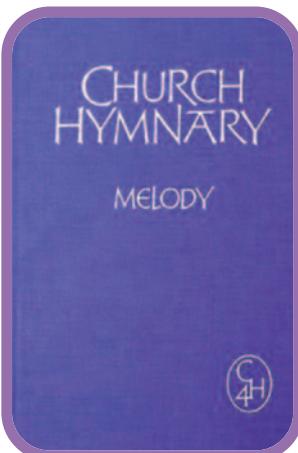
The 10.45am service usually lasts around 60 minutes and is a rich blend of meditative prayer, sacred music led by organ and choir, and stimulating preaching focusing on issues of faith and biblical interpretation in the modern world. The sermon draws on that delivered at the 9.30am service. The service is enriched by a choir and a chamber group of professional choristers established in 2012.

7.00pm - Evening Service

The evening service is more contemplative lasting around 40 minutes. Once a month this service is led by members of our youth fellowship with support from the Youth Worker and has a contemporary feel.

Other services

Weekly prayer meetings are held on Tuesday mornings in the sanctuary.



Worship

Mid-Week Afternoon Service

We have **five mid-week afternoon services per year** for those who find morning or evening services difficult to attend and on occasion Holy Communion is celebrated. These cater specifically for the elderly or frail and arrangements are made to suit their needs: seated format, large-print hymn sheet containing familiar well-loved hymns, and an appropriate address.

These short services are followed by afternoon tea, all taken without having to get up or move around. Transport help is also provided.

In addition, the Pastoral Assistant leads worship on a regular basis in two local nursing homes combining her visits with pastoral care, engagement and fellowship discussion with those attending.

Special Services

Added to this regular diet are a number of special services, including Holy Week services (often jointly with other churches of many denominations), a very popular Christingle service, and a Service of Remembering. These attract the wider community who do not regularly attend.



Evangelism

Evangelism

In Mayfield Salisbury, we do not ask people to subscribe to any narrowly-defined doctrinal stance. We are committed to approaching matters of faith thoughtfully and respectfully, welcoming the company of those who find faith difficult, and are keen to celebrate the insights offered by other Christian traditions and different world faiths.

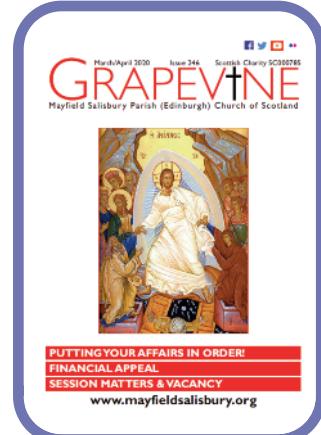
We do not hold the view that we must be bound by older more traditional statements of belief which many people in the 21st century find incompatible with the evidence of our intellectual and lived experience. We seek instead to strengthen our sense of wonder and awareness of the transcendent in our lives. Our periodic Festivals help us explore our understanding.

As a Church we are open to supporting candidates in training for the recognised ministries of the Church and over the years have provided opportunities for mentorship, learning and developing skills. We are delighted that our most recent trainee has just been inducted into her first parish ministry role.

Over the past year a new initiative, Five Minutes' Peace, has been introduced. For ninety minutes, twice a week, the sanctuary is opened as a public space for anyone who might feel in need of a period of calm reflection in peaceful and tranquil surroundings. This has been appreciated by a significant number of people of all ages.

Like other services we offer, we rely on the commitment and goodwill of the Church Manager, the team of volunteers and the wider congregation who provide the necessary support.

We also identify our Church magazine *Grapevine* and website as evangelical 'tools'. Both contain sermons as well as a wealth of information about congregational activities.



Discipleship

Discipleship

In Mayfield Salisbury members are encouraged in the development of personal spirituality. This is provided for in several different ways.

We have six **house groups**, each comprising 8 to 10 members, which meet regularly and provide mutual support, fellowship and encouragement in spiritual exploration;

Welcome teams at each of our regular worship services, to ensure that visitors and new faces are identified and made welcome in the Church.

A **Spiritual Growth Fund** is administered by the Kirk Session. A grant from this fund is available to support individuals who wish to undertake courses designed to help with personal spiritual growth.

Mayfield Salisbury remains firmly committed to working inclusively with other faith groups, notably through our involvement with **Newington Churches Together** and also the **Edinburgh InterFaith Association** (based at Mayfield Salisbury). Mayfield Salisbury has, over the past decade, organised periodic **Festivals** and events, open to all, to explore issues of faith and social importance. These have included programmes of events on meditation and prayer, ageing, science and religion, sacred music, pilgrimage and beauty offered by other world faiths.

Congregational feasts are organised annually with invitations extended to other faith groups and churches such as the **Chinese Evangelical Church Edinburgh** who share our premises. These provide opportunities to explore links with other groups. Preachers from other faiths have also been invited to address the congregation during Sunday service and/or at periodic lectures. In memory of the Very Revd Dr Bill McDonald who served as minister at Mayfield Church for 33 years, a series of lectures in his name has been established. More recently Prof Hillenbrand spoke on Islam and Christianity.



Fellowship

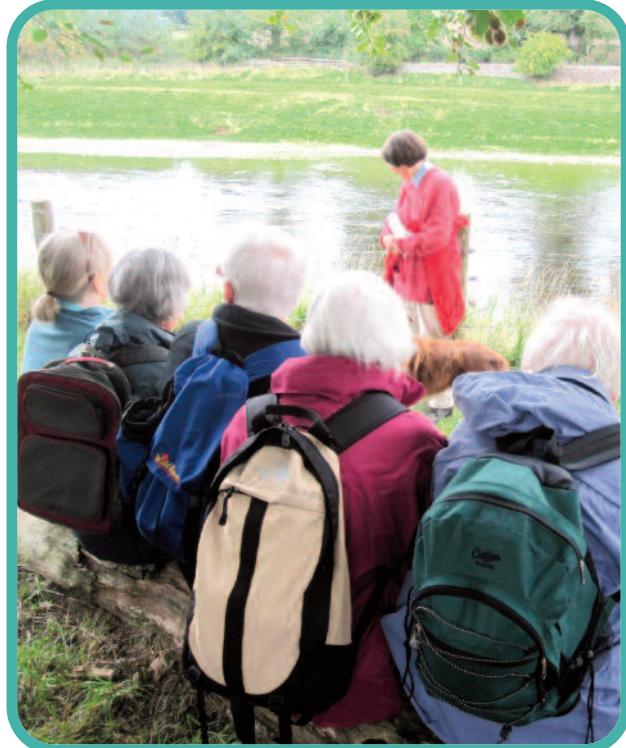
Fellowship

We regard it as a vital part of our mission to provide fellowship of an inclusive nature, irrespective of differences in age, ethnicity, gender, sexual orientation, disability, wealth or status. Specifically in relation to our search for a new Minister the Kirk Session voted overwhelmingly to depart from the Church of Scotland's practice in respect of human sexuality and applications are welcomed from all those who are eligible to apply.

When we meet for worship or for business purposes we try to ensure that there is time and space to meet and mingle, to share news and exchange ideas, and to enjoy refreshments together. After both Sunday morning services refreshments are served in the Bill McDonald Hall and meetings of our committees often take place in the homes of members, allowing supportive relationships to be built.

There is an active Fellowship Committee which organises social events, as well as supporting special services and our interfaith work, assisting with hospitality and catering arrangements.

The 'Mayfield Milers' walking group undertakes a programme of walks which offer a wide range of experiences, from a gentle stroll to a more testing challenge such as our July 2019 expedition to climb several summits in the Pentlands in cloud and rain.



Fellowship

The 'Craft Moments' group meets fortnightly making articles which are then donated to good causes such as premature baby or homeless charities.

A Congregational Barbecue on 25th August 2019 marked the end of summer, and raised funds for youth activities.

We held two events in 2019 which combined fellowship with worship: our congregational pilgrimages to Lindisfarne in June and Inchcolm Priory in August. Both were well attended by a cross section of Mayfield Salisbury members (young and old). Lindisfarne involved a walk across the tidal sands of the pilgrim way to Holy Island whilst the trip to Inchcolm was via a more relaxed boat ride in the 'Maid of the Forth'.



Service

Service

We are committed to providing pastoral care for all Church members and those in the wider community. To support this and in acknowledgment of an ageing population, there is a growing need for pastoral care which we are endeavouring to meet as a congregation. Kay McIntosh, a Deacon in the Church of Scotland, was appointed as Pastoral Assistant in May 2018, and the large and increasing need in the parish has led to her contracted hours being increased.

A number of pastoral visitors assist in providing pastoral care. They are Church members who have an interest and have developed particular skills in this area. They are currently formed into five teams, each with a coordinator, who work closely with our Pastoral Assistant and the Minister. They meet regularly to share experience, knowledge and learning.

The Pastoral Assistant also conducts some funerals and takes services at two nursing homes; she also assists at some Sunday services and is involved in our midweek short afternoon services which cater for the more elderly and less mobile.

Giving to other charities is another prominent element of our service. We are active in our support of Christian Aid, which works to make positive changes at a global level, and also CrossReach, the Church of Scotland's social work arm, which is focused on service at a more local level.

The Christian Aid committee organises social events and raises funds through special collections for specific needs, such as relief efforts after international disasters. The focus of fundraising for CrossReach has been on its perinatal services. Besides money raised through a series of special collections, a highly successful book sale and storytelling afternoon took place in June 2019.



Service

Youth activities in Mayfield Salisbury are ably led by our full-time Youth Worker Hillary Leslie. These include a Youth Club which meets weekly on Sunday evenings. Topics cover discussion of questions of faith, local and international service projects and more fun-focused social events. Our young people lead worship at the evening service once a month creating innovative worship to appeal to those attending.

Wider activities included involvement with the Big Sleep Out in Princes St Gardens, fundraising for Social Bite, and working with Amnesty International in its Write For Rights campaign. A Thanksgiving dinner, a tradition of Hillary's US background, was enjoyed by our young people and produced a generous donation to Edinburgh North West Foodbank.

A successful Holiday Club in conjunction with Marchmont St Giles Church also runs for a week in August.

A significant element in our service to the community outwith our own membership is the provision of our rooms and halls, which are made available to a diverse range of groups and interests at low cost or free of charge. Our Church Manager offers welcome, support and practical help to any organisation that needs accommodation. Local users include a nursery; ballet school; Rainbows; Brownies; Beavers, Cubs and Scouts; fiddle club; singing groups; pilates; taekwondo; zumba; yoga; political representatives; and Scottish country dancing.

We continue to have a close working relationship with Mayfield Radio Unit (MRU) a Scottish Charity and Mayfield Salisbury Church organisation. Run by volunteers since 1971, MRU provides technical services to the church and also provides recordings each week of the Sunday Morning service for those unable to attend. MRU also provides an edited electronic copy of the sermon for upload to the Church website. MRU's main activity is broadcasting programmes of record requests/dedications and local interest to the patients in the Edinburgh Royal Infirmary. The broadcasts take place in the evenings, currently four times each week.



Service

The Thursday Club meets weekly from October to early May. It offers people, particularly those of retirement age, an opportunity to enjoy fellowship, refreshments and entertainment. It has a wide ranging programme of speakers covering a diversity of topics, along with singing and musical events. During the summer months, a 'Coffee and Blethers' session is held twice a month, from June to September. This is an occasion for those who have limited social contact to enjoy company during the period when the Thursday Club is not running. These activities are heavily reliant on the hard work and goodwill of the volunteers who organise events, and assist with catering and transport.

First Friday Friends, which (as its name suggests) meets on the first Friday of each month, is specifically aimed to assist people whose lives are affected by memory loss and those who care for them in an informal and friendly support group. This also relies upon the help of a group of volunteers who assist with singing and musical activities, simple crafts and games, and conversational stimulation of memory. In the summer there is a popular annual canal boat outing for the group.



Service

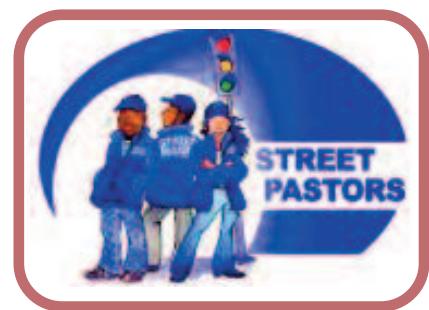
Mayfield Salisbury is a member of Eco Congregation Scotland. A Church 'eco group' has started. This is in response to mounting concerns over climate change and the threat of an impending environmental catastrophe whose effects are likely to be felt most severely in poor and marginalised communities. Guided by the principle 'Caring for the Earth', the group promotes and encourages individual and congregational action to mitigate the climate crisis.

Other organisations, both local, national and international, are supported by members of Mayfield Salisbury. These include:

- Mission Aviation Fellowship, which transports essential supplies and workers to remote communities in the Third World;
- Bethany Christian Trust, which works to help rough sleepers and combat homelessness;
- Street Pastors, which helps vulnerable young people who may be at risk in the city centre late at night and at weekends;
- Friends of Morningside Hospital.

On the first Sunday of Advent the congregation holds Gift Services at which new toys, games and gifts for children and young people are sought. These are then passed for distribution to agencies such as CrossReach (Simpson House), Women's Aid, HMP Edinburgh, Stopover, the Salvation Army and Gilmerton Early Years' Centre.

Flowers are donated and arranged to decorate the Church during services and are then distributed.



Looking Ahead

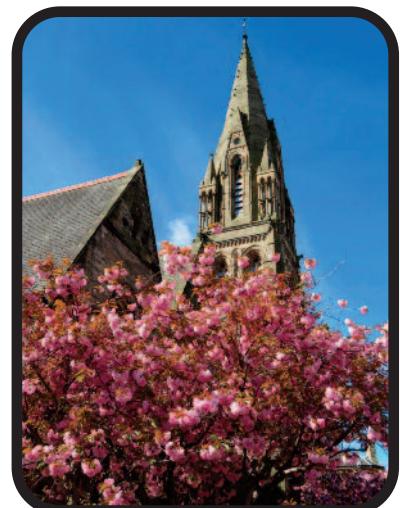
Looking Ahead

In an ever-changing world how do we envisage developing our current activities? We spent time considering this with a Congregational Gathering in 2016 concluding with our Congregational Conversation in 2017 which established our key priorities and ways of meeting them. This exercise has been strengthened by the Local Church Review which began last year. We already have a number of activities underway to support the commitments identified below and are keen to explore additional opportunities to help progress our aims:

- A commitment to the elderly: with an increasingly ageing congregation.
- A commitment to youth: building on the appointment of our Youth Worker.
- A commitment to caring for the community and environment.
- A commitment to inclusion and reducing isolation in our community: this applies to young and old.

What are young people hoping for in a Minister:

- ‘Good with children and young people – able to give interesting talks and make the church an enjoyable place to be.’
- ‘Someone who involves the youth in church activities (eg. fundraising).’
- ‘Open to inclusion.’



Information for a Minister

Information for a Minister

Our History

The congregation was formed by the Union of Mayfield and Salisbury Churches in 1993, although both congregations trace their stories back to earlier transitions from Secession Churches and on the long journey back to the United Church of Scotland. More information about our rich past in detail is on the website - www.mayfieldsalisbury.org

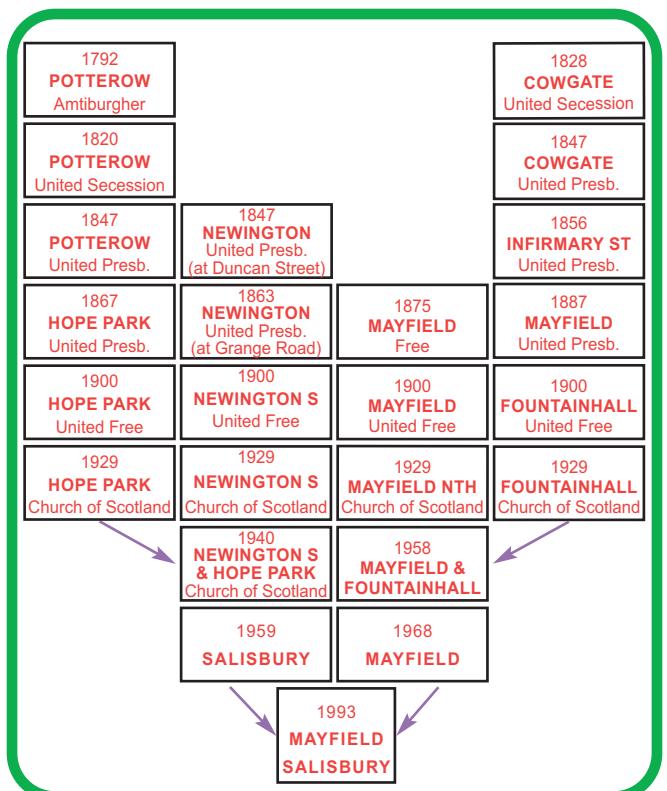
Congregational Statistics

The average number attending:

- the Sunday 9.30am weekly service is 35 adults (average age 40) and 35 children and young people
- the Sunday 10.45am weekly service is 140 (average age 70)
- the Sunday 7.00pm weekly service is 14 (average age 45)
- the mid-week afternoon service five times per annum is 50 (average age 78)
- Tuesday prayers is 12 (average age 60)

In 2019 there were 6 baptisms, 1 wedding and 14 funerals.

From 2013 to 2019 the numbers on the roll declined from 537 to 483.



Parish Statistics

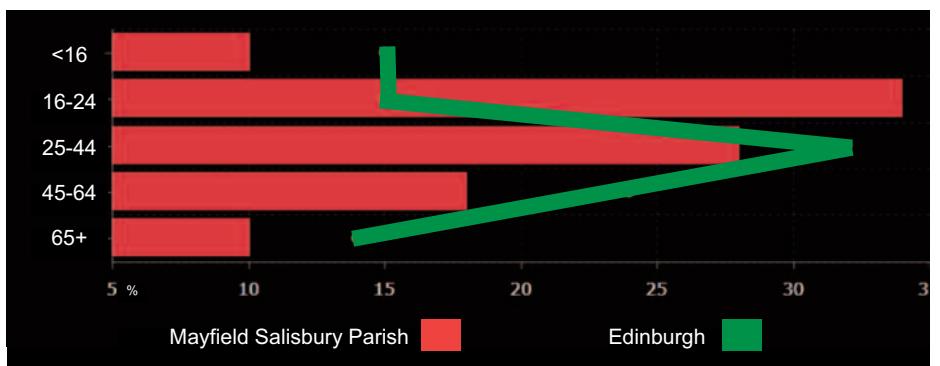
The parish of Mayfield Salisbury lies to the south-east of Edinburgh city centre immediately south and east of the Meadows and largely to the west of the A701 Minto Street.

It is a parish of two distinct development forms. South of Sciennes Road and west of Findhorn Place lie the large stone-built villas of the Grange whilst to the north and east are the tenements and more mixed land uses of the Sciennes and Ratcliffe Terrace areas. Located in this latter area are the HQ of Historic Environment Scotland, the annexe of the National Library and a number of small shops, offices and workshops. More modern flatted housing has also been developed on former industrial land at Sciennes.

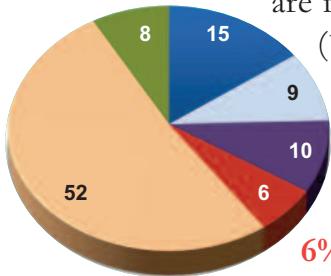
There are no schools in the parish but nearby education is provided by Sciennes and Preston Street Primary Schools and James Gillespie's High School. Many families in the parish send their children to these schools, or to one of the many independent fee-paying schools in Edinburgh.

In a similar vein, the Universities of Edinburgh, Heriot-Watt, Edinburgh Napier and Queen Margaret lie outwith the parish boundaries but the area is popular for student accommodation and many students pass by the Church, especially en route to the King's Buildings which lie to the south of the parish.

According to Scotland's Census of 2011 the population of the Mayfield Salisbury Parish was given as 6,155, occupying 2,655 households. The breakdown of that population by age-group



shows a bias towards those of student age (16-24) of 34% and young adults (25-44) of 28%. These figures compare with the Edinburgh city averages of 15% and 32% respectively. There are fewer children (10% as opposed to 15% for the city) and 65+ people (10% as opposed to 14% for the city).



The population breakdown by religion shows religious affiliation in the parish of **15% to Church of Scotland, 9% Roman Catholic, 10% other Christian, 52% no religion, 8% religion not stated** and **6% all other religions**.

Governance and Staffing

Governance and Staffing

Kirk Session

Mayfield Salisbury operates under a Unitary Constitution with a number of committees and groups reporting to Session: the Business Committee (including matters relating to fabric, finance, HR, Church Roll), the Presbytery Elder, Christian Aid, CrossReach, the Research Committee (for innovations and testing new ideas), First Friday Friends. We have 59 elders: 32 female, 27 male. Session usually meets six times a year and occasionally holds elders' conferences.



Our Finances

Our main source of income continues to be offerings from members of the congregation. We also earn significant income from other users of our premises and from the telecommunications base station in our spire. After a number of years of surplus we budgeted for a deficit of around £24,000 for the year ended 31 December 2019 and the outturn for the year was a deficit of a bit under £15,000. For this reason an appeal was made in February to increase giving by the congregation.

At the 2019 year end the Church held unrestricted funds of £2,341,824 of which £1,800,000 comprised the value of our Manse and Church House and £492,383 had been designated for various specific purposes. The Church also held £60,571 of restricted funds, which have been provided for the specific purposes and £64,827 of endowment funds.

Church Staff

Our new Minister will be part of a team comprising the following members, all locally funded with their well-being and appropriate supervision supported by Mayfield Salisbury. The team works out of the Church Office and meets on Tuesday mornings to plan the week ahead.

- Kay McIntosh, Pastoral Assistant and Deacon in the Church of Scotland (part-time: fixed term appointment). She and the Minister work closely together in pastoral matters and with the five teams of pastoral visitors who assist in providing pastoral care. Kay also leads the five mid-week afternoon services and services in two nursing homes and conducts some funerals.



- Hillary Leslie, Youth Worker (fulltime: fixed term appointment). Hillary is responsible for leading youth activities in Mayfield Salisbury including running the Youth Club, holding a regular Youth Worship service and introducing other initiatives to capture the imagination of the youth in our congregation.



Governance and Staffing

- Kate Pearson has been the organist at Mayfield Salisbury Parish Church since July 2017. She studied the organ at Oberlin Conservatory in the US, and at the Lisbon School of Music (ESML) in Portugal.
- Walter Thomson has had a long association with Mayfield Salisbury. He has been Choir Leader since 2004 and has a huge amount of experience of singing and choirs, including many areas of church music.
- William Mearns, Church Manager (fulltime). William is based in the Church Office where he prepares material for Sunday services (orders of service and intimation sheets, powerpoint slides etc); as webmaster he edits the Mayfield Salisbury website daily; he takes videos of the sermons of the 10.45 Sunday morning services and uploads them on to the website; he prints the monthly Church magazine. He is also responsible for the bookings of the Church halls and rooms in Church House and on a daily basis deals with issues raised by the halls' users. He reports to the Fabric Convener/Business Convener on maintenance and repair issues and deals with tradespeople on site.



The Church Manager lives with his family in a flat in Church House, which is adjacent to the Church, and is responsible for opening and closing the Church buildings and halls each day. He acts as beadle to the Minister on Sunday mornings. William is also the Assembly Officer to the General Assembly.



The Church Buildings

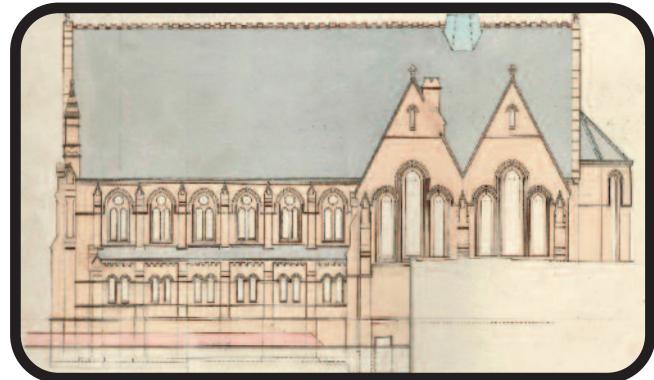
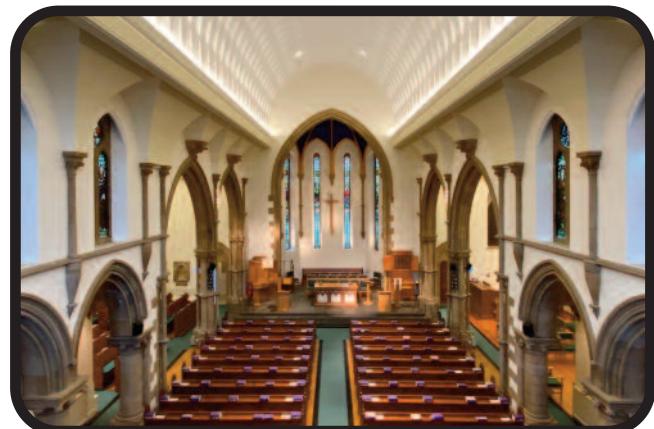
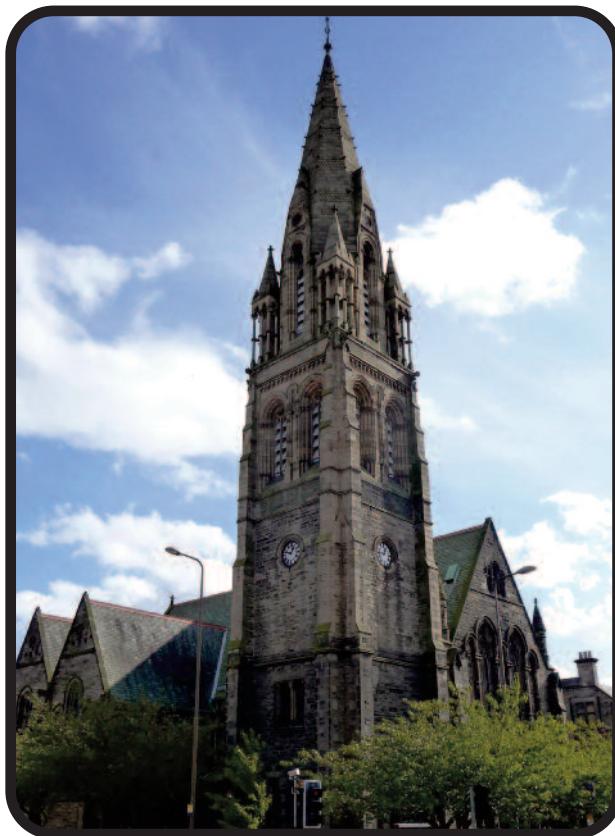
The Church Buildings

Mayfield Salisbury Parish Church was designed by the renowned Edinburgh architect Hippolyte Jean Blanc (1844-1917), well known for his Church buildings in Gothic Revival style, having been awarded the commission following an architectural competition. Construction was carried out over the period 1876 to 1879 for what was then known as Mayfield Free Church with the spire being completed in 1895.

The buildings have been modernised over the years and they and the Manse were extensively refurbished in 2009 and 2014.

The Church was known as 'Mayfield North' from 1929 to 1957, then 'Mayfield and Fountainhall' from 1957 to 1968, then 'Mayfield Church' from 1968 to 1993 when it became 'Mayfield Salisbury' following the union with Salisbury Church.

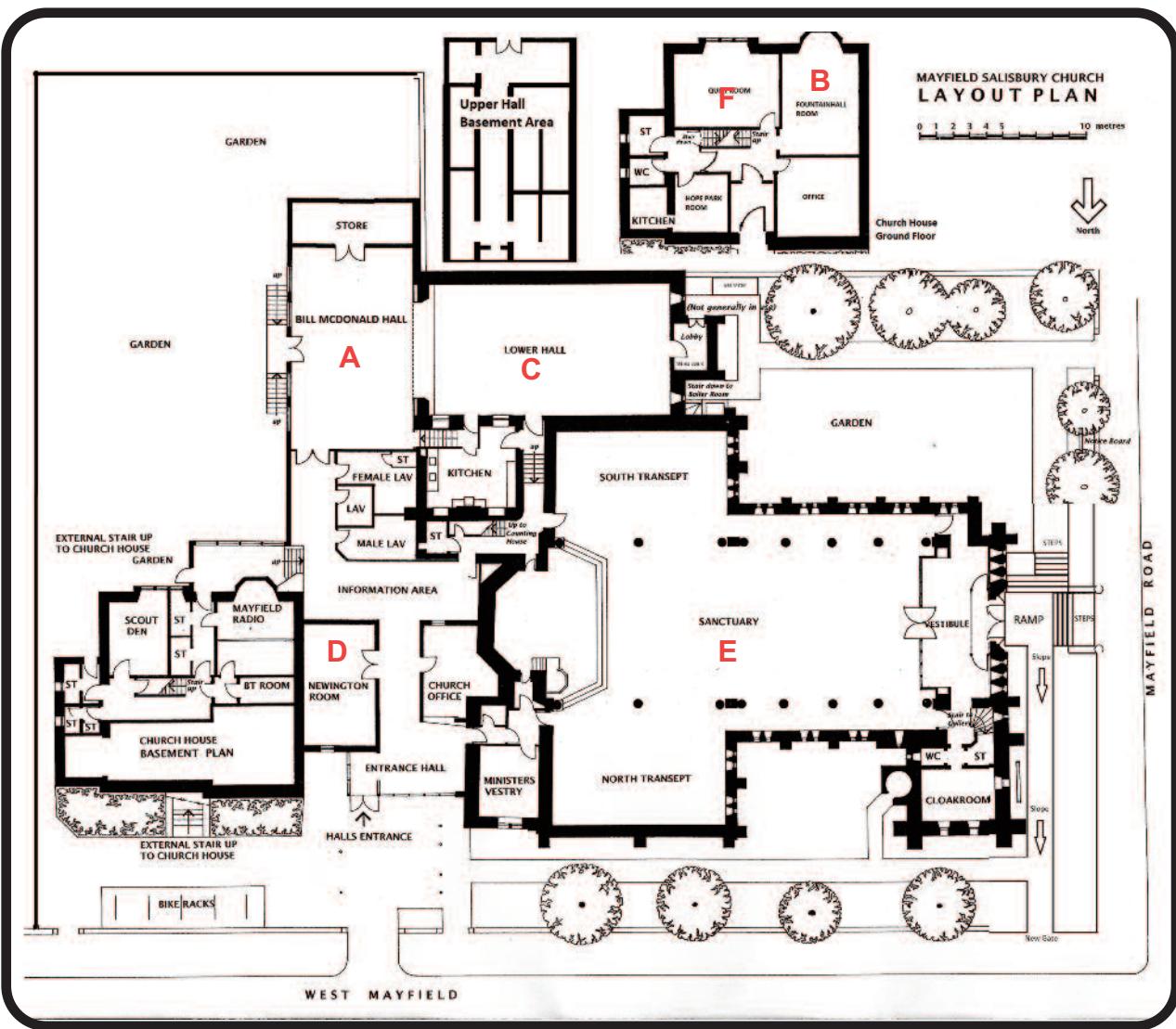
A notable feature of the Sanctuary is its stained glass windows including the window in the South transept depicting The Resurrection made in 1906 in the workshops of Morris & Co for Salisbury Church and installed in Mayfield Church when the two churches joined in 1993.



The Church Buildings

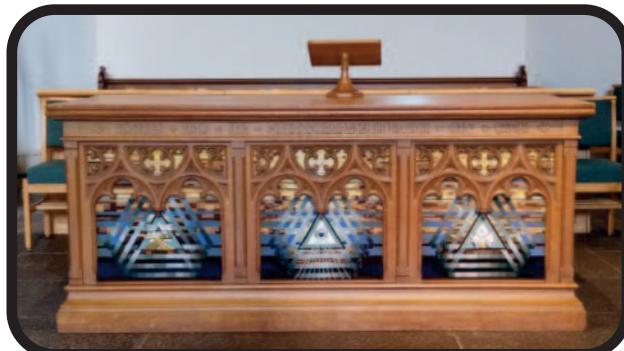
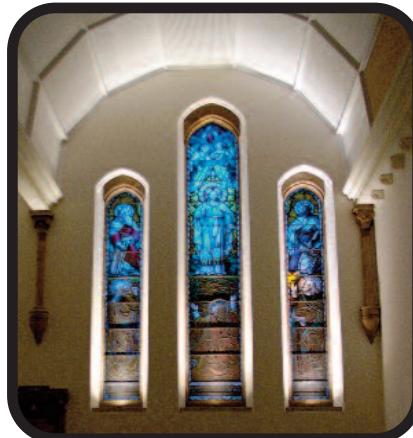


A	Bill McDonald Hall	86.4 m2
B	Fountainhall Room	27.6 m2
C	Lower Hall	107.9 m2
D	Newington Room	30.3 m2
E	Sanctuary	408.9 m2
F	Youth Room	25.2 m2



The Church Buildings

In addition to the Sanctuary the Church buildings include the Lower Hall and the Bill McDonald Hall (both sizeable spaces for gatherings of people); the kitchen; the smaller meeting room known as the Newington Room; the Church Office; the adjoining Church House (formerly the manse and now a suite of meeting rooms at ground and basement level and the Church Officer's flat at first floor level). At the rear of Church House and to the west of the Lower Hall are extensive grassed garden areas.

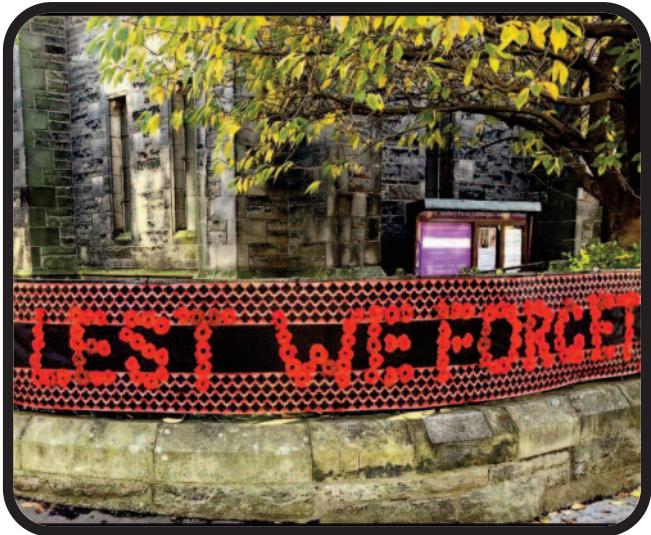


The Church Buildings

Accessibility

The Church is wheelchair accessible both at the main West door thanks to a ramp constructed in 2018, and at the level West Mayfield entrance. The Bill McDonald Hall has level wheelchair access from the entrance hallway and the Lower Hall has wheelchair access by means of a stair lift.

Large print orders of service are offered at the 10.45 Sunday morning service. An induction loop has been fitted in the sanctuary and halls to help people with hearing difficulties.



The Manse

Manse

The Manse is situated in the Grange area of the city close to excellent schooling (Sciennes Primary and James Gillespie's High Schools), local amenities and good public transport links. The Manse accommodation fully meets the Church of Scotland requirements. The accommodation comprises:

Ground floor:

- Living room, study, further public room/ TV room, open plan kitchen/ dining room and a useful 'maid's room' accessed via a staircase from the dining area. There is a toilet and shower room plus utility room and store to the rear.

First floor:

- 4 double bedrooms and a family bathroom

Outside:

- Gardens to the front and rear
- Garage and off street parking
- Garden shed

General:

- Full gas central heating



More pictures are available on the church website: www.mayfieldsalisbury.org

Applications

Covid-19

We recognise that as a result of the Covid-19 outbreak normal vacancy procedures are disrupted and may remain uncertain for many weeks. Nevertheless, we are placing this Parish Profile on our website so that potential applicants may review it and pursue, in confidence, informal enquiries meantime (as below). Once there is more clarity around social distancing we will move to a date for formal applications.

Human Sexuality

The Kirk Session has voted to depart from the Church's practice in relation to human sexuality in respect of the current vacancy. We welcome applications from anyone eligible to apply.

Applications

Informal queries are welcome and will be treated in strict confidence:

Mr Boyd McAdam (Nominating Committee Convener), c/o Church Office, 18 West Mayfield, Edinburgh, EH9 1TQ or via boydmcadam@blueyonder.co.uk / 07773 587 579

Revd Neil N. Gardner (Interim Moderator) ngardner@churchofscotland.org.uk 0131 556 3515

If you would be interested in becoming our new Minister please send your details in a covering letter, with CV, reply address and details of two referees to **Angus McIntyre** (Nominating Committee Clerk), c/o Church Office, 18 West Mayfield, Edinburgh, EH9 1TQ or via angusbmcmintyre@gmail.com



The Very Revd Dr
William J. G. McDonald



The Revd Brian Casebow



The Revd Sandy Young



The Revd Dr
Scott S. McKenna

