

*St Mary's Cathedral,
Glasgow*

*Annual Report
2014 / 15*

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Agenda – Annual General Meeting, 12 noon, Sunday 22 November 2015

1. Opening prayers and memorial for the departed
2. Apologies for absence (*Please indicate on the paper that will be circulated for that purpose*)
3. Acceptance of AGM minutes of 23 November 2014
4. Releasing the Mission – Richard Murphy Architects
5. Governance:
 - 5.1 Achievements and performance (Trustees' report)*
 - 5.2 Treasurer's report and acceptance of accounts
 - 5.3 Appointment of independent examiner
 - 5.4 Vestry secretary's report*
 - 5.5 Leadership group report*
 - 5.6 Property group report*
 - 5.7 Compliance group report*
6. Elections
 - 6.1 Lay representative / Diocesan Synod and West End ACTS representative
 - 6.2 People's warden
 - 6.3 Alternate lay representative / Diocesan N E Regional Council representative
 - 6.4 Vestry members (two vacancies)
7. Group and network reports*
8. Questions arising from reports
9. Provost's remarks
10. Closing prayers

*Reports all taken as having been read

Minutes of the Annual General Meeting, Sunday 23 November 2014

Chair: Agenda items 1 - 5: The Very Rev Kelvin Holdsworth (Provost)

Agenda items 6 – 9: The Rev Cedric Blakey (Vice Provost)

Treasurer: Roger Mackenzie

Secretary: Jim McKillop

Present: David Arbuckle, Irene Ballantine, Pam Barrowman, Peggy Brown, David Burness, Sue Champion, Nelson Connelly-Smith, Alan Crameri, Kathryn Crameri, Dan Cruickshank, John Curtice, Lisa Curtice, Diane Elliott, Jonathan Philip Ensor, Frank Ewing, Karen Ewing, Michael Gammie, John Gerrard, Anne Halliburton, Ian Halliburton, Graham Hair, Greta-Mary Hair, Andrew Heatlie, Jackie Heatlie, Vicki Henderson, Michael Hitchman, Christina Hughes, Tony Hughes, Anne Imrie, Jean Inch, Anne Jones, Margaret Kitson, Kit Lindsay, Gordon Lowther, Robert MacDonald, Kathryn Macfarlane, Stewart Macfarlane, Catherine Mackenzie, Roger Mackenzie, Caroline McKillop, Alan McManus, Isobel MacNaughtan, Paul Mallinson, Franny Mawditt, Robert Mawditt, Tony Murray(?), Paula-Mackenzie Newnham, Migeun Park, Martin Pearson, Bernard Porter, Alan Richmond, Pam Richmond, Beth Routledge, Joanna Russell, Wolfgang Schlegel, Ken Shaw, Graham Skellern, Derek Smith, Jinty Stewart, Elspeth Waine, Ken Waine, Christine Walker, Frikki Walker,

1. Opening Prayer and Memorial for the Departed

The Provost led the opening prayer, offering to God all the work done at the Cathedral and the influence members of the Cathedral had across the world. He gave thanks for our founders and predecessors. He remembered the members of the congregation who had died in the previous year: Marilyn Guy, Lauren McLean, Geraldine Williams and Paul Cocozza.

2. Apologies for absence

Honor Brogan, Joyce Dippie, Ivan Draper, Roger Edwards, Robert Elliott, Sandy Fraser, Charles Fraser, Simon Freebairn-Smith, Hazel Jolly, Christine Lowther, Margaret Mackay, Bruce Montgomery-Smith, Eleanor Montgomery-Smith, Gail Smith, Gordon Smith, Ken Taylor, Margaret Taylor, Robin Webster, Andy Winter, Suet Winter.

3. Approval of AGM minutes of 24 November 2013

On the proposal of Sue Champion, seconded by Ian Halliburton, the minutes were accepted unanimously without amendment as a true record of the AGM in 2013 and signed by the Provost.

4. Governance: Achievements and Performance (Trustees Report), Treasurer's Report & Acceptance of Accounts, Appointment of Auditor, Vestry Secretary's Report, Leadership Group, Property Group and Compliance Group Reports.

The Provost noted that the Reports had been circulated with papers for the AGM well in advance of the meeting. Therefore, most of the reports would be taken as read though questions could be raised regarding any of them.

Treasurer's report:

The Treasurer pointed out that the figures for Stipend Support and Cathedral Support Grant for 2014 in Note 9 (Page 16 of the Annual Report) had been transposed. He also explained that the large increase in expenditure on heat and light this year compared to 2013 (Note 11) was due to incorrect recovery of VAT in 2012 -2013.

Tony Hughes asked about the significant increase in gift aid in 2014. It was explained this was due to gift aid on some substantial donations.

Ian Halliburton queried the doubling of expenditure on flowers this year. Migeun Park explained that wedding flowers were now purchased through the Cathedral and costs reclaimed from the marrying couple rather than being purchased directly by the couple.

On a proposal by Andrew Heatlie, seconded by Stewart Macfarlane, the accounts were approved unanimously.

The Provost thanked the Treasurer for all his work on behalf of the Cathedral.

Approval of auditor (Independent Financial Examiner)

On the proposal of the Jackie Heatlie, seconded by Margaret Kitson, it was unanimously agreed that Ernie Turner of BDO LLP should be reappointed as the Independent Financial Examiner for the Cathedral accounts. The Provost thanked Ernie for his continuing work with the Cathedral.

There were no questions on any of the other governance reports.

5. Elections

The following were declared elected, the number of nominations matching the number of vacancies:

- People's Warden: Pam Richmond (proposer Tony Hughes; seconder Karen Ewing)
- Lay Representative: Beth Routledge (proposer Pam Richmond; seconder Jim McKillop)
- Member of Vestry: Honor Brogan (proposer Sheena Forsyth; seconder Pam Barrowman), Lisa Curtice (proposer Pam Richmond; seconder Gill Young), Derek Smith (proposer Hazel Jolly; seconder David Burness)

No nomination had been received for Alternate Lay Representative. The Constitution did not allow cooption to this role. An extraordinary General Meeting would be called to elect this post following discussion at Vestry.

Vestry would also discuss if they wished to co-opt individuals for the two vestry member slots which remained vacant.

6. Group and Network Reports

The precirculated reports were taken as read, with the Vice Provost noting the great range of activity happening at the Cathedral.

7. Questions arising from the reports

- Stewart Macfarlane commented that the reports had highlighted to him the many contributions that David Kenvyn (currently in South Africa) made to the Cathedral's life.
- Pam Richmond thanked the more than 20 people who acted as welcomers.
- Pam highly recommended the God Factor course both to new and to long-standing members of the congregation. The openness of discussion and range of questions addressed were amazing. She thanked Cedric and Derek Smith for running it.
- Tony Hughes commented that having round tables at the back of the church for people to sit round had been very successful at Doors Open Day and suggested that it would be good to do this on Sundays.
- Graham Skellern asked for information on various projects for which funds had been raised.

Provost's responses to comments and questions

- We are an increasingly international congregation and how people belong to a church is changing. His recent message about updating the Cathedral role had elicited responses from people outside Glasgow (some outside the UK) who wished to remain on the roll.
- He agreed with Pam's comments on the special nature of the God Factor course and noted that a film crew had shot footage of a course for possible inclusion in Songs of Praise.
- Vestry would consider the possibility of making round tables available but storage might be a problem.
- Progress on the projects had been variable.
 - A vestment maker with experience in English cathedrals had visited and given advice. Some of our current vestments were being examined by a local tailor to see whether they could make new ones and at what cost.
 - The platform lift for disabled access from the Synod Hall to the disabled toilet had been ordered and should be in place by January.
 - Much of the sound system had been replaced in the last year but the amplifier had not. It is elderly and is now giving problems with consistency of volume and in feeding the sound loop. It will need to be replaced in the next year.
 - Progress on external lighting at the west end had been slower than hoped and this would be a high priority for the new Property Group.

8. Provost's Report

The report had been circulated with the AGM papers. He made the following additional comments.

- As announced at the Eucharist this morning The Rev Chucks Iwuagwu would be leaving the Cathedral in the New Year to take up a post in England. He thanked Chuks for all of his contributions to the Cathedral and wished Chuks, Adana and their children well in their new life.
- John Riches was retiring from the post of Canon Theologian and this post (which was actually Canon Missioner) would be merged with the Ministry Development Officer role recently vacated by Anne Tomlinson. It would be a full time role to support clergy and congregations in their development. The appointee would also promote the Diocese - Cathedral relationship and would contribute to Sunday services at the Cathedral once or twice a month.
- The diocese had made a grant of £10,000 towards the costs of the scoping study of changes to space and accommodation at the Cathedral. He was grateful for this generous grant.
- The Provost thanked all members of Vestry for their dedicated work on behalf of the Cathedral and also the many other volunteers who contributed in other ways. He particularly thanked the retiring members of Vestry: Andrew Heatlie, Paul Mallinson, Ken Taylor and Robin Webster.

Anne Jones was reappointed as Provost's Warden and Anne paid tribute to Kelvin's many contributions and leadership in the Cathedral and at diocesan and provincial level.

Pam Richmond, as People's Warden thanked the clergy team (Kelvin, Cedric, Chuks, John Riches, Caroline McKillop and Ivan Draper) for making this such a thriving and happy congregation.

9. Closing prayers

Cedric commented that he felt it was a privilege to be part of a place where the spirituality, the worship and the music were so outstanding. He closed the meeting with a blessing sending those present "forth to be the people God has chosen you to be".

Releasing the mission core group

The Core Group was established by Vestry to take forward the Releasing the Mission project as directed by Vestry. Wolfgang Schlegel convenes the Group. The other members are Lisa Curtice, John Gerrard, Sandy Jamieson (Diocesan Representative), Jim McKillop (Secretary), Hunter Reid, Derek Smith and Robin Webster. The Group met five times in the last year.

The main business of the Group has been to examine the development and governance of the projects of rebuilding the organ and possible changes to the Cathedral and associated buildings. The Group has also considered the funding conditions of the major public grant awarding bodies and ensured that our progressing of the projects is compatible with them. It has also thought about possible partnerships with local and other bodies.

The next step is the appointment of an architectural firm to carry out a scoping study of our buildings. This will produce suggestions (with indicative costs) about what changes might be carried out to deliver the aims set out in Releasing the Mission. The Diocese has awarded a grant of £10,000 towards the cost of the scoping study. Following an invitation to tender three architectural firms were shortlisted for the scoping study. They were provided with a copy of the Releasing the Mission document and information on our present activities and our aspirations. A panel of six Core Group members (Wolfgang Schlegel, Lisa Curtice, Sandy Jamieson, Jim McKillop, Hunter Reid and Robin Webster), the Provost and the Provost's Warden interviewed the firms on October 20. The panel recommended to Vestry that Richard Murphy Architects be appointed to do the scoping study and Vestry accepted this recommendation. The scoping study is expected to take around six months and will involve discussions with cathedral groups and other users.

The congregation will be consulted on the results and recommendations of the scoping study before Vestry makes any decisions on how to proceed.

Wolfgang Schlegel
Jim McKillop

Achievements and performance (Trustees' report)

The vocation of St Mary's Cathedral is to be an open, inclusive and welcoming Christian congregation in the City of Glasgow. In living out this vocation it provides spiritual care for all who seek it; a gathering place for the Diocese of Glasgow and Galloway; a building in which both professional and amateur artistic endeavour can flourish; a centre of liturgical excellence with influence far beyond the boundaries of the Scottish Episcopal Church and a place of community.

At a time when many church congregations are struggling, St Mary's Cathedral continues to buck the trend with buoyant congregations and a vibrant range of activities. Teaching remains a strong element in the life of the congregation with the God Factor programme continuing to engage with those seeking a basic introduction to the Christian Faith. This has been complimented with a new course Gifts and Skills which have been developed and is being delivered by members of the congregation. The congregation now regularly offers A Rough Guide to St Mary's to those who are new and continues to attract many new faces from within a very mobile Glaswegian population.

The musical life of the congregation continues to provide an inspirational element to the worship that is offered in this place. A distinctive feature of the worshipping life of the cathedral is the high quality of congregational singing alongside the exceptional singing of the choir. During the course of this year, the Friends of Cathedral Music confirmed that they would offer a grant of £30 000 to establish a new music endowment fund with the specific intention of supporting the role of Assistant Organist.

The building continues to be used every day for public worship and remains a very busy place through every week of the year with a growing programme of concerts, exhibitions and public events.

In staffing terms the only change has been that the Rev Chukwuemeka Iwuagwu has moved to Surrey. The Director of Music, Frikki Walker was granted sabbatical leave in late summer 2015. Since the end of the financial year, Peter Wakeford has indicated his intention of stepping down as Assistant Organist.

St Mary's continues to be a place where hundreds of people volunteer. It is also a place where external groups come in order to make music, make money for their own charitable purposes and build community.

Over the last couple of years it has increasingly become evident that most of the problems that St Mary's has are problems of capacity. The Releasing the Mission congregational consultation of last year has now led the Vestry to seek professional advice in the form of a scoping project and are delighted to announce the appointment of Richard Murphy Architects as the architectural practise that will undertake this study which is being supported financially by the Diocese of Glasgow and Galloway.

St Mary's remains a beacon within the life of the churches in Scotland where a distinctive inclusive expression of the Christian faith is offered in the context of glorious worship, artistic engagement and where joy is made and shared.

The current scoping project seeks to build on these foundations and help the congregation to continue to develop and grow.

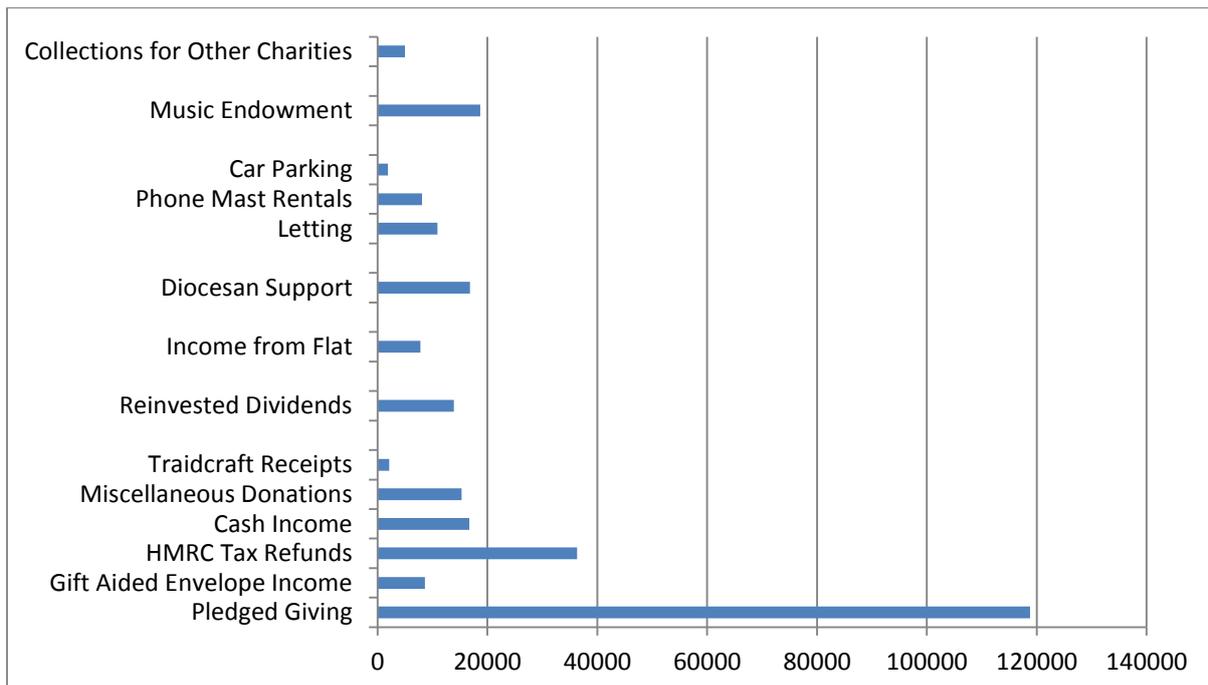
The Very Rev Kelvin Holdsworth

Treasurers report and draft accounts

This report necessarily has to be written before a formal set of accounts is available (mid-October 2015). I believe this may be the last year this situation prevails as we anticipate the adoption of a new software package to accompany a change in format for accounts reporting required by the introduction of new accounting standards. When finalised accounts are to hand and have been accepted by the Vestry a more detailed report will be provided to accompany the submission of the accounts to the Office of the Scottish Charity Regulator. What follows is a ‘broad brush’ form of commentary based on a graphical presentation of our income and expenditure now becoming familiar to regular followers of AGM reporting. Though this hides the arithmetical detail, which of course can be found in the formal accounts, I trust this approach continues to present the key facts of our fiscal life in a clear and quickly comprehensible form.

Below are two charts generated from the cash book data for the financial year 2014/2015. The data has been simplified by combining details to allow a reasonably uncluttered presentation on A4 pages. Most importantly the distinction between general fund income and expenditure and restoration fund income and expenditure has been lost in this mode of presentation. All the Cathedral’s bank accounts are subsumed in this presentation.

Cathedral Income 2014/2015

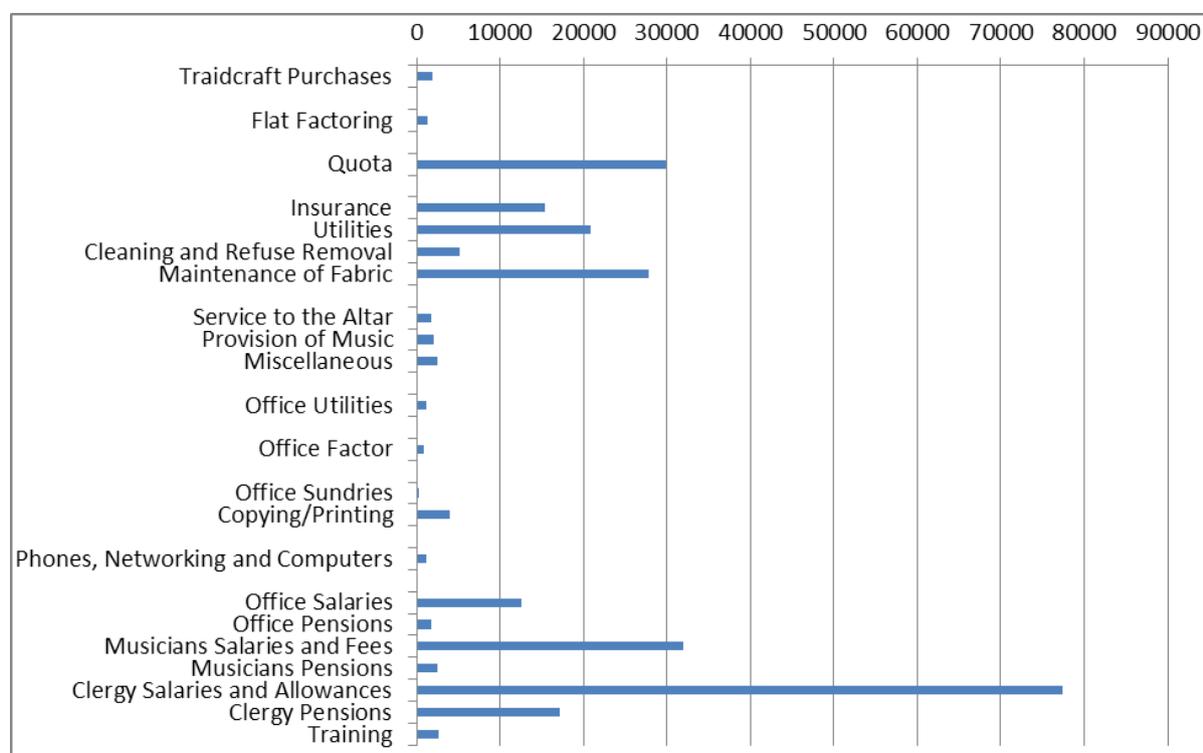


The graphing above shows the significance of pledged giving to our overall income. The money received as pledges along with the associated tax reclaimed on the bulk of it represents around 55% of our total income this year. The key feature of this income is that it is reliable. There are other reliable sources of income, primarily phone mast rentals and Diocesan support, which means we can plan on the basis that around 70% of our income is ‘guaranteed’, at least in the short term. The eagle eyed amongst readers will have noticed that these proportions are less than claimed last year. I’m pleased to say that this not due to a decline in these categories of income but is due to an overall increase in income. The major component of income increase has been the response to

the Music Endowment Fund appeals with approaching £20,000 coming in under this category.

Of course the other income shown above will never go to zero in any year and we are very grateful for it. We continue to receive significant support from AllChurches Trust which is owned by the Ecclesiastical Insurance Company who provide property insurance and various liability protections to the Cathedral and its employees. I have also shown this year the income generated from our investments in the SEC Unit Trust Pool though currently this is all reinvested in buying further units in the pool. Additionally I've shown the monies specifically collected in support of Disaster Emergency Committee appeals and in support of Glasgow hears Syria. This of course is not our income and is passed on to the appropriate third party along with the tax reclaimable where charitable status applies.

Cathedral Expenditure 2014/2015



You can see from the above chart that salaries – people – are a very significant part of our outgoings amounting to around 55% of our overall expenditure this year, a figure oddly comparable with our pledged giving income. Buildings and their maintenance account for approaching 30% of our outgoings this year.

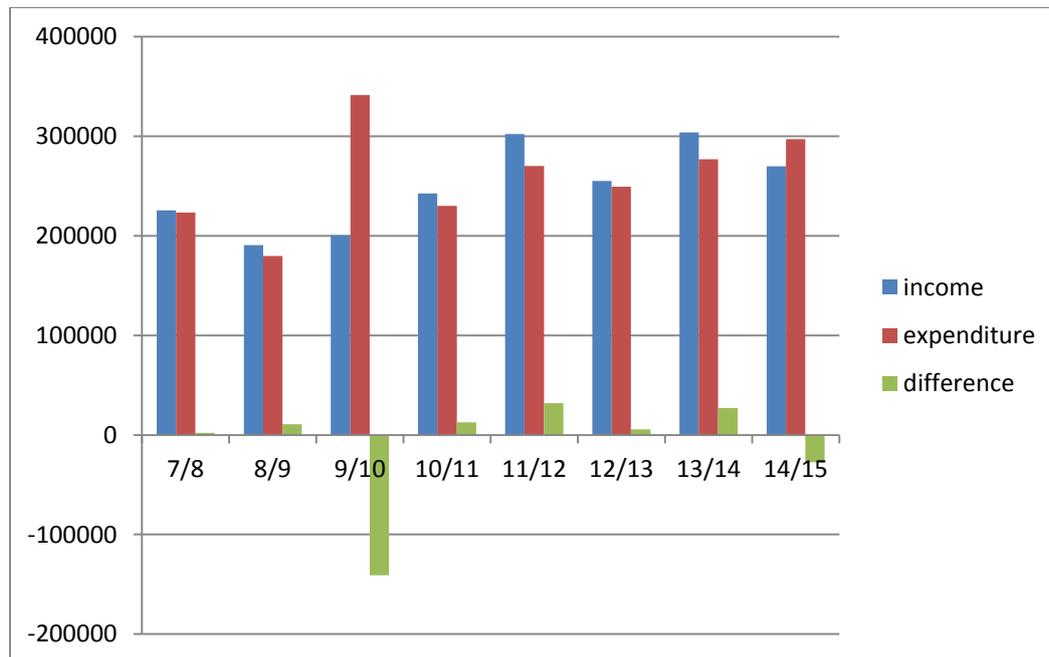
I will comment here on only three further expenditure categories. Quota is what we pay to the Scottish Episcopal Church at Provincial and Diocesan levels. This category of outgoings is not all give and no take and I refer you back to the Diocesan support element of our income. The provision of new music is an on-going investment in our musical life. The preparation of service sheets accounts for most of the copying/printing expenses.

Cash flow of course is not the whole picture. We have financial assets in the shape of portfolios of investments with the Scottish Episcopal Church Unit Trust Pool and with Brewin Dolphin. Additionally we own the top floor flat at 5 Napierhall Street which is currently let.

The picture presented here is very positive but of course simplified. In practice the monies received by the Cathedral are not all earmarked for day to day running. If they were we would have no cushion against the unexpected or against inevitable wear and tear, let alone have resources for development.

The figure below shows the year on year cashflow but it does not show investment accounts that we have with the Scottish Episcopal Church and Brewin Dolphin nor the value of any other investment assets. The data shows that most years we are close to balanced in our income and expenditure but almost always on the positive with income exceeding expenditure. The significant loss in 2009/2010 was due to repaying a restoration loan from the Diocese. The deficit this year is due to a number of factors. Firstly there has been non-payment of income, around £10,000 due to an accounting error by one of our creditors. There is no risk associated with this creditor and the matter is being pursued with them. Secondly there have been two major additional expenditure items; firstly the purchase of the wheel chair lift in the Synod Hall corridor and secondly the change to the remuneration of our assistant organists at the same time as the number of these assistants rose from one to two. However, the fact remains that we still do have an overall deficit this year of around £17,500 allowing for the creditor settlement. In the normal course of events this will be reduced by the cost of the wheel chair lift which at £13,000 or so almost entirely eliminates a predicted deficit for next year.

Historical Cashflow Income and Expenditure 2007 - 2015



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THE CATHEDRAL CHURCH OF SAINT MARY THE VIRGIN
300 Great Western Road, Glasgow G4 9JB

Registered charity number SCO 06225

STATEMENT OF ACCOUNTS

BALANCE SHEET
at 30 September 2015

	2015 £	£	£	2014 £
	Unrestricted Funds	Restricted MEF	Combined Funds	Combined Funds
FIXED ASSETS				
Tangible Assets note 1	96,000		96,000	96,000
Investment Assets note 2				
Investments	470,301	22,598	492,899	462,732
Investment Property	<u>306,898</u>		<u>306,898</u>	<u>306,898</u>
	<u>873,199</u>	<u>22,598</u>	<u>895,797</u>	<u>865,630</u>
CURRENT ASSETS				
Debtors note 4	15,616	30,000	45,616	2,706
Cash at bank and in hand	<u>113,353</u>		<u>113,353</u>	<u>141,745</u>
Total current assets	128,969	30,000	158,969	144,451
Less creditors due within one year note 5	<u>3,482</u>		<u>3,482</u>	<u>1,237</u>
NET CURRENT ASSETS	<u>125,487</u>	<u>30,000</u>	<u>155,487</u>	<u>143,214</u>
TOTAL NET ASSETS	<u><u>998,686</u></u>	<u><u>52,598</u></u>	<u><u>1,051,284</u></u>	<u><u>1,008,844</u></u>
FUNDS				
Capital funds note 3	<u><u>998,686</u></u>	<u><u>52,598</u></u>	<u><u>1,051,284</u></u>	<u><u>1,008,844</u></u>

The financial statements on pages 1 to 2 were approved by the Vestry on XXXX 2015

Signed

Dr. Roger Mackenzie, Honorary Treasurer

The notes on pages 3 to 5 form part of these financial statements.

THE CATHEDRAL CHURCH OF SAINT MARY THE VIRGIN
300 Great Western Road, Glasgow G4 9JB

DRAFT

Registered charity number SCO 06225

STATEMENT OF ACCOUNTS

STATEMENT OF FINANCIAL ACTIVITIES (incorporating income and expenditure account)
for the year ended 30 September 2015

	2015			2014	
	£ Unrestricted General Funds	£ Unrestricted Restoration Funds	£ Restricted MEF	£ Combined Funds	£ Combined Funds
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	note 6	190,703	1,100	35,080	226,883
Activities for generating funds	note 7	1,147	29,022	17,678	47,847
Investment income	note 8	25,433			25,433
Incoming resources from charitable activities	note 9	19,129			19,129
Other incoming resources - special collections		2,316			2,316
Total incoming resources		238,728	30,122	52,758	321,608
RESOURCES EXPENDED					
Costs of generating funds					
Fundraising trading: cost of goods sold	note 10	3,610	732		4,342
Investment management costs		2,485		160	2,645
Charitable Activities					
Diocesan Quota		29870			29,870
Fabric	note 11	71,639			71,639
Church activities	note 12	6,944			6,944
Office	note 13	8,102			8,102
Staff	note 14	144,586			144,586
Governance Costs: Remuneration of Independent Examiner		-			-
Other material expenditure - charitable donations		2,316			2,316
Total resources expended		269,552	732	160	270,444
Net (outgoing)/incoming resources before transfers		(30,824)	29,390	52,598	51,164
TRANSFERS					
Gross transfers between funds					
Net (outgoing)/incoming resources after transfers				51,164	19,344
OTHER RECOGNISED GAINS/LOSSES					
Gains/Losses on revaluation of fixed assets for Church use		(10,468)		(10,468)	26,471
Gains/Losses on revaluation or disposal of investment assets		1,744		1,744	7,200
Net movement in funds		(39,548)	29,390	52,598	53,015
RECONCILIATION OF FUNDS					
Total funds brought forward				1,008,844	955,829
Total funds carried forward				1,051,284	1,008,844

All incoming resources and resources expended derive from continuing activities

Net incoming resources reflect the income and expenditure of the Cathedral for the year which has been adjusted to incorporate (losses)/gains on investments and fixed assets to produce the net movement in the year
The notes on pages 3 to 5 form part of the financial statements

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THE CATHEDRAL CHURCH OF SAINT MARY THE VIRGIN
300 Great Western Road, Glasgow G4 9JB

Registered charity number SCO 06225

STATEMENT OF ACCOUNTS

NOTES TO ACCOUNTS

at 30 September 2015

Note 1 Tangible Assets

Property - 3 Napershall Street
Acquisition cost of property

96,000

Note 2 Investments

Unit Trusts	Holding	Cost	Market Value 2015	Market Value 2014
		£	£	£
SEC Unit Trust Pool				
Cost/valuation 30 September 2014	26,951	258,236	352,015	326,767
Additions/(disposals) to investments at cost	1,034	13,833	13,833	(1,687)
Add/Deduct: Net Gain/(Loss) on revaluation			(398)	26,935
Cost/valuation 30 September 2015	<u>27,985</u>	<u>272,069</u>	<u>365,450</u>	<u>352,015</u>
Equities with Brewin Dolphin				
Cost/valuation 30 September 2014		96,839	110,717	106,174
Net dividend income/gain on disposals		4,204	4,204	5,007
Add/Deduct Net Gain/Loss on revaluation			(10,070)	(464)
Cost/valuation 30 September 2015		<u>101,043</u>	<u>104,851</u>	<u>110,717</u>
			<u>470,301</u>	<u>462,732</u>
Property - 5 Napiershall Street				
Acquisition cost of property, September 2006		306,898		
Add/Deduct Net Gain/Loss on revaluation		-		
Purchase cost at 30 September 2015		<u>306,898</u>		

Note 3 Capital Funds

	At 1 October 2014	Transfers	Surplus/ (deficit) for year	At 30 September 2015
Unrestricted Funds				
General Fund	910,927		(39,548)	871,379
Restoration Fund	97,917		29,390	127,307
Total Unrestricted Funds	<u>1,008,844</u>		<u>(10,158)</u>	<u>998,686</u>
Restricted Funds				
Music Endowment Fund	-	-	52,598	52,598
			<u>42,440</u>	<u>1,051,284</u>

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THE CATHEDRAL CHURCH OF SAINT MARY THE VIRGIN
300 Great Western Road, Glasgow G4 9JB

Registered charity number SCO 06225

STATEMENT OF ACCOUNTS

NOTES TO ACCOUNTS
for the year ended 30 September 2015

	Unrestricted General Funds £	2015 Unrestricted Restoration Funds £	Restricted MEF £	2015 Combined Funds £	2014 Combined Funds £
Note 4 Debtors	15,616	-	30,000	45,616	2,706
Note 5 Creditors					
Utilities	3,482	-	-	3,482	1,237
Note 6 Voluntary income					
Pledges	117,681	920		118,601	115,237
Gift Aid	8,608	180		8,788	7,040
Income tax	35,979		5,080	41,059	35,027
Cash collections	15,854			15,854	10,975
Donations	12,581		30,000	42,581	16,916
Legacies					-
Adult choir donations					5,000
Special collections					
	190,703	1,100	35,080	226,883	190,195
Note 7 Activities for Generating Funds					
Concerts, recitals	1,147	2,175	17,678	21,000	6,072
Other events					
Souvenirs					
Letting of non-investment property		26,847		26,847	29,370
	1,147	29,022	17,678	47,847	35,442
Note 8 Investment income					
Interest	114			114	7
Investment receipts	17,491			17,491	16,936
War loan	4			4	4
Income from flat	7,824			7,824	7,720
	25,433			25,433	24,667
Note 9 Incoming Resources from Charitable Activities					
Traidcraft	2,335			2,335	1,609
Grants from Diocese:					
- Stipend support	12,021			12,021	12,211
- Cathedral Support Grant	4,400			4,400	5,800
- Hospital Fees	373			373	425
- Travel Grant					
Other charitable activities					
	19,129			19,129	20,045
Note 10 Fundraising Trading: costs of goods					
Traidcraft	1,990			1,990	1,067
'Inspires'	120			120	
Other fund-raising trading	1,500			1,500	
Costs of letting non-investment property					
Events		732		732	1,429
- Concerts, recitals					
- Other events					
	3,610	732		4,342	2,496
Note 11 Fabric					
Insurance	15,372			15,372	14,902
Heat, light	19,936			19,936	23,104
Water rates	964			964	1,368
Cleaning	3,335			3,335	3,727
Repairs + maintenance	29,587			29,587	17,911
Waste Disposal	2,445			2,445	1,900
Restoration Works					
	71,639			71,639	62,912
Note 12 Church Activities					
Service to altar	1,735			1,735	1,693
Music/Choirs	2,451			2,451	4,329
Flowers	594			594	1,269
General expenses	532			532	746
Event expenses	1,632			1,632	1,576
	6,944			6,944	9,613

THE CATHEDRAL CHURCH OF SAINT MARY THE VIRGIN
300 Great Western Road, Glasgow G4 9JB

Registered charity number SCO 06225

STATEMENT OF ACCOUNTS

NOTES TO ACCOUNTS

for the year ended 30 September 2015

	2015 Unrestricted General Funds £	2014 Unrestricted General Funds £
Note 13		
Office		
Heat + Light	1,241	1,030
Computer equipment	-	3,868
Factoring charges etc	1,497	821
Copying, printing and stationery	4,208	4,109
Telephone, postage and broadband	1,156	1,562
	<u>8,102</u>	<u>11,390</u>
Note 14		
Staff		
Office staff	12,605	12,334
Organists	31,939	26,718
Musicians fees	160	-
Director of Music Pension	2,430	3,967
Clergy Stipends & NIC	59,624	57,187
Clergy Pension Costs	17,150	16,816
Clergy Expenses and Travel	2,952	1,363
Provost Council Tax and Accommodation Allowance	12,942	12,942
Vice Provost Council Tax	1,989	1,985
Staff Development and Expenses	2,795	1,241
	<u>144,586</u>	<u>134,553</u>
Staff remuneration, including trustees remuneration	2015	2014
Salaries	95,075	87,233
Employers' National Insurance	9,093	9,005
Employer's Pension Costs	19,580	20,784
	<u>123,748</u>	<u>117,022</u>
The Provost and Vice Provost are full time, the office post and music posts are part-time.		
Remuneration paid to two Trustees, the Provost and Vice Provost		
Remuneration	52,765	51,799
Employer's National Insurance	6,859	6,775
Employer's Pension Costs	17,150	16,816
	<u>76,774</u>	<u>75,390</u>
Expenses and accommodation allowance	17,883	16,290
	<u>94,657</u>	<u>91,680</u>

The remuneration for the Provost is an enhanced SEC Stipend plus accommodation allowance payments approved by the Vestry and for the Vice Provost is a standard SEC Stipend

Roger Mackenzie

Vestry secretary's report

The Vestry met on five occasions since the last AGM (8 December, 2 February, 13 April, 6 July, 26 October) and had an away day on 7 February.

Most of the detailed work is carried out by the Leadership, Finance, Compliance and Property Groups which report their activities to each Vestry meeting, highlighting topics which require discussion and/or decision by the full Vestry. These groups have proven to be an efficient and effective way of ensuring that Vestry can devote its time at meetings to those issues which matter most. Reports from the Groups appear elsewhere in the AGM papers. Vestry has also regularly considered matters relating to Protection of Vulnerable Groups.

Jim McKillop

Leadership group

The cathedral constitution (2010) provides for a Leadership Group, comprised of the two Churchwardens, Vice Provost and Provost. The remit is to provide general oversight of the life of the Cathedral with particular reference to the preparation and monitoring of group and network remits, the appointment and resourcing of group conveners and key personnel, and the development of ministry and mission strategy. It meets roughly on a six-weekly basis and held a working away day on 8 June 2015. It submits a report to each Vestry meeting. The experience of exploring possibilities and addressing problems collaboratively continues to be an enriching, supportive and challenging experience of shared responsibility. This is pertinent not least in providing mutual support.

St Mary's group and network remits have been created and monitored to foster appropriate accountability, support and guidance for groups and networks and their conveners. Succession management remains a priority, especially in respect to key roles undertaken by volunteers. The "Who's Who at St Mary's" leaflet has been updated twice during the year to enable members of the congregation to be aware of these and existing responsibilities. This accompanies the revised Cathedral monthly prayer cycle. Some ways that this and many other voluntary organisations operate and organise are having to change significantly to harness the energies and changing lifestyles particularly in "generations X and Y" (those born since 1966), and the impact on volunteering as well as in general church life.

Indicators again point to growth at St Mary's. 2014 Advent and Christmas services were well attended with 995 attending Christmas Eve and Christmas morning (943 in 2014, 805 in 2012; 743 in 2003). Positive feedback was received after Lent, Holy Week and Easter. 1,192 attended Holy Week and Easter services, slightly down if this and past counting was accurate (1,233 in 2013; 1,067 in 2012; 619 in 2004). Sunday worship attendance has been maintained and growth is evident.

How else will 2014-15 be remembered? The education programme has been expanded (see separate report), and the website developed (see communications report), St Mary's groups and networks continue to evolve, some have ended and many of them thrive, as their reports in this 2015 Annual Report evidence (for example in the School of Spirituality programme and the choir/music report). The post of Honorary Verger was revived, and David Kenvyn was appointed. He has greatly assisted the work of the Office Manager and Property Group in this regard and is a continued very welcome presence especially on weekdays when access and attendance is required for attending work people and visitors. 15 people from St Mary's joined a pilgrimage to the Holy Land with the Bishop, led by Cedric Blakey. Roger Edwards' book "Love and Loyalty, Looking for Glasgow's Early Episcopalians" was published in the summer. This is a significant contribution to the history of this congregation.

Future growth and development of St Mary's Cathedral is always at the top of the leadership group business. The "Releasing the Mission" core group has progressed developments as will be evident at this AGM. Other opportunities promote faith development, learning, spirituality, work among young people and pastoral care have been keenly considered. The "Friends of St Mary's" has been formed (details in the website). The Friends is an association of people who have been part of St Mary's in the past, and those who worship elsewhere or live further afield, but wish to keep in touch and support St Mary's by prayer and pledging.

The clergy have had conversations with six members of the congregation during the year who have asked to explore the possibility of a vocation to the priesthood. This is a significant growth indicator, and is very welcome indeed, whether or not they choose to pursue the aspiration. St Mary's is proving to be a safe space where vocations of many kinds can emerge and ideas tested.

It was a great sadness that the Bishop refused to permit the training of one person from the congregation who had been recommended for selection as a Lay Reader because he had been married to a same-gender partner. This was taken up by the Vestry and the Bishop attended a Vestry meeting to discuss the complaints made by the Leadership Group and Vestry. This has strained relations to some extent. However Bishop's suggestions that St Mary's host an evening for the diocese on the 2015 refugee crisis and the Diocesan Pilgrimages to St Mary's planned in February 2016 are potential for sharing the human, spiritual and physical resources of this congregation with the wider church.

There has been healthy community engagement in 2015 evidenced by continued letting of the premises to local groups, engagement with Hollybrook Academy and Oakgrove Primary School (the last class visit was on 4 November), the number taking part in the vice provost's interfaith peace pilgrimage climb of Ben Lomond on August 2nd and attendance at post Eid celebrations hosted by the Shia community and our local Sunni Mosque (Carrington Street). A good number from the congregation took part in the Glasgow Pride event in August. Thought is being given to St Mary's taking a prominent role in next year's West End Festival, Gibson Street Fair and the Merchant City Festival.

Recognition of participation in events and achievements is being expressed not only in the public awarding of ribbons to choristers, but certificates of attendance and badges for other projects and ministries. The newly acquired badge machine has been put to much good use and the sale of badges supporting the welcome of refugees and other public concerns has been extraordinary.

The Provost undertook the Common Purpose Meridian Leadership course during the summer and autumn. As Provost he remains a member of the Bishop's Staff Group and Diocesan Council.

The Vice Provost celebrated 25 years in the priesthood in June. He attended and contributed to the July 12 day clergy consultation at St George's House, Windsor, the theme being "How do we talk about God?" Cedric continues in his role as diocesan interfaith adviser and member of the Interfaith Glasgow advisory group and executive committee of the West of Scotland Council of Christians and Jews. He is now also convener of the provincial committee for relations with people of other faiths (CRPOF) and serves on the provincial Church in Society committee, also remaining a member of the provincial Committee on Canons.

In February St Mary's bade farewell to the Rev Chukwuemeka Iwuagwu as non-stipendiary assistant priest on his appointment at Hazelmere in Guildford diocese. A diocesan post of "Canon Missioner" has not resulted in an appointment as yet (a role for congregational development in the diocese having a "home base" at St Mary's). Increased business in general at St Mary's whilst being very welcome indeed has added to pressure experienced by volunteers and staff and clergy. Deployment, areas of responsibility, along with professional support and development will need scrutiny in the year ahead.

The Leadership Group shares with the whole congregation appreciation of the valuable contribution of the associate and retired clergy to St Mary's life and worship, and all who

volunteer their generous offering of talents, time and money to the glory of God in the Cathedral's life.

Cedric Blakey

Property group

The Property Group over the past year has been made up of various members of vestry and of the congregation. Because of other commitments the convener at the start of the year, Derek Smith, had to step down from the position and the Leadership Group asked Michael Hitchman to take on the role. The transition has been smooth and this has been helped by the very useful log of Property Group tasks that Derek drew up before he demitted office. This has continued to be used with more tasks having been added to it together with dates for progressing or completing the various tasks.

Currently there are some 60 tasks logged, some completed and some ongoing. These include large projects such as installation of the disabled chair lift in the Synod Hall, lighting at the west end of the Cathedral and a signboard for the south east corner of the grounds; medium size tasks such as varnishing of the Synod Hall floor, refurbishment of the Meeting Room, and pleaching of the trees; and smaller jobs such as repairing the altar carpet, unblocking the sacristy sink, and inspecting blinds in the office. It is gratifying that almost 50% of a good cross section of these and other tasks have been completed. In addition there have been a few additional matters that have been dealt with so quickly they have not found their way onto the log!

For this tremendous achievement we have to thank a number of dedicated and talented helpers who have given freely of their time to support the Cathedral: Charlie Batchelor, Zen Chowaniec, John Doyle, George Eastcroft, Martin Hammond, Andrew Heatlie, Lisella Hutton, Tony Hughes, David Kenvyn, Monica Long, Steven Macintyre, Roger Mackenzie, Bruce Montgomery-Smith, Colin Nisbet, Margaret Owen, Pam Richmond, Derek Smith, Peter Wakeford, and Matthew Wyllie. And there are still others who will be supplementing the committed band of workers as we move forward. Of particular note is that the appointment of the Verger, who is regularly in or around the Cathedral, has helped enormously in getting work done efficaciously. There are also regular walk-arounds to keep a check on the state of the Cathedral and these always reveal new matters to be dealt with.

In addition to the many practical tasks indicated above, several other matters have been considered. A List of Contractors has been drawn up which serves as a useful starting point for when external help is needed, particularly when work needs doing urgently. And, in conjunction with the Finance Group, procedures for purchasing services or goods have been produced. This is intended to try and ensure that we operate in a business-like and professional manner.

Although quite a number of tasks do not require excessive expenditure, some are quite costly. The Treasurer's Report indicates that for the first time for five years there is a deficit in the cash flow of income over expenditure which could be exacerbated by the growing number of property matters that will need dealing with. Therefore, the Property Group will work in close liaison with the Finance Group to ensure that costs are carefully controlled.

Michael Hitchman

Compliance

The responsibilities of the Compliance Group include health and safety issues and Human Resource issues for lay cathedral staff. This year the group has met bi-monthly with actions and email communication continued between meetings. Key issues dealt with during the year have been an update of the food policy, actions arising from a fire audit to ensure eligibility for the Public Entertainment Licence and a sabbatical agreement. A meeting was held with tea and coffee makers, following concerns they had raised about the hot water boilers. Procedures have been clarified and new equipment will be purchased. The Compliance Group has also been re-establishing systems and processes to ensure effective monitoring of health and safety procedures. The Compliance Group has to liaise closely with the Property Group and good communication has been established. Plans for next year include a Continuous Professional Development Policy and a clear schedule for recording and monitoring all health and safety checks. My thanks to the three other members of the Property Group for their commitment and support during my first year in this new role and to members of the previous group for their assistance also.

Lisa Curtice

Bellringers

This year we have continued ringing for services on Sunday evenings, for the morning service on Christmas Day, Easter Day and Pentecost and also for the services for Epiphany, Maundy Thursday, Ascension Day and Corpus Christi. We are planning to ring for the morning service more regularly in the coming year. We have also rung the bells for two weddings.

On 9th September we rang a quarter peal to celebrate the Queen's opening of the Borders Railway on the day when she became the longest reigning monarch.

We opened the tower for tours on the afternoons of the Saturday and Sunday 19/20 Sept for the Doors Open weekend and we had some very appreciative comments from the people who came on these tours. On that Sunday morning the service included a blessing of the ringers, a ringers' hymn and we rang handbells after the service during coffee time. We have had four sets of visiting ringers and also one peal and one quarter peal by visiting ringers.

We have continued to support meetings of the Scottish Association of Change Ringers and our team is proud to report that we won the striking competition at the AGM in Haddington in May. We have hosted some of the Association advanced practices.

If anyone from the Congregation would like come up the tower and watch the bellringers they would be very welcome to come along on a Tuesday evening when we practice. Please wait outside the ringing room door until the bells stop and then just come in and introduce yourselves.

Margaret Williams

Bible discussion group

On the last Monday of each month between 8 and 12 people come together for a lively discussion of the Bible and the ripples it spreads through our lives and experiences.

Topics vary, this year among other things we have discussed:

- Resources to help us read the Bible
- The Annunciation and Our Lady
- Scripture influencing difficult decisions
- Liberation Theology
- Pilgrimage
- The How? When? And What? Of Prayer
- As well as looking at the Lectionary readings for the following Sunday.

Leadership is shared and members of our clergy team have sometimes joined us including, Cedric, John Riches and Ivan Draper, as well as Kelvin, who led us entertainingly through the steps of sermon preparation from texts to the finished article.

We have been very interested in the Bible in a Year project proposed by Cedric, which several hope to undertake. Some of next year's gatherings will focus on this very real challenge. Reading scripture is not easy, but we are very fortunate to have in the regular group people of experience and honesty.

Anyone is welcome to come - once, or regularly, you will always be welcome.

Gill Young

Book group

St Mary's Book Group is continuing to maintain a regular attendance of 10-12 members. Please do come along, especially if you are new to the congregation and a book lover. There is no pressure to say anything at all! The process of selecting reading material - via a long list/ short list/ voting process - continues to work well.

During the 2014/5 season, the most memorable reads were: Unapologetic: why despite everything, Christianity can still make surprising emotional sense by Francis Spufford (non fiction) and the wonderfully written, poignant novel Crow Lake by Mary Lawson. A full list of the books chosen to cover 2015/16, and any further information, can be obtained from the new contact person, Gordon McCulloch.

Anne Halliburton

Note: Anne has recently resigned as convenor of the book group after six years. Many thanks are due to Anne for the hard work, dedication and humour with which she has led and encouraged the group over this time.

Communications

St Mary's has a number of communications strands to enable both members of the congregation and those in both the local and distant communities to engage with what is happening here. The extensive pew notes continue to be produced each week in print form and leaflets are available to those who visit the building. The online presence of the congregation continues to be one of the strongest amongst all the churches in Scotland.

The website remains a first point of contact to most of those who come for the first time and receives approximately 60 000 hits a year. The website also hosts several primary communications strands including video recordings of sermons and the main sign-up sheet for the email news service which is currently sent to over 500 email addresses.

A major new strand that has been developed this year is a series of weekly magazine articles which are available on the website which have been written by members of the congregation. These have proved to be popular and also contribute to the content which the congregation releases through social media.

Kelvin Holdsworth

Contact group

The Contact Group has met five times in the last year, with no changes to the membership of the group. Requests for support have included for a lift to an important occasion, a visit in hospital for someone away from their home area, and counselling for someone outside the congregation.

Robert Mawditt

Education

The God Factor course for explorers has been offered three times this year. Led by Derek Smith and Cedric Blakey, there were 8 participants in the course starting in January, 7 starting in April and 8 in September. Over 62 people have now undertaken this course since its inception in 2011.

Participants raise the questions they wish addressed, and each course has eight or more sessions with subjects such as Does God Exist, How to Read the Bible, How Does Prayer Work, What is a Christian, What are the Sacraments, What about other Faiths, Ethics, Where is Heaven and Hell. Cedric presented a paper on the Theopoly game devised to help group conversation about God at the St George's House Windsor clergy consultation in July.

Some thought is also being given to create an ongoing opportunity for God Factor "graduates" to have occasions for ongoing discussion on questions of faith and theology. 16 people have indicated an interest in this idea.

The Rough Guide to St Mary's is a new three session course offered twice in 2015. It comprises a behind the scenes tour, a session getting to know the Provost and an "Everything you want to know about St Mary's but were afraid to ask" session with the Vice Provost. Over 25 people have taken part. It will be offered again on 16 January 2016 as a half-day induction for people new to St Mary's.

Gifts and Skills is a new four session course enabling participants to explore vocation in its broadest sense. It has been devised and is led by Isobel MacNaughtan and Franny Mawditt. The first series is taking place at this time and there is a second planned to commence on 1 February 2016.

Sunday Forum is the programme devised and normally presented by the Provost taking place in church after the Sung Eucharist. In the last year there have been sessions on "Capacitar" with Shirley Gillan, a United Nations peace observer in the Holy Land, Cedric

Blakey on prayer, John Curtis on the general election, Cedric Blakey on being ordained priest 35 years, David Kenvyn on South Africa, Michael Dimitri Lekakis and his Icon exhibition. These have been very well attended.

Cedric Blakey

Events

2014 - 2015 has been another busy year at St Mary's Cathedral. With more than 37 events taking place throughout the year, the Cathedral continues to offer a welcoming and creative space for both performance and exhibition, successfully attracting repeat bookings from local orchestras and choirs, educational institutions and professional bodies including the RSNO and the Dunedin Consort.

Details of all the events held at St Mary's in the last 12 months are listed below. This gives a flavour of the diversity of activity taking place at St Mary's and also highlights the Cathedral's continued support for the Arts, while taking the opportunity to also support and encourage those hoping to raise awareness of social and health issues.

Glasgow West End Festival - St Mary's participated in the WE Festival again this year hosting 5 events including 3 concerts and 2 exhibitions throughout the month of June.

Doors Open Day - In September the Doors Open Day weekend attracted over 215 visitors to St Mary's. Many commented on the unexpected beauty of the building's interior and the very warm welcome they received from the 20 or so volunteers who made themselves available over the weekend. Tours of the ringing chamber in the bell tower were available, with 99 visitors taking the opportunity to observe the ringers at work.

Following the November 2014 Najda Now Syrian Children Refugee Art Exhibition, St Mary's hosted the Glasgow Hears Syria concert in September. This free concert, given by local musicians in response to the unfolding refugee crisis in Europe attracted a considerable audience, many of them young children. A substantial sum of money was raised through a retiring collection with the proceeds being directed to MOAB and Amnesty International.

With the 2016 diary filling up, Events at the Cathedral looks forward to another vibrant and innovative year ahead.

2014

- 8 November - Bearsden Choir
- 21 - 30 November - Najda Now - Syrian Children Refugee Art Exhibition
- 22 November - Kelvin Ensemble - Student body of the University of Glasgow
- 7 December - Yorkhill Service of Remembrance and Hope
- 9 December - Royal Conservatoire of Scotland Christmas Concert
- 14 December - Glasgow Youth Choir Christmas Concert

2015

- 4 January - Caledonian Voices - Rachmaninoff Vespers
- 1 March - Ohio State Northern University Choir - as part of their GB tour
- 27 March - Dunedin Consort - St Matthew Passion with John Butt
- 10 April - Caledonian Voices Messiah Handel
- 17 April - Royal Conservatoire of Scotland Choral Concert
- 26 April - RSNO Chamber Series

30 April – Lunchtime concert series 1 – Frikki Walker (organ)
 7 May – Lunchtime concert – James Slimings (tenor)
 10 May - RSNO Chamber Series
 14 May - Lunchtime concert – Margaret Ravalde (soprano)
 28 May - Lunchtime concert – Robert Allan (piano)
 30 May - Pink Fashion Philosophy Fundraising Event for Breast Cancer
 4 June - Lunchtime concert – Christine Anderson (viola), Sarah Ayoub (piano)
 5 -15 June - Friday Group Art Exhibition
 11 June - Lunchtime concert – Magnus Walker (baritone)
 13 June - Strathaven Choral Society – West End Festival
 18 June - Lunchtime concert – Mary Walker (soprano)
 19 June - Dunbartonshire Wind Band – West End Festival
 26 June - Souls of Their Shoes Exhibition on Domestic Violence
 27 June - RSNO Choral Concert – West End Festival
 3 August - Kellie Consort – pre professional Baroque group based in St Andrews. The second of three concerts as part of their inaugural tour
 29 August - Egyptian Cultural Event and Fundraising Concert for Cairo Children’s Cancer Hospital
 12 September - Glasgow Hears Syria Fundraising Concert
 19/20 September - Doors Open Day Weekend
 16/18 October - Pop Up icon Exhibition Michael Dimitri Lekakis
 17 October - Piano Recital Aleksander Kudajczyk
 29 October - Lunchtime Concert series 2 – Beth Taylor (mezzo-soprano), Monika Palsauaskaite (piano)
 5 November - Lunchtime concert – Barbara Downie (violin), Claire Haslin (piano)
 7 November - Bearsden Choir
 12 November - Lunchtime concert – Phil Gault (baritone), Claire Haslin (piano)
 21 November - Kelvin Ensemble

Totals: Concerts 18
 Lunchtime concerts 11
 Exhibitions 4
 Fundraising Events / Concerts 4

Honor Brogan

Faith in older people

During the course of the last year our five visitors, namely, Honor Brogan, Peggy Brown, Diane Elliott, Nena Riches with Margaret Brown as convener, have made more than two hundred visits to our eleven or so older members of the congregation who live with support in their own homes or in care/nursing homes.

This regular contact is welcomed by both the visitees and by members of their families. Additional visits are made by the convener to those who wish to receive Holy Communion at ‘home’.

The group is supported by Anne Jones (Provost’s Warden) and by the Vice Provost who attend some of the visitors’ bi-monthly meetings. They are always readily available for guidance as required. Recently Anne provided helpful training related to the SEC’s policy

on 'Protecting Vulnerable Adults'. This year she and the convener revised the 'FiOP Protocol' and the Cathedral's 'Group Remit'.

Although there is a note about FiOP in the weekly pew notes, we believe some more referrals would come our way if the work of the group was more widely known. Maybe you could help with this. Thanks.

Margaret S Brown

Flower Team

The St Mary's Flower Team is a friendly group of volunteers, who, with their love for flowers, try to bring the beauty of nature into worship. There are eight members in the Team and we make a team effort to arrange fresh flowers for Easter, Pentecost, the Open Day, All Souls' Day and Christmas, and to arrange silk flowers throughout the rest of the year, except during Lent and Advent.

As well as this we arrange flowers for weddings, civil ceremonies, baptisms and funerals, working to a budget with families in their choice of colour and design for their floral displays.

Flowers have been used to decorate St Mary's from the opening of the cathedral, and we want to continue the tradition. We welcome anyone of any age to join us and share our delight in adding to the beauty and welcoming feeling of our Church. Some experience would be helpful, but not essential; flower arranging is very enjoyable and easy to learn.

Migeun Park

Friends of St Mary's

A significant development in 2015 is the re-establishment of the Friends of St Mary's. Those who join the Friends have the opportunity to keep up with the congregation whilst living at a distance or who wish to indicate their support while not becoming members of the congregation. Income from the Friends supported the purchase of the new leather "Welcome Book" that is now prominently displayed at the entrance to the church. More details are available at www.thecathedral.org.uk/friends

Kelvin Holdsworth

Gardening

The gardening work has continued with the seasons, with three more people working on several occasions. One work is keeping the paths and gravel beds free of weeds. The gravel is gradually being lost and in some sections the soils is rising, so it is becoming increasingly difficult to keep the underlying plastic hidden. The flowering garden at the rear of church continues to give colour through much of the year. The roses planted last year have established themselves satisfactorily. We plan to put in some more low-growing edging perennials.

Robert Mawditt

Justice and aid network

We had a very successful World Christmas Fair at the end of November 2014, with around a dozen charities taking a table or two and raising several thousand pounds, mostly for aid in the third world. We aim to repeat this annually: (next one will be on the 5th December 2015!) making life better in areas like rural Africa is one long term answer to the refugee problem.

We were visited by a small farmer from Malawi in the spring, who explained his priorities and how he was helping his co-operative there. We were also visited by Gin, an old colleague of John Riches from Myanmar (Burma), and we applied for funds from the diocese to support a pharmacy in his Christian village.

Some of us attended a diocesan international aid event which considered possible actions and examined a prototype for an intermediate technology threshing machine; the diocesan international group has started a new round of meetings and planned action: Fairtrade groups in the diocese need to be encouraged and helped to expand their activities. In addition some have attended meetings of people running food banks in Glasgow, and are looking at how we might best help them.

Robin Webster

LGBT network

The existence of the LGBT Network within the Cathedral continues to be one of the many ways in which we live out our ethos as an open, inclusive, and welcoming congregation. The LGBT Network has been instrumental in the passage of equal marriage legislation. In the year since the last AGM, marriage equality has been enacted, and the Provost and I were very proud and privileged to be present when the first same sex couple were married in Scotland on Hogmanay.

A large group of LGBT Network members and allies attended Glasgow Pride in the summer. People from St Mary's took part in the march and helped to staff the Changing Attitude Scotland stall on Glasgow Green. We were joined by friends from churches across the Province and by our ecumenical sisters and brothers. For the first time this year, our presence at Pride was funded partly by a Diocesan grant from the Imaginative Outreach fund and we are very grateful for this.

I have been grateful for the assistance of Alan McManus in convening the Network, and he will be missed in this role.

Beth Routledge

Lay representative

My principal responsibilities as Lay Representative are to represent the Cathedral at Diocesan Synod, and to cast the Cathedral's lay vote in the event of an election being held for a new Bishop in the Diocese.

Diocesan Synod took place at Holy Trinity and St Barnabas, Paisley, in March 2015. The Bishop's Charge to Synod this year was about the various challenges facing the Scottish Episcopal Church and wider society, and how in light of these challenges we can go about being a church of new life.

Wolfgang Schlegel and Jim McKillop had been invited to Synod to present on the cathedral's "Releasing the Mission" project. They gave a presentation on the planning stages of the project, which was well received.

A motion was brought from North East Regional Council, proposing that "this Synod agrees that Canon Law should be revised to ensure that no member of the clergy should be expected to act against their conscience with a view to same sex marriage and proposes a motion to this effect to the General Synod of 2015". It was proposed by me and seconded by Kennedy Fraser, and after lively debate it was passed by a 67% majority. A series of motions were subsequently passed at General Synod whereby the mind of that Synod was decisively expressed to explore a possible change to Canon Law, and this will lead to further discussions at Diocesan Synod in 2016.

A series of short talks were given from each of the development teams involved in the diocesan Growth Strategy. These included a talk from Gill Young on Worship and Liturgy.

A number of people with close connections to St Mary's were elected to diocesan and provincial offices during the Synod. Anne Jones was elected as alternate lay representative to General Synod and was subsequently called upon to attend General Synod, and she was also elected to serve on the Preparatory Committee which is responsible for the shortlisting of candidates for election to the Episcopate throughout the province. The Reverend Drew Sheridan, formerly a curate at St Mary's, was elected as a cathedral canon and was installed in an Evensong service later in the year.

The Bishop's Lent Appeal this year was for the work of the Scottish Episcopal Institute, made in common with the other six bishops of the Province.

Beth Routledge

Litter picking

St Mary's small band of litter-pickers is charged with ensuring that the grounds surrounding the Cathedral are kept clean and tidy. The litter pickers' roster is organised such that each of the seven litter-pickers is responsible for a week at a time from Monday to Sunday. However, several members of the team go further and check for litter whenever they pass or visit the cathedral. As a result, litter is rarely found lying for long in the Cathedral grounds.

Tony Hughes

Music

This session has been another hard-working and interesting time for the Music Department.

Music Staff

Steven McIntyre has settled in very quickly as Assistant Organist, and is proving to be huge asset to us. We must congratulate him, as this year he has not only qualified as teacher, having completed his training course and been awarded his PGDE, but he has also gained the prestigious Performance Diploma of Fellowship of Trinity College, London (FTCL).

Peter Wakeford has been in the department for around six years, first as Organ Scholar, then latterly as Assistant Organist. Having gained his Masters' degree last year, he is now working full-time, and commuting to Dunfermline to do so, so he no longer feels able to sustain his post here at St Mary's. His last service as Assistant Organist will be (at the time of writing) Choral Evensong on Sunday 15 November. However, we won't be losing him entirely, as he intends to continue to sing in the choir, and, no doubt we will call upon him to help out occasionally.

We currently have no plans to replace him.

Christine Walker continues to be an unpaid stalwart of the department, running the library, teaching the choristers and generally helping out with admin and managing the choir.

I'm also grateful to Sarah Weir, one of our original "trebles", who is now studying at the Royal Conservatoire of Scotland, as she has also been helping to train our choristers, along with a variety of parents, to whom I am also deeply grateful.

I could not run the choir without our volunteer staff, as the choir is now four times the size it was when I started here, and the classes for RSCM awards continue to grow.

I am also grateful to many chorister parents who, week by week continue to help with choir practice, with refreshments, looking after the children, helping with their music, teaching the younger choristers, and generally being a friendly adult presence in the proceedings on Thursdays and Sundays.

Frikki's Sabbatical

Thank you to the Provost and the Vestry for granting me a short sabbatical at the beginning of the Autumn Term. It was slightly strange, in that, I was still fulfilling all my commitments at School and the RSNO, so it was more of a half-time sabbatical really, but it afforded me some much needed time to study, read, practise and reflect on my ministry here, both in retrospect of the last 19 years, and what we might improve upon and aim to achieve in the Music Department in the future.

I am immensely grateful to Steven, Peter and Christine, and to everyone else who helped keep everything running for the six weeks I was off.

Music Endowment Fund

This was set up to secure the salary of the Assistant Organist in perpetuity. Our aim is to raise £60,000, in the first instance, and we are nearing that target. The fund currently stands in the region of £52,000. We are very grateful to have received a grant of £30,000 from the Friends of Cathedral Music, as well as a variety of substantial personal donations, and the proceeds of some fund-raising events.

We are very grateful to Dr Roderick Nielson, who over the years has not only commissioned a variety of new pieces for the choir, including the one we sang on Dedication Sunday, but he has for some years donated funds to enable us to pay our Assistant Organists and Organ Scholars. Without that contribution, the choir would not have been able to grow as it has. He has also recently donated £10,000 to our Music Endowment Fund. Thank you Roddy for your continuing and unstinting support.

Proceeds of my CD "On a Lighter Note" have been funnelled into the MEF, too, and we have set up a successful series of lunch time concerts on a Thursday, which have also raised some money towards the fund. I very grateful to Honor Brogan whose idea the concerts were, and who does so much to help run the concerts.

Riko Kumagai, one of our choir members, and a chorister parent is running 3,000km this year to raise money for us, too. This is a monumental undertaking, and she is very nearly there. She is hoping to raise as much as possible, and has already raised well over £6,000! If you haven't sponsored her yet, please do so, as she is now running out of time, and needs to be supported through these last few weeks of running to reach her goal. You can donate directly to her fund here: <http://3000kmin2015.blogspot.co.uk/> or place a donation in a Gift Aid envelope and mark it "Riko's Run".

All donations to the MEF can be made on-line on the cathedral web-site or by placing a donation in a Gift Aid envelope and marking it "Music Endowment Fund".

We have also had a variety of further donations, and we are very grateful to everyone who has supported the fund. We have a way to go yet, but I am confident that with people's continued support and generosity, the post of Assistant Organist will be safely funded for the future.

Cathedral Choir

The Cathedral Choir continues to flourish. Many choir members (as always) have come and gone, but, generally, the membership of the choir remains at a pretty constant thirty or so adult singers, and 20 young choristers.

The choir continues to be as busy as ever, not only singing twice every Sunday, but also taking part in many special services and broadcasts, as well as a highly acclaimed residency for a weekend in Carlisle Cathedral in the Summer Holidays. Next summer we will sing for a whole week in Ripon Cathedral, in August.

The choir would also welcome more support at Choral Evensong on Sunday nights. At 6.30pm every Sunday the choir usually outnumbers the congregation for what is a musical and worshipful delight, here on your doorstep every Sunday.

Chorister successes

Our choristers are trained through the Royal School of Church Music Voice for Life Scheme, and this year we have had great success again with many choristers gaining awards at both internal and national levels.

Many of our choristers go on to greater things when they leave, many of them to Choral Awards in Cathedral and University choirs up and down the country. This year, two of our original "trebles", (now called "choristers") gained prestigious places: Sarah Weir has begun studying singing and teaching at the Royal Conservatoire of Scotland, and Magnus Walker is singing as a Choral Scholar in the choir of Gloucester Cathedral.

Robes

A huge thank you to Gail Smith for continuing to look after our robes with such patience and care, especially as the choir continues to grow. We still have some way to go before all of our choir members are in new robes, but we are getting there. Many thanks to everyone, congregation, choir members and parents who have donated the cost of their robes, or who have helped with fund-raising for robes, generally.

However, storage space continues to be an issue for the safe keeping of the robes, and for the choir's access to them.

Library

Thank you to Christine Walker, and to all our choir members who help with the music library. We are also grateful to members of the choir and congregation who donate sets

of music to us, keeping our repertoire varied and up to date, and who help us to buy extra copies as our choir continues to grow!

However, storage space for our music collection also continues to be something of an issue.

Organ

Although the organ continues to be problematic, we are now awaiting the results of the recently commissioned scoping exercise for the proposed development scheme, before any decisions can be made about its restoration.

A CD of organ music called “On a Lighter Note” has been released and is readily available at £10.00 a copy. It is a disc of lighter concert music that I recorded in the Cathedral, and the proceeds of that CD all go towards the Music Endowment Fund. It’s a disc of fun tunes – please do buy a copy!

General

Much of what I have to say here is a repetition of the past few years.

The choir is in very good health and there are more singers involved than ever before, spread over a greater age range than ever before, singing more services to a higher standard than ever before! Also, the ethos of the choir is generally very happy, and one of genuine enthusiasm and nurturing.

The only issues we have, remain, the practical ones. The choir stalls are now not big enough to seat us all at a big service, and indeed, they are now showing signs of wear and tear and are beginning to fall apart. The front desks are unsatisfactory for resting music on anyway, and this is never clearer than when our choristers are wrestling with their music during services, trying to prevent their folders falling to the floor! An affordable, flexible solution is still needed.

Also, storage and rehearsal space is now very difficult. On Thursday nights, there may be up to fifty people coming through the doors to rehearse in several groups (at different levels) and it becomes increasingly hard to run things, in a sometimes cold, dark church, or a crowded Synod Hall, and wherever we rehearse or teach, we are constantly shifting furniture before and after rehearsals. The “Choir Room”, which is little more than a walk-in cupboard, also becomes somewhat perilous when we are all piling in and out of it to fetch our robes and music before and after services.

I do appreciate that all the groups in the church are clamouring for more space, but I must continue to add my voice to that clamour!

Thank you

Thank you to everyone who helps to make our choir such a successful and happy part of the life and ministry of our cathedral. The list is endless; our very supportive and appreciative clergy team, all the singers, the players, chorister parents, chorister families, library helpers, wardrobe helpers, chauffeurs, photographers, feeders, washer-uppers, and not least, you, the congregation!

Gratitude and best wishes to all,

Frikki Walker

Needle arts group

NAG has continued to prosper; we meet to knit, sew and chat from 7.30-9.30pm on the second Monday of each month. As well as those who come to the meetings we are grateful for the generous support of many members of the congregation in our project work.

We have two on-going projects – the first is to knit for the Special Care Baby Unit at the Queen Elizabeth Hospital. Over the year several enormous bags of blankets, bonnets, cardigans, booties etc. Have been dispatched to the Hospital.

The second is to knit for the Seafarers' Mission (woollen hats, mufflers, balaclavas etc.).

In addition our members continue to work on their own projects.

We hope to continue to thrive by enlisting more members – and are always open to new suggestions for projects which involve even more folk from the congregation!

Our next meeting is on Monday 14 December – why not give it a try?

Sandy Fraser
Pam Barrowman

North east regional council

The council now meets every two months. The role of Councils is undergoing review and it has expressed a strong preference to Bishop Gregor that it continue to have a role in electing members to General Synod and in contributing to the business of the Diocese.

In April, the Provost was elected as the NERC clergy representative to General Synod for one year and Beth Routledge was elected as lay representative to the Diocesan Council, a four year appointment. Together they reported to the Council on the 2015 General Synod.

This year input from guest speakers was included in the programme.

Isobel MacNaughtan

Open church

Open Church is the programme keeping the doors of St Mary's Open Monday-Saturday mornings from May-September for pilgrims, tourists, near neighbours and those passing by. It is a daily extension of the congregation's welcome to people and an offering of hospitality. It was staffed by 35 volunteers from the congregation and the complex rota was co-ordinated this year by Anne Chowaniec, a magnificent piece of work in itself.

Translations of the welcome sheet is now available in a number of languages and the young persons' "Eye Spy" devised by Matthew Cavanagh has also been available. The Provost has written an additional leaflet addressing a common question asked by visitors and pilgrims: "What Kind of Church is This?"

Over 522 people have come through the doors this year, plus 215 during Doors Open weekend, which this year was co-ordinated by Honor Brogan. Apart from those living in the city of Glasgow and elsewhere in Scotland, nations represented include Pakistan, USA, South Africa, Australia, Sri Lanka, Romania, New Zealand, Germany, Switzerland,

China, Canada, Czech Republic, Ireland, England, Spain, Portugal, Sweden, Colombia, Poland, Italy, France, Norway, Netherlands, Malta, UAE, Denmark, and Lithuania.

Open Church volunteers again helped staff two exhibitions taking place at St Mary’s during the season.

The old visitors book has now been replaced by a Welcome Book – which members of the congregation are encouraged to draw to the attention of those coming to St Mary’s for the first time. The welcome book is placed on a lectern near the tables at the back of church.

A reception was held to celebrate the achievements of the year and to thank all concerned after Choral Evensong on 25 October 2015. Open Church 2016 will commence in May.

Cedric Blakey

Poetry group

“Steel your will with such power
That at every turn of fate it be so
That God should ask of his slave,
‘Tell me, what is it that pleases you?’”

Mohammed Iqbal (1873-1938) was one of the writers we heard read in the original and in translation during a session on Urdu poetry this year.

We resurrected the neglected George Macbeth and we recalled the First World War. We visited both Australia and Russia and placed bets for the 2015 T.S. Eliot prize-winner.

I am grateful to the group members whose continued enthusiasm both in attending and bringing reading material is what drives the group. Anyone is welcome to join. Simply turn up or contact the convener:

Chris Athorne

Protection of vulnerable groups

SCOTTISH EPISCOPAL CHURCH CONGREGATIONAL SAFEGUARDING CHECKLIST

Congregation: St Mary’s Cathedral, Glasgow

SAFEGUARDING POLICIES AND PROCEDURES

		Details
Are the SEC Policies for Children and Vulnerable Adults displayed prominently in the Church?	Yes	
Is the ‘Childline’ Poster displayed in the Church?	Yes	
Does the Church have a PVG Co-ordinator for Children	Yes	
Is their name and contact details displayed within the Church and the Church buildings?	Yes	
Do they have a copy of the Child Protection Training Booklet?	Yes	

Does the Church have a separate PVG Co-ordinator for Vulnerable Adults	No	I undertake both roles
Is their name and contact details displayed within the Church and the Church buildings?	Yes	
Do they have a copy of the Protecting Vulnerable Adults Booklet?	Yes	
Are the contact details of the Diocesan Protection Officer and the Provincial Officer for the Protection of Children and Vulnerable Adults displayed within the Church?	Yes	
Does the Vestry have safeguarding on its agenda at its meetings?	Yes	The vestry decided that I would send a written report and attend as necessary.
Is an annual safeguarding report provided to the Vestry at the Church AGM?	Yes	
Has the Vestry identified a 'Regulated Work Employer'?	Yes	The Provost and Vice Provost supported by the wardens and co-ordinator
Has the Vestry compiled a register of 'Regulated Work Positions and 'Positions of Trust' within the Church?	Yes/No	Register of Regulated Work Positions complete. Positions of Trust ongoing.

SAFE RECRUITMENT AND MANAGEMENT OF VOLUNTEERS/STAFF

		Details
Who undertakes the recruiting process for regulated work positions and positions of trust within the Church on behalf of the Vestry?	Leadership Group	
Are regulated work positions and positions of trust within the Church advertised?	Not always	Where appropriate
Are job descriptions available for all volunteer and paid staff posts?	Yes	But some currently being reviewed.
Are people interviewed for these roles and who undertakes this function?	Yes/No	Formal interviews for paid staff posts by panel identified by LG
Are references taken up for volunteer and paid staff posts?	Yes	For paid staff posts. Informal 'conversations' for voluntary posts.
Are PVG applications submitted and the approval of the Provincial Officer received BEFORE the person commences regulated work?	Yes	For new appointments
Do all volunteers and paid staff have an identified supervisor to whom they report?	Yes	Volunteers and paid staff have a link person usually a member of the Leadership Group
Have all volunteers and staff undertaking a regulated work role been issued with a pocket card of	Yes	

good practice for children or vulnerable adults?		
Have the volunteers or staff (including the PVG coordinators) received or attended any training?	Yes/No	Diocesan Training 2014 events were attended by 2 clergy, a vestry member and co-ordinator. Co-ordinator delivered training to FiOP and Contact Group in Autumn 2015. Training for those working with children needs to be updated.
Are records maintained for safeguarding training?	Yes	

Name of Person Completing this return: Anne Jones

Position in Church: Co-ordinator for the Protection of Vulnerable Groups

Date: Oct 23rd 2015

Annual PVG Checklist: This new format was introduced last year and the information used by the Diocesan Protection Officer for inclusion in her report to Diocesan Synod. It is now recommended that it is used as the format for the Co-ordinator's AGM report.

PVG Applications: I have undertaken three new PVG scheme applications this year and two retrospective applications. From Oct 31st 2015 all those undertaking regulated work in the SEC must, by law, be members of the PVG scheme. The only applications needed in future will be those undertaking a new role within the church.

I am very grateful for the continuing support of the Vestry, the Leadership Group and the congregation.

Training: The Vice Provost, the Co-ordinator, the Lay Rep, representing the Vestry, three members of the Fiop Group and two members of the Contact Group will attend a Provincial Training Course on November 4th. The main focus will be on working with vulnerable adults and domestic violence.

Anne Jones

St Mary's @ The Movies

The group meets on the last two Tuesdays of the month, seven months of the year. We view a film on the first and discuss it on the second occasion. Discussion is open and often vigorous.

The film schedule for the year is decided democratically by vote on a list composed of members' suggestions. In the past session the group watched: La Strada (Fellini); Pan's Labyrinth (Guillermo del Toro); The Matrix (Wachowskis); La Grande Bellezza (Sorrentino); Tree of Life (Mallick); To Kill a Mocking Bird (Mulligan); The Cook, the Thief, his Wife and her Lover (Greenaway).

The new season's films include work by directors Chandor, Hirschbiegel, Kassovitz, Linklater, Lumet, McDonagh and Rafelson.

Chris Athorne

Sacristans

The work of the Sacristans has continued at a steady pace throughout the year. We are enormously helped by David Kenvyn and by Kathryn McFarlane who heads up the team of Servers. We have endeavoured to keep the Sacristy clean and tidy and hope that everyone can find things as they need them. During the year we also sourced palms for Palm Sunday and brought back Rose Incense from Israel which was used at the service on Corpus Christi. Grateful thanks also go to Kate Mackenzie and Margaret Kitson for laundering the small linen. Some of these items are now quite old and are wearing out so we are looking to replace them as soon as possible. The sink in the sacristy is now running free and we are grateful to the Property Group for getting this sorted out. Monica will be standing down as assistant to Nelson as she is often away from Glasgow but would like to record that she has enjoyed seeing this part of the Cathedral's life and realising how much goes on "behind the scenes" to ensure the smooth running of the many and varied services that are held here.

Nelson Connelly-Smith
Monica Long.

School of spirituality

The Open Silence, an hour of shared silence in St Mary's has been maintained twice each month on the third Sunday at 20.00 and the following Thursday at 12.30. Some of those who were part of its beginning in 2011 have now moved on, but it is felt to be worthwhile to host these sessions as a place where individuals can join with others in church to be still and to develop their prayer practice.

The Open Silence at St Mary's has inspired a similar programme at Holy Trinity Ayr. Their Open Silence will be weekly in Advent 2015 and monthly thereafter.

The Advent Quiet Day was held on 10 December 2014, led by members of the Epiphany Group. The next one is Wednesday 9 December and held at the Ignatian Spirituality Centre Scott Street. It will be led by Cedric Blakey.

Lent 2014. Shirley Gillan was again engaged to lead evening Capacitar (body prayer and stillness) sessions which this year took place on Wednesdays. Up to 22 people attended each week. Plans for 2016 are to recommend a Lent book to the congregation.

Retreats. The College of the Holy Spirit, Millport was used again 20-22 March and the retreat was led by Canon Michael Mitton from Derby. This was fully booked with 22 people attending. There will be a pilgrimage/retreat held at Bishop's House, Iona 25-30 September 2016. 12 people have booked already for this. It is yet to be decided whether to arrange a Millport retreat in April 2016.

Pilgrimages. After the success of the 2014 day pilgrimage to Ruthwell in Dumfriesshire, a pilgrimage was arranged to St Ninian's Cave near Whithorn and the Priory. 32 people took part, the Eucharist on the beach was celebrated by the Rev Kirsten Freeman, and an article was contributed to the on-line magazine by Sophie Agrell.

15 people from St Mary's took part in the diocesan pilgrimage to the Holy Land in May 2015, led by Cedric Blakey.

Wednesday learning sessions. Sessions have been held on "How does Prayer Work?" (14 January, originating from a discussion on intercessions at the AGM 2013), "Silence"

(11 February), and Salvation (“Are you being Saved”, 23 September). 16-25 people have come to these sessions.

The co-ordinators are Cedric Blakey, Caroline McKillop, Jo Russell, Sue Champion and Sheena Forsyth.

St Mary’s Bible Challenge. In partnership with the St Mary’s Bible Study Group, plans are in hand to launch a challenge to read the entire Bible in 12 months, using a scheme from the Episcopal Church in America. This will commence in Advent 2015. 20 members of the congregation have already indicated their interest in joining the challenge.

Cedric Blakey

Servers

The serving team at the Cathedral contributes to the planning and delivery of services, ensuring that they are conducted with the grace and dignity that allows for prayerfulness. This, of course, is the purpose of serving – to ensure that everything required is in place and available for the celebrant at the required point in the service.

As usual, we have been involved in all the usual Christmas, Holy Week and Easter services as well as assisting Sunday by Sunday. We have also served for several baptisms, weddings and funerals in the last year.

The Cathedral currently has 15 servers. I am extremely grateful to the current serving team – Awele, Beth, Bruce, Chioma, Dan, Daniel, David Kenvyn, David McFadyen, Franny, Jackie, Matthew, Roger, Seph and Sue.

We were pleased to welcome David Kenvyn back from South Africa in January. We have also been fortunate to welcome some new recruits in the past year and I hope they are finding serving fulfilling. If anyone thinks they might be interested in becoming a server please speak to Kelvin, Cedric or myself for more information. No previous experience is necessary as full training will be given.

I would like to express my thanks to the clergy and the other Cathedral staff for all their help and support. I am particularly indebted to the Sacristans (Nelson Connelly-Smith and Monica Long) for all their hard work in organising the Sacristy, keeping everything clean and tidy, and preparing for services. I would also like to take this opportunity to say a big thank you to all the servers for their dedication and enthusiasm.

Kathryn Macfarlane

Stewards

Church stewards at St Mary’s are responsible for all ‘front of house’ matters, before, after and during worship, supporting the clergy and sacristy team in ensuring the smooth running of services and the safety and security of the congregation. The current team comprises some 30 stewards, rostered for duty at one of the Sunday services approximately once a month, with additional duties at festal services, weddings and funerals. During the past year, Shona Maciver, Debbie White, Gordon Lowther, Lynne Ellis and Sandy Fraser have joined the team, while Alan Richmond, Jean Inch and Jeremy Bagg have left us, for the time being at least.

Tony Hughes

Students at St Mary's

The past 12 months have seen continuous growth in the number of students attending St Marys. Over the previous academic year a number of new students became members of our congregation and partook in a number of activities organised by Wolfgang Schlegel, who has committed his time and effort to helping students find a community of other students at the Church and feel welcomed into their new church in their new city. Since September and the start of the new academic year a number of new faces, and more familiar ones, have continued to join our community of students. As to be expected from our location in the West End, a large proportion of our members come from the University of Glasgow, however there are also students who attend the University of Strathclyde and the Royal Conservatoire of Scotland; a rare example of ecumenical dialogue between the students of Glasgow's wide range of higher education establishments! We look forward to another year of growth and community.

Dan Cruickshank

Tea-run

St Mary's volunteers are now grouped into three solid and reliable teams. We also have occasional volunteers who are willing to be called in to give support to core groups when needed.

In April, the tea-run was represented at Food Justice for Glasgow: Growing an Interfaith network. Volunteers from the other Tea-run faith groups were also present, namely the Quakers and the Humanists. We were able to mix with other faith organisations from Mosques and Temples. It was good to meet with our Buddhist colleagues and talk – there is no time to do this on Sunday nights whilst distributing food. Through the Food Justice Network which is happening through Interfaith Glasgow, we are also in contact with Glasgow food banks, and our own St Mary's Justice and Peace Network.

As co-ordinator of the Tea-run, which is a multi-faith group, I have progressed interaction with Interfaith Glasgow with the aim of helping to facilitate an Interfaith Food Justice Network, the next objective being to set up a co-ordinating group to give a steer to future networking between food poverty projects. I hope to enlist tea-run groups outside St Mary's to take a central part in the co-ordinating group, since I feel St Mary's can be well-represented through the Justice and Peace Network which also has volunteered to serve in the co-ordinating group. It would be a good idea for the St Marys branch of the Tea-run to develop links with the St Marys Justice and Peace group.

Another aspect of the Food justice Network is a volunteer exchange where volunteers from one group can visit other groups in the network. This gives experience of how another food poverty project operates. There is great enthusiasm amongst volunteers at St Marys to take part in such exchanges and to welcome people from other faiths and organisations to see how an inter-faith tea-run operates. Many of the food poverty projects engaging with the Food Justice network are not of mixed faiths, so the Tea-run is a curiosity in the network.

All this activity at a higher level of awareness of food poverty in Glasgow, and of who our fellow food activists are, make us more prepared at ground level to react to how society is developing at the moment. A greater level of Benefit sanctions, and swinging Benefit

cuts are leaving more people on such low incomes that it does not permit survival without support outside the Welfare State. Refugees and migrants coming into the city are extremely vulnerable. Already in other European countries it is documented that young refugees and migrants are forced into exchanging sex for bags of food. Pray God it isn't happening here already.

At the moment, each core volunteer from the tea-run from St Mary's pays for their own milk, tea, coffee, hot chocolate, biscuits and juice, which are brought to Cadogan Street on a Sunday night. Some have cars and offer lifts, others travel by bus. However, there are now some younger volunteers at St Marys who are on low incomes – unemployed or students. Expecting them to buy food and drink for the tea-run, or to pay their own bus fares to and from the city centre is not reasonable. The Cathedral assists by purchasing flasks, tables, drinking cups etc. Through the Interfaith Justice Network, I have seen how other faith groups generate income to fund food poverty projects. I will be looking at how the Tea-run at St Marys can do this too.

Olanna Horhut

Traidcraft stall

The total receipts for the last financial year for the stall were £2581.80. One way the congregation supports the work of Fairtrade is by purchasing goods from the stall. For the last financial year the total purchases amounted to £2430.50. Apart from selling Traidcraft goods to the value £1878.50 the stall sells Just Trading Scotland (JTS) products including rice and preserves. These sales totalled £247.30

I would like to thank the team of dedicated people who ensure that there is a stall most Sundays after the 10.30 am service.

Graham Skellern

Verger

It has been a privilege and a joy to serve as the Verger of St. Mary's Cathedral this year. As this has been the first year in post, it has been very much a learning curve this year. I have come to the conclusion that it is not necessary for the Verger to have the skills to fix everything. It is more important to know what has to be done, and who to approach to get things done.

Derek Smith's introduction of a Property Issues Log as a means of recording what has to be done, and the progress that has been made of each issue has been invaluable. It has helped to identify what the priorities are, who they have been referred to, and what has been done to get them fixed. This, coupled with the list of contractors, has made my task a lot easier than it otherwise would have been.

There are five people that I must thank because their tireless commitment has made my task so much easier. Margaret Own has undertaken repair work, including repairs to the skirting board and similar matters. Colin Nisbet varnished the floor in the Synod Hall, and has done other similar work. George Eastcroft has painted and redecorated the Meeting Room and the East Corridor. Bruce Montgomery-Smith has dealt with all matters relating to electricity and lighting. Peggy Brown has kept the kitchen area of the

Synod Hall spotlessly clean. There are numerous other people, too many to mention, who have also assisted in all kinds of ways, and who have my gratitude.

Finally, my thanks go to Joanna Russell, Honor Brogan and Sandy Fraser who have not only put up with me this year, but have given me a constant supply of coffee and biscuits.

David Kenvyn

Volunteers

St Mary's has a huge team of volunteers as this AGM Report shows. I never cease to be amazed at who we are and what we offer.

Conveners of groups have continued to ask for help with recruitment, or individuals have approached me to find out what they might offer in our community. We have a 'Situations Vacant' section in the pew sheet notices; the 'Who's Who' leaflet is a great help to people wondering about activities and who runs them.

We always need various roles to be filled and I encourage you to think about offering time; I am here to support where I can, so please ask me if you need to know anything more.

Thank you so much for all you do at St Mary's - we are a rich community of generous people.

Franny Mawditt

Welcomers

The welcome team are part of the way we embody our open, inclusive and welcoming ethos at St Mary's. While our whole congregation is encouraged to speak to those they have not met before, and many people have remarked on the friendly welcome they have received here, it is beneficial to have a team whose specific role on Sunday mornings is to greet those who have recently come to St Mary's.

We are keen that those who come here feel known, recognised and valued, and are helped to get to know other members of the congregation.

There are currently 21 members on the welcome team, and thanks are due to them for their willingness to offer their time and skills in this way.

The availability of welcome cards in the pews is also an important part of our strategy; everyone who completes a card receives a communication from the Provost, is contacted by the welcome convenor, and on request is able to meet with a member of the clergy.

Pam Richmond

West End ACTS

St Mary's is one of over ten churches represented on the ecumenical partnership which ranges in terms of theological basis and practical order from Roman Catholic to independent evangelical. The group meets three times annually, usually in January, April and September. The Vice Provost has joined in and contributed to two of the meetings.

During 2015 WEACTS has arranged:

An interfaith Burns Supper, hosted by Wellington Church

A picnic in Woodlands Community Garden, helping to fund-raise for its upkeep

And promoted and publicised:

The election hustings held here in St Mary's and moderated by Prof. John Curtice

The Balmore Trust's Kilombero Rice project

And still to take place:

A meeting of property conveners to explore means of sharing useful information and good practice in maintaining the buildings in their care

A debate on cosmology, based on the God Question resource that links questions of belief in God with the world of science and technology

John Gerrard

Young Church

The Young Church has continued to grow over the past year and now has twelve to fifteen children regularly attending as well as occasional visitors. Their ages range from two to seven years. Mandy Moody has taken over from Nicola Graham who is currently on maternity leave. Mandy leads the group, alternating weeks with Christine Walker.

Christine focuses on music which comprises singing, rhythm games, percussion and hymns all enthusiastically enjoyed by the children as anyone who happens to be in the vicinity can testify.

Mandy works with a curriculum devised with the help of the Vice Provost. It is based on the festivals, special occasions and bible stories to reflect, where appropriate, the Gospel of the day. Mandy incorporates into each week drama, art and craft (often with the most ingenious use of paper plates) and games. To emphasise the new life of the Easter message, a farmer friend of Mandy's arrived at the Synod Hall with a two day old lamb and crates of ducklings and chicks. Children and adults were delighted to welcome them. Other themes include the Ascension (who can forget the pop up Jesus?), the Creation for which the frieze assembled was the focus for the Young Church's display for Doors Open Day and the history of St Mary's and its building including the stained windows.

Young Church now continues throughout the holidays when the regular helpers take a rest. Rosemary Hannah and Sophie Agrell have readily agreed to cover these weeks. Over the summer their theme was wheat, wine and water which involved, in addition to a look at these as elements of the Eucharist, much grinding of corn, making of bread, squashing of grapes and a baby bath full of water. The latter resulted in a flooding of the Synod Hall when someone's little hands removed the plug.

I would like to thank on behalf of the congregation all those who work so hard with Young Church: Christine Walker, Ethel Parker, Mandy and Amy Moody, Rosemary Hannah and Sophie Agrell. We are very grateful for all they do on our behalf.

Anne Jones

The Cathedral Church of Saint Mary the Virgin, Glasgow (St Mary's Episcopal Cathedral)
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AGM report v. 3