



The Church of Scotland
Presbytery of Edinburgh

**MAYFIELD SALISBURY PARISH CHURCH
– 2019**

EVERYTHING SAFE, LEGAL AND COUNTED?

Local Church Review – Section 1

*Paul said, “God is not far from us for in him we
live and move and have our being”*

EVERYTHING SAFE, LEGAL AND COUNTED?

The Church of Scotland has its own rules and procedures which ensure that we keep things in good order. We also have to comply with civil law as do other charities.

This document is a means by which we can check that we are all playing our part in keeping the congregation safe and legal.

This is also a good time to get an idea of your congregation in terms of numbers. Some of these Presbytery have already and they have been filled in by the office – please check that they are complete and correct. Other statistics only you can provide – they help us understand the life of your church.

CHURCH LAW AND PROCEDURE

The up to date version of Church Law can be seen at

http://www.churchofscotland.org.uk/about_us/church_law/acts

Is your approach to the baptism of children in line with the Act V, 2000?	Yes.
What constitution do you have? eg Unitary, Model.	Unitary. Mayfield Salisbury is administered under the terms of the Deed of Constitution (Unitary Form) dated 13 April 2006.
Is the church in compliance with Act XII 2007 re provision and maintenance of manses? Do you have an annual manse inspection and follow up?	Yes. We have an annual manse inspection and follow up. We perform annual inspections of the manse and also separately the sanctuary, halls, meeting rooms, and manager's flat. These are scheduled in the late autumn to enable the next set of urgent projects to be identified and estimated for inclusion in the following year's budget.

Have recent property survey (“quinquennial”) findings and recommendations been implemented? Please confirm the date of the last inspection of Sanctuary halls and manse.	Yes. All quinquennial actions are now complete and have been communicated to Presbytery in the recent annual report.
Charities and Trustee Investment (Scotland) Act 2005 states that Charity trustees (or connected persons) cannot be remunerated unless certain conditions are met. If any Trustees or connected persons are in receipt of payments have correct processes (Law Dept. circular) been followed?	Yes.
Has your financial court adopted the General Assembly approved Bribery and Procurement Policy as instructed by Presbytery in November 2012?	Yes.
Do you have a Data Protection Policy? How is it implemented and how often is it reviewed?	Yes. It is implemented by a dedicated data protection officer who reports, as necessary, to Business Committee, and is reviewed as judged necessary (and most recently in spring 2018 in preparation for the GDPR coming into force).

Safeguarding and the Protection of Vulnerable Groups (PVG)

	Yes	No
Is the Church’s 2010 Policy Statement on Safeguarding displayed in church premises and made accessible to the congregation?	X	
Has Kirk Session appointed a Safeguarding Co-ordinator?	X	
Has the Co-ordinator’s name been passed to the Presbytery Safeguarding Contact and the Church of Scotland’s Safeguarding Service?	X	

Has the Co-ordinator undergone training by a trainer accredited by the Safeguarding Service?	X	
Has the Kirk Session appointed two or more others to work with the Co-ordinator in operating a Safeguarding Panel?	X	
Are all appointments of persons working with children and/or protected adults reported to and minuted by the Kirk Session?	X (This is done once a year)	
Is a register of all workers maintained by the Safeguarding Co-ordinator; has this been inspected and found to be up to date and in order, and has the Presbytery's Safeguarding Contact received two copies? Are past years' copies of the form stored?	X	
Are all completed application forms, job descriptions and other schedules retained on file, viewed and found to be in order?	X	
Have all workers been issued with the Church's <i>'Safeguarding and adults at Risk'</i> Summary Card?	X	
Have all volunteers/employees been encouraged to attend Safeguarding training?	X	
Have all volunteers/employees been made aware of the procedures to be followed in the event of an allegation or declaration of harm or abuse?	X	
Are Kirk Session, Minister, Co-ordinator and Safeguarding Panel aware of the policy for 'Including Those Who May Pose a Risk' and the procedures and support for working with convicted offenders?	X	
Have members of the Kirk Session attended Safeguarding Training for the recruitment, management & support of workers they appoint?	X	
Is the Kirk Session implementing the Church's Safeguarding policies & procedures?	X	
Comments:		

CHURCH AND PARISH LIFE IN NUMBERS

WORSHIP

Please list the services you have on a regular basis:-

Services – day, time, frequency	Average number attending	Average age of attendees
Sunday 9:30am weekly	Adults – 35 Children and young people (u-17s) – 35	45 (adults only)
Sunday 10:45am weekly	140	70
Sunday 7:00pm weekly	14	70
midweek afternoon services 5 times p.a.	50	78
Tuesday prayers	12	60

Sacraments and Ordinances	2013	2014	2015	2016	2017
How many Baptisms?	7	2	4	8	6
How many Blessings?	0	0	0	0	0
How many Weddings?	3	5	3	3	1
How many Confirmations?	0	0	1	0	0
How many Funerals?	22	21	13	20	14

CONGREGATION

	2013	2014	2015	2016	2017
How many members on the roll?	537	526	526	520	511
How many adherents?	0	0	0	0	0

LEADERSHIP

	Male	Female
How many elders?	27	32
How many board members? (if appropriate) N/A		



The Church of Scotland
Presbytery of Edinburgh

**MAYFIELD SALISBURY PARISH CHURCH
– 2019**

WHERE ARE WE NOW?

Local Church Review – Section 2

*Paul said: "God is not far from us for in him we
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WHERE ARE WE NOW?

All churches do the same things – they gather to praise God (**WORSHIP**), they help each other grow in faith (**DISCIPLESHIP**), they care for their neighbours (**SERVICE**), they look for new Christians (**EVANGELISM**) and they work at being a family of faith (**FELLOWSHIP**). The healthy church keeps a balance between these five purposes. But *how* churches do these things varies enormously.

Some of the variety comes from the place where they are set, the context where they live out their calling.

And in the same place at different times the patterns also change as relationships develop or diminish and as the world around us changes too.

In this part of Local Church Review the emphasis is on laying out what you do and why you do things the way you do them.

Note that the sections below will expand when you type into them.

Worship

WHAT?

Regular worship is offered three times a day on a Sunday: a participatory all-age service at 9:30am (with piano, and occasionally our music group), a more traditional service at 10:45am, (with organ, choir and paid chamber group) and a more contemplative service at 7pm. There are prayers in the sanctuary every Tuesday morning. As mentioned below (under 'service') we also have a number of other services, eg midweek afternoon ones, ones in local nursing homes, and services for special occasions such as during Holy Week.

WHY?

The diet of services is designed to cater for a wide range of ages and tastes, but all centering of acts of Christian worship and witness. The two Sunday morning services are particularly well attended and some people will come to both, enjoying the refreshments which are offered in between them.

Discipleship

WHAT?

- 1. Members of the congregation organise house groups, which meet regularly. We also have weekly and monthly prayer groups. [See 'Spotlight' below]*
- 2. There is a rota of welcomers for each service of public worship.*
- 3. We actively support the Edinburgh Inter-Faith Association (EIFA). [See 'Spotlight' below]*
- 4. We have a large team of drivers who offer lifts to church for those in need of transport.*
- 5. We have a varied and active programme of retreats.*
- 6. We have a dedicated Flower Team.*

WHY?

- 1. The house groups, many of which are long-standing but some are recently created, help to create and nurture bonds of friendship and discipleship amongst members. The activities are decided by those in each group, who can therefore work at their own pace and in a way which best suits them.*
- 2. Welcoming people into church, whether they are regular attenders, visitors or local people wanting to 'try it out', is something we actively promote. We want to extend as warm a welcome as we can to all those who come, and have rotas for those on duty.*
- 3. Our Minister is Co-Convenor of EIFA, and as a congregation we support the Association in two main ways: by hosting events such as Community Meals, and by providing office space free of charge.*
- 4. We recognise that getting to church is a hurdle for some, and for many years we have had a team of volunteers who drive people to church when that is needed.*
- 5. The retreats offer a chance to share fellowship and also to experience silence and stillness. Some are aimed at the young, some at those with limited mobility, and so on. The programme this year includes retreats to Lindisfarne and Inchcolm.*
- 6. Each week individual members donate and arrange flowers for the church services, after which they are distributed to the sick or housebound.*

Spotlight on house groups

Mayfield Salisbury has 8 house groups, each with around 8 to 10 members. There is no need to be a member of the congregation to be in a house group. Many of them have been in operation for a very long time. Each has a co-ordinator but they are essentially run by the members for the members,. They decide how frequently and where to meet (though this will be in the home of one of the members) and they decide what topics to discuss.

Members offer real support to each other in times of need and it is this support, and the fellowship which comes with it, which lies at the heart of the house groups. They function independently of the church and have no formal links with it, though on occasion they participate in worship (such as on Palm Sunday this year when the groups led an evening service devoted to the Stations of the Cross).

Spotlight on inter-faith work

Mayfield Salisbury places increasing value and importance on inter-faith work. In recent years we held a Festival of Faiths at which, each week, a speaker from another faith tradition addressed the congregation on what is beautiful about their faith. This was something which we welcomed and found beneficial in opening our eyes to other religious perspectives and practices. However, our church has shown a commitment to openness with others which predates this; for example, after the 9-11 attacks we held a number of joint services in the Central Mosque.

Our Minister is enthusiastic in fostering this work, much of which is sustained by good personal relationships with the 'clergy' in other faiths. We are in the fortunate position of having premises which are suitable for hosting events (such as the inter-faith St Andrews Day meal towards the end of last year), and EIFA itself has recently relocated to a room within our halls which they occupy free of charge. This has relieved them of an overhead which was previously proving very onerous. The Minister regularly draws on insights from other faiths in his preaching.

We feel a real benefit for ourselves, and we trust for others, in the inter-faith work. It allows us to feel more comfortable in understanding differences and to break down myths which otherwise might be unquestioned. We are looking for ways to build further on this.

Service

WHAT?

- 1. Pastoral care is a major part of our work with parishioners and others.*
- 2. We actively support the work of a number of charities but our two principal ones are CrossReach (working in Edinburgh and surrounding area; especially the peri-natal project) and Christian Aid (working overseas for the relief of suffering). We also staff the Bethany van regularly.*
- 3. Our halls are made available, at low or no cost, to a host of organisations such as children's uniformed groups, ballet school, badminton club, exercise classes, and the Newman Association.*

WHY?

- 1. We recognise that, particularly with an ageing and longer-living population, there is an increasing need to accommodate the needs of the infirm and elderly and to do so in new and imaginative ways. Our Pastoral Assistant leads our team of Pastoral Visitors, who are members who have shown a real interest in this area of service. The aim is to focus on needs rather than to provide routine visits. The Pastoral Assistant also conducts regular services in two local nursing homes. We hold afternoon services five times a year in a setting and format which is specifically designed for the elderly or frail. We also have a well-attended support group (First Friday Friends) once a month for those with memory loss and their carers. [See 'Spotlight' below]*
- 2. We have a dedicated Christian Aid committee, many of whose members also give their time for the CrossReach work. We aim not only to raise funds for the charities concerned, in recognition of the vital work they do, but also to do so in a way which fosters a feeling of community and social justice within our congregation. In 2018 we raised around £12,700 for Christian Aid and £7,700 for CrossReach. In relation to the Bethany van we provided a full team in 2018 for seven nights and seven lunchtime runs. We view the donation of time and talents as an important part of service, along with our financial donations.*
- 3. We seek to provide suitable facilities for community organisations who wish to use the space we can offer. Our Church Manager is on hand to provide practical assistance to ensure that the facilities are in good order and to help with issues which arise.*

Spotlight on First Friday Friends

First Friday Friends (or FFF) is our group for those living with dementia and other memory-related conditions. It meets once a month, and there are 12 to 15 people who come, along with an equal number of volunteers from the rota which we run. The aim is to form and foster relationships for those whose lives are affected, and it also allows carers a period of respite. No-one else uses the halls while FFF meets, so everyone is welcome to visit the sanctuary or to stay in the main hall where the activities are held. Those activities often feature music and song and are all designed specifically to appeal to the capabilities of those who attend.

Evangelism

WHAT?

1. Our website <http://www.mayfieldsalisbury.org> is a crucial tool for our work.
2. We have very recently ensured that, twice a week, the sanctuary is open to those who wish to visit. We call it 'Five Minutes' Peace'. There are members of the church on hand to talk or answer questions, if that is wanted, and some materials to read and think about are also provided. [See 'Spotlight' below]

WHY?

1. We recognise that it is essential nowadays to have a clear, full and well-curated website in order to provide information remotely. Ours is maintained regularly and scores many hits daily; the most popular content includes the Sunday sermons, details of all of the activities in our halls, and the intimations in our Orders of Service.
2. We took this step in an effort to bring into the church those who might otherwise not be familiar with Mayfield Salisbury, nor indeed with churches more generally. One group whom we had in mind is those who (or whose children) use the halls for other activities and who may wish to explore the church building more fully while they are with us. We intend to evaluate this initiative soon and to develop other complementary ideas.

Spotlight on ‘5 Minutes’ Peace’

The eye-catching title for this initiative is designed to evoke a number of different thoughts from the meditative through to the snatching of a short period of respite by a busy person. A few years ago our Research Committee, which comes up with and develops new ideas within Kirk Session, was considering the theme of community outreach. Over the last 12 months one aspect of this has crystallised into the ‘5 Minutes’ Peace’ project, which aims to allow anyone in the area to spend time in our sanctuary, to listen to quiet music and, if they wish, to use the materials provided to aid meditation. Our intention is to make our buildings available to a number of groups including those who come because their child is attending a meeting such as cubs or for ballet, or those who live locally but haven’t been inside our sanctuary, or indeed those who are simply curious about what a Church of Scotland building looks like from the inside. It allows these people the opportunity to share our space without the commitment to join in a service of worship. They are, of course, always welcome to do that, but we recognise that they may not wish to do so.

‘5 Minutes’ Peace’ operates for an hour and a half on Tuesday evenings and on Saturday mornings. It requires a rota of volunteers so that there are two people in the sanctuary when it is on; the Church Manager is also involved in co-ordinating the diary and in making the sanctuary ready for visitors. The initiative began in January of this year and we will evaluate it over the summer.

Fellowship

WHAT?

- 1. Approximately 18 months ago we recruited a full-time Youth Worker to oversee the fellowship enjoyed by those of school age and younger.*
- 2. We have a well-attended and active Thursday Club aimed mainly at the retired. [See ‘Spotlight’ below]*

WHY?

- 1. We have long had a weekly all-age service (other than in July & August) which include 'age appropriate activities'. However, we recognised that the needs of the youth could be better met, eg in relation to the time of day, or day of the week, by organising events specifically for the youth. This includes, for older teenagers, assisting with the transition between the youth activity and the adult offerings. As a result of having a full-time Youth Worker we now have a full and varied programme of activities suited to the age and stage of those attending.*
- 2. The Thursday Club, so called as its meetings are on Thursday afternoons, is open to all and provides a fellowship space for anyone wishing to attend. The format is generally to have a talk or an activity; in 2018 there were 24 meetings.*

Spotlight on The Thursday Club

The Thursday Club has been running for many years now and operates weekly between October and the end of April. It currently attracts around 30 to 40 people at each meeting. Anyone in the community can come, making the membership wider than those in the church. The themes of the meetings are decided by the members, one of whom usually takes the lead in talking about a subject of particular interest to them. However, there are also guest speakers and trips to local places of interest. At a practical level the club depends on the availability of drivers to assist those without transport to be able to attend.



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MAYFIELD SALISBURY PARISH CHURCH 2019

NEXT STEPS

Local Church Review – Section 3

Jesus said: "No one who puts a hand to the plough and looks back is fit for service in the kingdom of God."

NEXT STEPS

This is the part where we look ahead.

It's not the last word on what the future will bring – rather it's a start on a cycle of review and reconsidering the congregation's activities.

So how do you see church life changing and developing?

What you are hoping to do?

Why are these the right steps on the journey?

How are you going to take these steps?

When you hope to do these things?

What will you **need** to take these plans forward?

Note that the boxes will expand when you type in the answers. If you need for sections simply highlight, copy and paste at the end of the document.

WHAT?	Commitment to the elderly
WHY?	No doubt in common with many parishes, ours is one in which the number of elderly parishioners, both within the congregation and beyond, is steadily increasing. We recognise both the benefits and some of the particular needs which are arising. We believe that we have a collective responsibility to seek to respond to those needs in a way which increases our communal sense of fulfilment and well-being.
HOW?	<p>This is a continuing activity. For example, we have recently had a ramp constructed to the west door of the church as an alternative to the steps, to the particular benefit of those who are more frail or who use a wheelchair. In addition, we have increased the hours of our Pastoral Assistant, Kay McIntosh, to 30 hours a week for this year (2019) and, following a recent review, for 2020 and 2021 too; the increase (from around 18 hours a week) was in large measure to allow more time for Kay's valuable work with the elderly. In her work, she is supported by, and leads, a team of around 40 Pastoral Visitors.</p> <p>In addition to reviewing our pastoral care provision over the longer term, there are two specific future reviews which we intend to undertake:</p> <ul style="list-style-type: none"> • We will review how our car pool for Sunday services can be improved (eg might we use a shared taxi service?). • We will consider whether to remove some of the pews in favour of individual seats.
WHEN?	We have already increased the Pastoral Assistant's hours & workload for 2019–2021. We will put proposals to Session on options for the car pool and church seating during 2020.
NEED?	The initiatives which we have in mind will probably require small groups of elders and others to undertake some initial consultation. Our Safeguarding specialists will need to have a role in relation to the car pool review, and our Health and Safety officer will be involved in any plans for seating. Neither should require more than a modest call for funding.

WHAT?	Commitment to youth work
WHY?	We believe that equal opportunity for Christian learning and growth should be afforded to all. This includes our children and young people, whose interests, ways of learning, and aptitudes mean that bespoke provision is required. Although we have for many years held a Family, or All Age service of worship each Sunday (other than during the summer holidays), we recently decided to intensify our efforts by appointing a full time Youth Worker, Hillary Leslie. This is in recognition not only of the needs of the youth but also of the fact that, as a community, we need to nurture everyone. To that extent, this initiative is complementary to our commitment to the elderly.
HOW?	We have made a start by appointing a full time Youth Worker who began work with us in September 2017 for an initial 3 year period. Hillary has created a real sense of community amongst the youth. She regularly reviews and adapts what she offers for the young people and has built up a substantial programme of well-attended activities. Some of those attending will invite a friend along too. By definition, children grow to become adults and therefore the process is one of continual renewal. Equally, the needs vary widely with age and so we have a group of experienced Sunday School leaders who take responsibility for the education of our children and young people in different age brackets: 0-3, 4-6, 7-8, 9-11 and 12-16.
WHEN?	The decision for Session and the congregation more widely, which will need to be addressed in the coming year, is how to continue our commitment to youth work in the medium term.
NEED?	One aspect will clearly be financial, as the appointment of a full time member of staff is a substantial commitment. There is also a need for appropriate venues for youth activities and worship, on which we have taken some initial steps (eg by refurbishing a room in Church House). The budget for this has been supplemented by fundraising activity undertaken by the youth themselves, under Hillary's leadership. In addition we need to maintain our team of Sunday School leaders, with the various implications, including safeguarding, which that entails.

WHAT?	Commitment to securing the future of our church life, including the financial base needed for our other projects
WHY?	Our mission involves the use of a variety of resources, both human and material. We therefore require to cherish, maintain and replenish those resources. Although this is a perennial task, one new and current pressure for us is that, after a number of years of financial surplus, our budget for 2019 shows a relatively significant deficit.
HOW?	<p>Specifically in relation to the financial position, we have recently reviewed our investments and financial priorities (at the Kirk Session meeting in September 2019). This was on the basis of a detailed report drawn up by our Treasurer and considered over two meetings by Business Committee members before being brought for discussion by elders. At the same time Session agreed to launch an appeal in the spring of 2020. A team will be set up shortly to undertake detailed planning.</p> <p>As to other resources, we undertake regular audits (and repair) of our property and, in relation to personnel, we actively take steps to ensure that we have the right people to fill the roles which we have identified and that they have the skills, information and materials they require. As an example there are regular meetings of the church staff, along with one or two office holders, which ensure that there are good channels of communication. The process of keeping roles under review is an ongoing one; for instance, we recently identified the need for a kitchen convenor with responsibility for the increasing volume of hygiene regulations, and an appropriate appointment was made.</p>
WHEN?	As mentioned, we will launch an appeal next spring and will shortly bring together a team of suitable people to carry out the necessary work. The appointment of office bearers is done when thought necessary; as an example of a review, we set up a small team to review the Pastoral Assistant's workload and hours during 2019.
NEED?	The financial appeal will be initiated and supported by a small team of people, and we will draw on the experience of those who have been involved in past appeals. For office bearers and others who have a role in the church community we need to ensure that everyone has the right equipment and information to carry out their tasks effectively; this will vary widely according to task.

WHAT?	Commitment to caring for the community and environment
WHY?	We believe that caring for each other necessarily involves trying to ensure that our shared spaces are maintained in a sustainable way. Respect for the environment we live in has to be a concern for us all, not least so that our use of it is not at unfair cost to those to come nor to those in other parts of the world at the moment.
HOW?	<p>This is a task for all ages, and one which we envisage may appeal to our youth as much as to others. A major aim will be to raise awareness of the concerns and of what responses are likely to be most effective. In this regard we invited Dave Gorman, Director of Social Responsibility and Sustainability at Edinburgh University, to speak at an evening service this autumn on the issues of climate change affecting the world.</p> <p>Our Inter-Faith work, which we are keen to foster and build up, is also a means by which we can care for our community and environment. One element of this work is that it has opened our eyes to the importance of diet for other faiths (for example, at shared meals which we host) and in turn this helps us appreciate environmental issues connected with diet, farming and related issues.</p>
WHEN?	In addition to seeking to engage our young people, our Research Committee has plans for work in this area about which they keep Session informed at each meeting. As mentioned, we have already hosted a lecture on sustainability in October 2019.
NEED?	One of the priorities is to develop a raised awareness of the issues involved and of what we might do, using the expertise of those in the congregation (for instance, our sustainability lecture was chaired by a member with much relevant professional expertise) and beyond.

WHAT?	Commitment to inclusion and to reducing isolation in our community
WHY?	We are becoming increasingly aware that a significant number of people in our community feel isolated. This applies to the young and to the old; we are aware, for example, that it is a matter of concern to the student population at university. Although not many students currently form part of our church community, many live in the parish and very many more pass by our door daily, for instance on their way to and from King's Buildings. But this is only one sector of the population, and our aim is to be inclusive of all and to try to reduce the sense of isolation where it exists.
HOW?	We already run a number of initiatives which help to bring people together in less formal settings than our services of worship. These include the regular Thursday Club, a 'Coffee and Blether' time (run for the first time over the summer of 2019) and, for those living with dementia, the monthly First Friday Friends. We have recently taken the initiative of exploring with the University of Edinburgh whether we could assist with their 'listening service' for students; our involvement is at a very early stage but Session has recently agreed that a second meeting will take place between a small group of elders and the University.
WHEN?	Any involvement in the 'listening service' is clearly an ambitious project and will take time. In the first instance, the review group of elders will report back to Session late in 2019 or early in 2020 and further decisions will be taken as appropriate.
NEED?	The needs of the various initiatives in this project will vary, but a common factor is almost certainly going to be the need to commit significant amounts of time. Training (and safeguarding) are also likely to be relevant factors, especially for the 'listening service'. We will also need space to meet, though to a large degree we should be able to satisfy that with our existing halls.



The Church of Scotland
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LCR Report for Edinburgh: Mayfield Salisbury

Mayfield Salisbury has a rich history, reputation and tradition of serving Christ in its part of the city. It is however a congregation which is looking forward to the future, rather than living in the past. The visiting LCR team was impressed with the five areas identified, to take forward the life and witness of the congregation. These are: **a commitment to the elderly; a commitment to youth work; a commitment to securing the future of church life, including the financial security needed for future projects; a commitment to caring for the community and environment, and a commitment to inclusion and to reducing isolation in the community.**

Commitment to the elderly: the congregation is aware that the age profile of members and attendees is increasing, and is seeking to respond to the challenge this brings to the care and support of such folk. Fabric work to improve access has been completed while consideration of alternative seating within the sanctuary is under consideration. A review of pastoral care has resulted in the work hours of the Pastoral assistant have been increased by 67% to 30 hours per week. A review of car pool transport is also underway.

Commitment to youth work: the congregation believes that Christian learning and growth should be afforded to all, including children and young people. Mayfield Salisbury has recently appointed a full time Youth Worker, who adds value to the normal worship practices. This shows evidence of the congregation's desire to nurture everyone, especially creating a sense of community among the youth. Experienced Sunday School leaders operate with 5 distinct age groups. Consideration is being given to the venues used for youth work with a budget, supported by fundraising, has been implemented. Appropriate safeguarding measures are in place.

Commitment to securing the future of church life: Mayfield Salisbury is a congregation which realises that mission requires both human and financial resources. Accordingly, they cherish, maintain and replenish these resources as constructively as they can, with stewardship always in mind. After a period years of surplus, they are now faced with a deficit, but are taking steps, such as a review of investments, financial priorities, and intend to launch an appeal early in 2020. Property is maintained by appropriately qualified and dedicated personnel. Role appraisal is regularly addressed as evidenced by the appointment of a kitchen convener to oversee the plethora of hygiene regulations. The appeal in 2020 will be managed by a small team of experienced office bearers.

Commitment to caring for the community and environment: Mayfield Salisbury is committed to ensuring that shared spaces are maintained in a sustainable way, a task for which everyone is responsible. The Director of Social Responsibility and Sustainability at Edinburgh University has delivered a lecture on climate change. Other environmental issues are considered and through inter faith work, the congregation has addressed diet and farming which impact on its community and environment. There is a continuing effort to raise awareness of such issues.

Commitment to inclusion and to reducing isolation: a prime aim of Mayfield Salisbury is to be inclusive of all, and to try to reduce the sense of isolation where this exists. This is relevant to the student population who live in the parish and to those many students passing their buildings daily. Initiatives involving less formal worship settings have been initiated. The congregation is exploring with the University of Edinburgh participating in the University's listening service for students, considered to be an ambitious project due to become live late 2019 or early 2020.

Two ticks and a wish:

Ticks

We recognise the youth work which we do, notably in "age appropriate activities" during the weekly all age service and with children from P6 to S6 on Sunday evenings. All of this has been greatly enhanced by our recent appointment of a Youth Worker who is being very successful in her efforts to provide suitable activities for our youth

Our long-standing inter-faith work is something we value highly and consider to be a firm part of our practice and understanding of Christian faith

Wish

We acknowledge the increasing feeling of isolation amongst those in our parish and wider community, not only in the elderly but also in the younger age groups, including university students. We wish to take a number of different steps to ameliorate this sense of isolation

PowerPoint slide: *to be forwarded* – **(Not available due images/GDPR on web)**