

The congregations of Broom and Williamwood Churches are seeking a warm, faithful, and forward-looking Minister to lead our linked charge into the next chapter of ministry and mission.

Located within vibrant and welcoming communities, our churches are committed to worship, pastoral care, outreach, discipleship, and serving people of all ages. We are looking for a Minister who will inspire spiritual growth, encourage community engagement, and help strengthen our shared vision for the future.

The successful applicant will:

- Provide engaging and thoughtful worship and leadership
- Offer compassionate pastoral care
- Encourage outreach within the local community
- Support and develop ministry across all generations
- Work collaboratively with elders, volunteers, and church organisations

Both congregations value strong relationships, teamwork, and a heart for serving Christ in today's world. We believe this is a great opportunity and one where the right Minister can build on firm foundations and lead us into a renewed and flourishing future.

Both Kirk Sessions have voted to depart in terms of the Ministers and Deacons in Civil Partnerships and Same Sex Marriages Act.

Informal enquires before submitting an application can be made in confidence by contacting our interim moderator, Rev Neil Watson, by email nwatson@churchofscotland.org.uk or mobile 07871615840.

Formal applications should be made to the Clerk to the Nominating Committee, Mark Gordon, by email: broomwilliamwood26@hotmail.com

Applications should include:

- A curriculum vitae
- A covering letter, stating your reasons for applying and the gifts and experience you believe you can bring to our congregations.
- The names and contact details of two referees. Referees will only be contacted if the application is being taken further.
- Although not essential, links to recent online services that you have conducted would be helpful and appreciated.

Broom Church



Williamwood Church



— A NEW —
LINKED CHARGE



BROOM PARISH CHURCH

Newton Mearns, Glasgow



Contents

- 1. Our Vision and Values 3
- 2. Introduction 4
- 3. Our Church 5
- 4. Our Congregation 6
- 5. Our Community Profile 7
- 6. Worship Life 10
- 7. Christian Education 12
- 8. Ecumenical Context 13
- 9. World Church 14
- 10. Stewardship and Finance 14
- 11. Staffing 14
- 12. The Manse 15
- 13. Linking with the Broom Community 16
- 14. Broom Church Diary 17



BROOM PARISH CHURCH



Broom Parsih Church

1. Our Vision and Values

Our Vision is to share the love of Christ through worship, fellowship and service.

We seek to be a church that is:

Welcoming - a place where all feel valued and accepted.

Worshipping - gathering to praise God with sincerity, joy and reverence

Growing - encouraging people of all ages to explore and deepen their faith

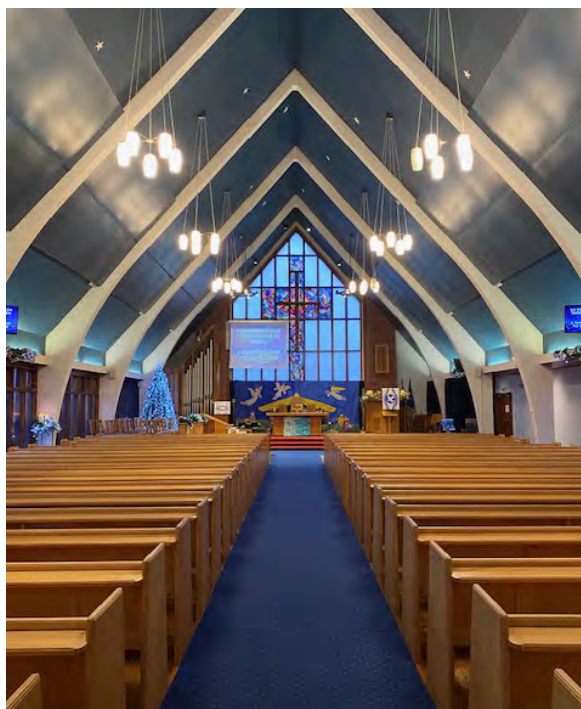
Serving - responding compassionately to the needs of our parish and wider world

Community Centered - building meaningful relationships within and beyond the Church

2. Introduction



Broom Parish Church

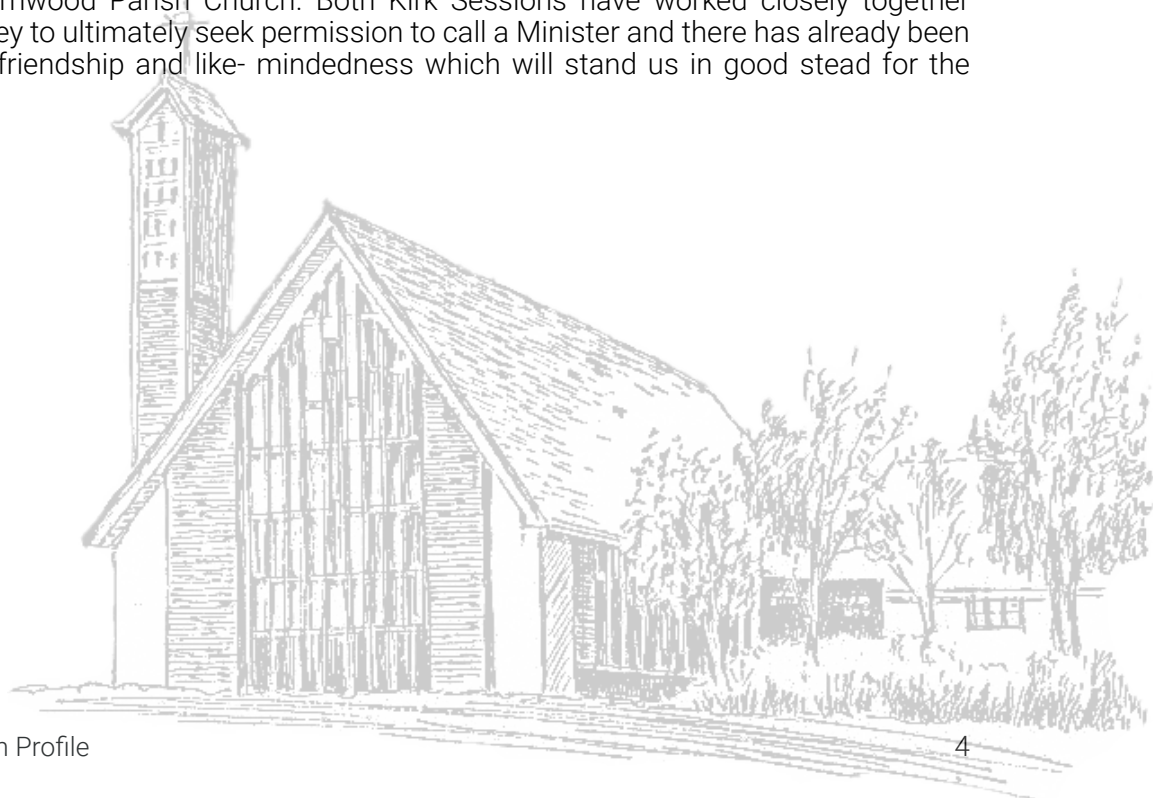


Broom Church Interior

BROOM PARISH CHURCH

Our Minister retired at the end of August 2025 after eighteen years of service at Broom.

Having played an active part in Mission planning locally over the past four years we have taken time to identify what we think is the best option for us to further our joint Mission and that is a linkage with Williamwood Parish Church. Both Kirk Sessions have worked closely together whilst on the journey to ultimately seek permission to call a Minister and there has already been a great feeling of friendship and like-mindedness which will stand us in good stead for the future.



Broom Church Parish Profile

3. Our Church



Broom Parish Church

Broom Church stands at a crossroads, both geographically and in our mission, as on the retirement of our Minister in August 2025, we have recently formed a linkage with our neighbours at Williamwood Parish Church.

When arriving at any crossroads, decisions require to be made regarding the direction of travel and we very much hope that the new Minister we appoint to our linked charge will have the energy and enthusiasm to help us in our future mission together.

Broom Church was opened and dedicated in February 1942 as an Extension Church and took the form of a hall/church. Britain was still at war and the suburb of Mearns in its infancy, however a congregation grew with hard work and dedication from the new Minister, Rev W Cameron Wallace and some enthusiastic office bearers. Rev J A Turner Kennedy and Rev J Reid Christie followed, each making their mark and helping to build and establish the congregation and increase their involvement with and participation in various organisations.

Rev Neilson Peterkin was inducted as the new Minister in 1958 and not long afterwards in 1959 a new Church was built on the site adjoining the existing Hall/Church (Ninian Hall) and it has become a prominent landmark in the area. A further hall was added in 1967 (Columba Hall), thereby creating a versatile campus which can cater for all Church and community events. It has also been advantageous having a large car park which has allowed for outdoor activities to be held. Throughout the years Broom Church has been able to react to changing circumstances within the area, shaped and led by Rev James Whyte and the Rev James Boag who continued to build the congregation and extend the wide and varied activity of Broom Church, always attempting to reflect the community in which it serves.

Rooted in the Reformed tradition of the Church of Scotland, we seek to be a place where people of all ages encounter the love of God, grow in faith, and serve others.

4. Our Congregation

We have an enthusiastic and participative congregation, with 358 on the roll, led by a committed Kirk Session, supported by various committees and volunteers. There are 16 female and 15 male elders operating under a unitary constitution. The Kirk Session has voted to depart from the Church's practice in relation to human sexuality.



The congregation engages openly in decision making and values a collaborative style of leadership. Average weekly attendance is around 70 people, with most tending to be of the older generation. A weekly average of 50 people watch the service on-line. The congregation are enthusiastic about this new direction and there is a strong sense of shared purpose and an excitement about the possibilities open to our linkage.



All ages are represented on Remembrance Sunday when the Church is full - Guides, Brownies, Rainbows, Cubs and Scouts participating in the service. We have introduced a monthly breakfast prior to the Sunday service for young families and children which has proved to be very successful. We hope to further develop our ministry to young people and families and aim to strengthen the links with the local primary school and youth organisations.



During the past year we have ordained two new elders and have welcomed a new communicant. While many long-standing families remain active, we also welcome new residents from across the parish.



5. Our Community Profile



Broom Parish Church

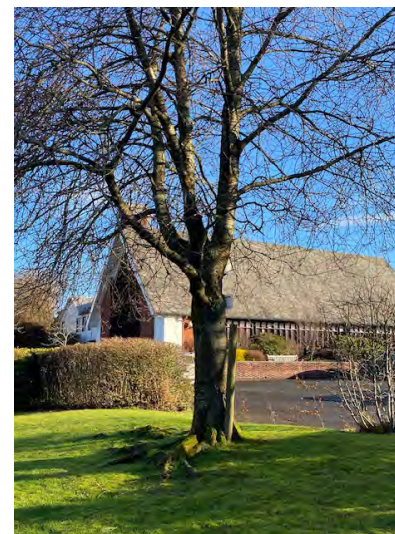
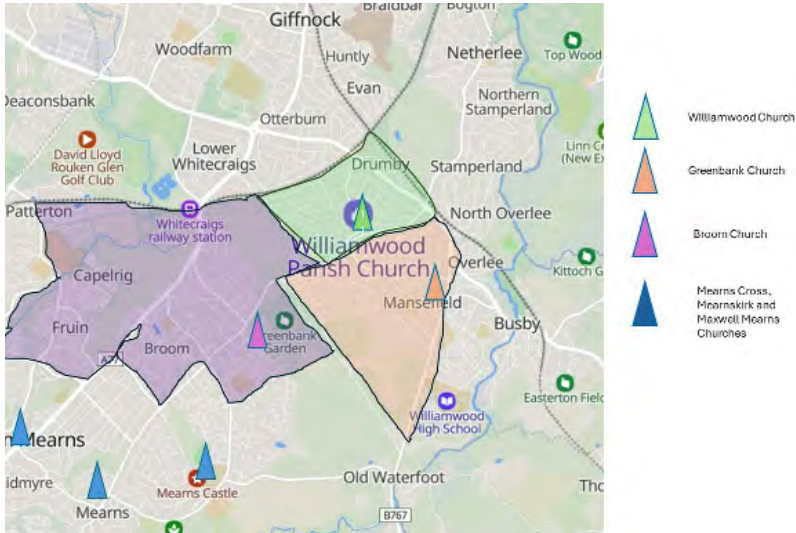
Broom Parish Church is situated on the south side of Glasgow in the leafy suburbs of Newton Mearns, which is largely residential within East Renfrewshire, which overall ranks among the least deprived council areas in Scotland. Housing tends to be privately owned or privately rented, and new homes continue to be added. Commuter routes are served by the M77, M8 and Glasgow Orbital motorways which give easy access to north and south of the parish. Whitecraigs train station is also within easy reach.

The Avenue shopping centre with its various retailers and the local Broom shops provide more than adequate retail access. Many outlets, such as the Coop and other local businesses, have supported our fundraising activities by making generous donations, whilst acting as sponsors for some of our community events.

The Church sits in a very prominent position on the corner of Mearns Road and Broom Road East and is on a direct bus route from the city. This main thoroughfare also gives us a direct route to Williamwood Parish Church, our linked congregation.

In May 2016 the parish boundaries were re-drawn which resulted in Broom parish population expanding. This now means that we not only have Kirkhill Primary but also Belmont House School and Eastwood High School within our parish. We also have close links with Mearns Castle High School. The Church sanctuary with a capacity of 450 has become a vital resource within the community for gatherings of school award ceremonies, concerts and meetings. Our two Hall complexes are extremely adaptable for a variety of purposes and events. The large hall, with a stage, can seat 200. The large car park complete with disabled parking is an invaluable asset.

BROOM PARISH CHURCH



5. Our Community Profile



Broom Parish Church - Annual Christmas Light Switch on



Broom Church Annual Christingle Service

BROOM PARISH CHURCH

The Church, Manse and Halls, which are the only church properties, are well maintained with an annual maintenance budget. The Manse requires upgrading following the retirement of our previous Minister before our new Minister takes up residence. There are no major issues with any of the properties.

The Halls are the hub of the local community. Monday to Friday, they are used every day and evening. On Saturdays, they are used all day by a local youth theatre company, except during the school holidays. There are occasional lets on Saturday evenings for private functions. On Sundays, the Columba Hall is used to host tea and coffee after the service, and later in the day it is used by a children's football group.

At present, 20 external organisations use the halls. A further 4 organisations use the church, and the car park is let out to a Farmers Market one Saturday a month during the day. All of this weekly activity underlines our importance as a community hub and special events, such as the Christmas Tree 'switch-on', has encouraged a large following from the surrounding area!

The Lets are managed by our Church Secretary, who deals with the bookings and paperwork. She is assisted by the Church Officer, who carries out his duties Monday to Friday. At weekends, and when he is on holiday, a small team of volunteers deals with the opening and closing of the halls. Cleaning of the halls is dealt with by the Church Officer and a part-time cleaner.

6. Worship Life



Broom Parish Church

Broom has services of worship every Sunday starting at 9.45am followed by tea/coffee. Communion services are held on the first Sundays of February, June and October and are periodically shared with those in local care homes and hospitals and as requested with members of the congregation who are unable to attend church. Before our vacancy, services were held at 10.30am on Wednesdays from early January to Easter and from October to just before Christmas, followed by tea/coffee. We hope the mid-week services will resume under a new Minister.

The worship style is liturgical. The priorities of our worship life are to make worship meaningful in growing our faith, and fellowship to encourage active participation in church life.

We wish to attract more young families and children to attend Sunday services and this will be a priority with our new Minister. Welcome packs are available for young children to take into the services. Children are welcome to attend Communion. Eleven baptisms have taken place in the last five years, ten children and one adult.

Special Services

The special services that we hold are Remembrance Sunday and Christingle which is led by our young people and supported by the local community choir. Towards Easter we have a similar event, the Easteringle Service, telling the Easter story. It is also led by our young people. Both events are followed by a buffet supper. We have a Service of Lessons and Carols led by our choir on the Sunday morning before Christmas. We also have mid-week services during Holy Week, now shared with Williamwood.

6. Worship Life

Organisation of Worship

Worship is led and planned by our Minister (Locum Ministers during our vacancy) with administrative assistance from our Church Secretary, and support from the Choir led by our Organist and Choirmaster. The Choir regularly sings introits and anthems. We have a rota of congregational members who read the lessons, a team who operate the sound and live-streaming system, a welcoming team of Elders and other members who also uplift the offering, and a team who supply flowers for the chancel, which are distributed after the service to absent members unable to attend.

A printed order of service including details of current activities and other information is distributed at the Sunday morning services. All the services are live streamed on YouTube. The hymns and readings are displayed on screens around the sanctuary. Information is also available on our website.

Musical Resources

The musical resources used are CH3, CH4, Combined Mission Praise, Songs of God's People and Junior Mission Praise. The music is led by our Organist and the Choir. Some musical items are accompanied on the clavivova.

Pastoral Care in Broom

Pastoral Care is an important part of Broom's outreach to the congregation and the parish community. Our Pastoral Care Committee, who have all been vetted under the safeguarding regulations, visit members of the congregation who are unwell or suffering bereavement and deliver Sunday church flowers throughout the year. At Christmas, potted plants are distributed to the members on the pastoral list and food collected at the Harvest Thanksgiving Service is donated to the Lodging House Mission in Glasgow.

The Minister is kept informed of pastoral issues by the Pastoral Care Committee, the Elders and other members of the congregation. Elders are encouraged to share news of anyone in their District who may need a visit either from the Minister or one of the committee members. The Manse family are very much part of the congregation and receive pastoral support when required. The number of congregational funerals that have taken place in recent years is as follows: 2021:13, 2022:11, 2023:13, 2024:18 and 2025 :10.

7. Christian Education

Young people. - Nursery / Primary

Biblical colouring- in books are available for up to Primary 3 and Biblical story books available for Primary 4 to 7. The Minister engages with the Secondary children via the hymns and the lesson. We have a monthly breakfast club for parents / young families prior to the morning service and they are invited to join the congregation should they so wish.

Youth Organisations

We have strong relationship with all the uniformed organisations within our Parish. The Rainbows, Brownies and Guides meet within our Church premises. The Cubs and Scouts have their own premises but do retain a strong link with the Church.

Covid resulted in a drop in Church attendance and the recovery has been slow. We are seeing signs of a recovery mainly in the Primary school age group, albeit the numbers remain low around 5/6.

Christian Education for adults remains relatively strong through the Sunday Service and the mid-week service where around 20 adults meet afterwards for a coffee and chat on various topics. Opportunities do exist for anyone who may wish to attend a specific course.

We retain a regular dialogue/visit with both the Primary and Secondary schools and Nursery schools within our parish, hosting end of term services and Award ceremonies.



8. Ecumenical Context



Broom Parish Church

Broom was formerly in a local clergy grouping with Mearnskir, Newton Mearns, Maxwell Mearns Castle and Eaglesham Parish Churches, but no longer since our linkage with Williamwood Church. There are Roman Catholic, Baptist and Episcopalian churches in the surrounding area, as well as a Mosque. Our congregation is not in a local ecumenical partnership. We intend to work more closely with Williamwood Church to continue to develop wider ecumenical relationships.

We have had joint services with the other Newton Mearns Church of Scotland churches at Christmas and Easter. Since our linkage, we are planning to have joint services with Williamwood Church and links have already been forged with their Womans' Guild and our Friends group. Over the past few years and until recently, we accommodated a Universal Pentecostal Church Group in our sanctuary twice monthly, but we did not share worship with them. We have also developed a friendly relationship with the Seventh Day Adventists, who have participated with us in some events and they use our premises occasionally. We have accommodated members of the Muslim community, who have used the Columba Hall for their post-Ramadan Eid celebrations. We welcome the strong connection we have with the local Jewish community and the Newton Mearns Synagogue, attending at the annual Holocaust service.

9. World Church

We do not have partnerships with overseas Mission Partners, but as a congregation we support East Renfrewshire Good Causes and the Mtende Community Project (in Malawi) along with Williamwood Church. We also support the Blythwood Care Shoebox Appeal with gifts at Christmas. We give strong support to Christian Aid, acknowledging Christian Aid Week and additionally at other times throughout the year. We regularly participate in the Church of Scotland Stamp Appeal. Throughout the year we have retiring offerings to support those in need around the World.

10. Stewardship and Finance

In the Congregational accounts for the year ended 31 December 2025, there was an overall surplus of £4,223, which followed a surplus of £13,401 for 2024. 2024 included a drawdown of funds from the Consolidated Fabric Fund.

As at 31 December 2025 Total Charity Funds amounted to £174,672, including £107,899 of investments. In addition, the Congregation has (at December 2025) funds amounting to £143,187 held by the General Trustees in the Consolidated Fabric Fund.

The Congregations' Giving to Grow payment for 2025 was £63,520 and was fully paid over the year in 10 equal instalments. The amount for 2026 is £61,690 with instalments up to date.

A successful Stewardship Appeal was carried out in early 2025.

11. Staffing

The Committee is responsible for the employment and welfare of all employees. We have in the past employed a Deacon and a Youth Worker, however as circumstances changed we no longer required their input.

The Minister has the support of a part time Church Secretary, a Church Officer and a Kirk Session which has the oversight of the whole life and service of the Church within its Parish. We have active committees responsible for Christian Aid, Duty Rota, Events, Fabric, Finance, Flowers, Halls, Health & Safety, Outreach, Publicity, Pastoral Care, Safeguarding, and Staffing.

We employ a full time Church Officer who provides support to the Minister, Church Secretary and to all the Committee Convenors as required. We also employ a part time Organist/Choirmaster and engage a part time Cleaner.

12. The Manse



The Manse



The Manse, situated within easy distance of both churches, sits within the catchment area for some of East Renfrewshire's most popular and highest attaining Primary and Secondary schools including Mearns Castle High School and Kirkhill Primary School.

The Manse is located at 3 Laigh Road, a residential street in Newton Mearns, which is approximately 0.3 miles from Broom Church and 1.1 miles from Williamwood Church. It is a spacious, detached, traditional bungalow, with 3 public rooms, bedroom, bathroom, kitchen & utility on the ground floor, and three bedrooms and bathroom located on the 1st floor. The Manse has gas central heating and double glazing throughout. It backs onto farmland and has mature and level front and back gardens, a small patio to the side of the house, a wide monoblock driveway with room for several cars, leading to a substantial double garage which includes an upper workspace.

The Manse borders onto countryside, with nearby transport links on Mearns Road, 0.9 miles from Whitecraigs Railway Station and easy access to the M77 motorway, South Orbital & local shops. It has superb amenities with a broad spectrum of local shops and supermarkets, local healthcare centres, restaurants, and sports and leisure facilities.

13. Linking with the Broom Community

Weblinks

Broom Church Website

www.broomchurch.org.uk

Parish Statistics

https://cos.churchofscotland.org.uk/church-finder/profile?property_id=18199

Link to OSCR

<https://www.oscr.org.uk/about-charities/search-the-register/charity-details?number=SC003290>

Broom Nursery

<https://www.broomchurch.org.uk/broom-nursery/>

Kirkhill Primary School

<https://blogs.glowscotland.org.uk/er/Kirkhill/>

Mearns Castle High School

<https://blogs.glowscotland.org.uk/er/MearnsCastle/>

Belmont House School

<https://www.belmontschool.co.uk/>

14. BROOM CHURCH DIARY - 2026

Sun	<i>Family Service</i>	<i>9.45am - 10.45am</i>	<i>Sanctuary</i>
	<i>Little Kickers</i>	<i>1.30pm - 4.30pm</i>	<i>Columba</i>
Mon	<i>Broom Nursery</i>	<i>8.30am - 2.45pm</i>	<i>Ninian</i>
	<i>Dance Exercise</i>	<i>10.00am - 11.00am</i>	<i>Columba</i>
	<i>Quilters Collab</i>	<i>12.30pm - 3.30pm</i>	<i>Columba</i>
	<i>JAM Dance and Cheer</i>	<i>4.00pm - 6.30pm</i>	<i>Columba</i>
	<i>2nd Whitecraigs Rainbows</i>	<i>6.00pm - 7.00pm</i>	<i>Ninian</i>
	<i>3rd Whitecraigs Guides</i>	<i>7.00pm - 9.00pm</i>	<i>Ninian</i>
	<i>Zumba</i>	<i>7.30pm - 8.30pm</i>	<i>Columba</i>
Tue	<i>Broom Nursery</i>	<i>8.30am - 2.45pm</i>	<i>Ninian</i>
	<i>Slimming World</i>	<i>9.00am, 11.00am,</i> <i>5.30pm, 7.30pm</i>	<i>Columba</i> <i>Columba</i>
	<i>Exercise Class - 'Bounce'</i>	<i>6.00pm - 7.00pm</i>	<i>Ninian</i>
	<i>KC Community Choir</i>	<i>7.00pm - 9.00pm</i>	<i>Sanctuary</i>
	<i>Friends</i>	<i>7.30pm - 9.30pm</i>	<i>Ninian</i>
Wed	<i>Broom Nursery</i>	<i>8.30am - 2.45pm</i>	<i>Ninian</i>
	<i>Wee Glo Worms</i>	<i>9.30am - 12.00pm</i>	<i>Iona</i>
	<i>Wednesday Break</i>	<i>10.30am - 12 noon</i>	<i>Columba</i>
	<i>Camera Club (monthly)</i>	<i>1.00pm - 3.45pm</i>	<i>Classroom</i>
	<i>KC Community Choir (Junior)</i>	<i>4.00pm - 7.00pm</i>	<i>Classroom</i>
	<i>2nd Whitecraigs Guides</i>	<i>7.30pm - 9.30pm</i>	<i>Ninian</i>
	<i>Pilates</i>	<i>6.30pm - 7.30pm</i>	<i>Columba</i>
Thu	<i>Broom Nursery</i>	<i>8.30am - 2.45pm</i>	<i>Ninian</i>
	<i>Dance Exercise</i>	<i>10.00am - 11.00am</i>	<i>Columba</i>
	<i>Art Class</i>	<i>9.30am - 12 noon</i>	<i>Iona</i>
	<i>Stagecoach</i>	<i>4.00pm - 7.30pm</i>	<i>All Halls</i>
	<i>3rd Whitecraigs Brownies</i>	<i>6.15pm - 7.45pm</i>	<i>Ninian</i>
	<i>Choir</i>	<i>7.30pm - 9.00pm</i>	<i>Sanctuary</i>
Fri	<i>Broom Nursery</i>	<i>8.30am - 2.45pm</i>	<i>Ninian</i>
	<i>Stagecoach</i>	<i>4.00pm - 7.30pm</i>	<i>All Halls</i>
Sat	<i>Stagecoach</i>	<i>10.00am - 1.00pm</i> <i>2.30pm - 5.30pm</i>	<i>All Halls</i> <i>All Halls</i>

U3A (University of the Third Age) - East Renfrewshire

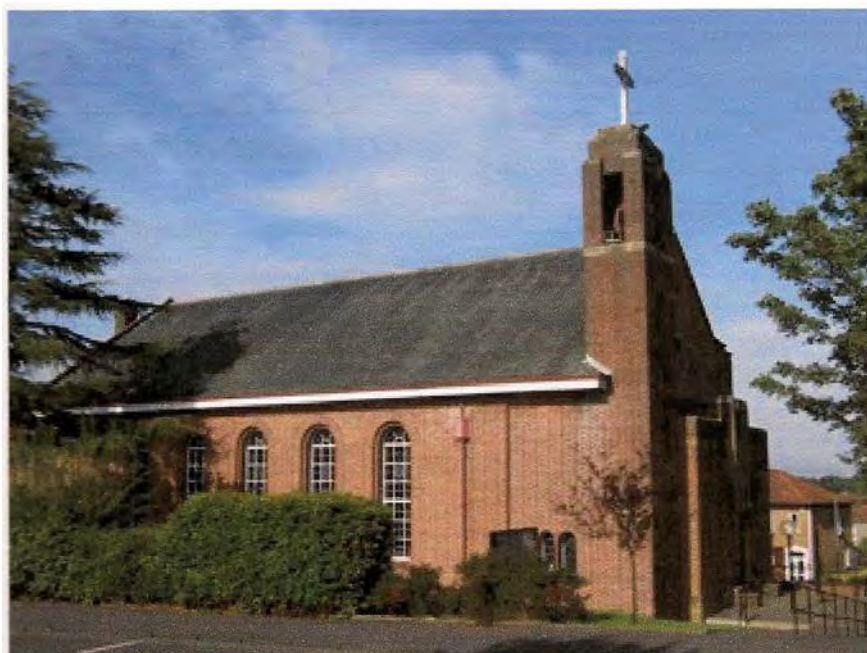
The following U3A groups meet at Broom at various times throughout the month: Bridge, Scrabble, Rummikub, Local Archaeological History, Cardmaking, Upholstery, Singalong, My Life Stories, Stained Glass Crafts, Monthly meetings, Committee meetings. Also there are various U3A seasonal activities and one-off events.

The halls are also used extensively by the community throughout the year for birthday parties, community social events, meetings etc

Broom Parish Church of Scotland - A Registered Scottish Charity No SC003290

WILLIAMWOOD PARISH CHURCH

Clarkston, Glasgow



Contents

	Page
Williamwood Parish Church at a Glance	2
1 Introduction	3
2 Williamwood Parish Church	3
3 The Parish of Williamwood	5
4 Worship Life at Williamwood	6
5 Pastoral Care	7
6 Christian Education	9
7 Ecumenical Context	9
8 World Church	9
9 Stewardship and Finance	9
10 Staffing.....	10
11 Church, Manse and Halls	10
A Week in the Life of Williamwood Church	12
Statistics for baptisms, weddings and funerals	12
Useful Links	13
Appendix 1 Five Marks of Mission	14
Appendix 2 Typical Order of Service	16

Williamwood Parish Church at a Glance



Williamwood Parish Church was founded in 1937
The Membership recorded on the Communion Roll is 343
We have a regular Sunday worshipping congregation of 80
The number of active elders is 36
Our church formally linked with Broom Parish Church on 20th November 2025
We are a Founder Member of Clarkston Churches Together
We are active in the leadership of Clarkston Christian Aid Committee

Church Organisations

The Guild
Church Choir
Doors Open
Boys' Brigade: Anchor Boys, Junior Section, Company Section & Senior Section
Prayer Group
GOALIES [Gentlemen at Lunch in East Renfrewshire]
Tea-Sett @ Rouken Glen
Gardening Group
DIY Building Maintenance Group

Community Groups and Youth Organisations

Brownies
Scouts: Cubs, Beavers, Scouts
Mother & Toddler Group
Pre-School Nursery
Baby Massage
Dance Class
Pipe Band
Art Group
Karate

Mission Statement

Our mission is to share the love of God through worship, outreach, welcome and care with people in our local community and across the world.

Website [Williamwood Parish Church](#)



1. INTRODUCTION

Williamwood Parish Church offers an exciting opportunity for a Minister with vision to lead us into the future. Our Church is located in Clarkston on the south side of Glasgow. We are a friendly congregation, welcoming anyone wishing to worship and nurture their Christian faith or wishing simply to learn more.

Our members are generous with their time, talents and giving. We seek to share the love of God through worship, outreach, welcome and care with people in our local community and across the world. We have a strong and vibrant church community, an effective Kirk Session, and enthusiastic volunteers.

Our vacancy arose in autumn 2024 when our Minister, Rev Janet Mathieson, retired. At the end of 2024 the Glasgow Presbytery Plan had Williamwood in Cluster 4E. This cluster had an allocation of three ministers for eight congregations within a geographically extended area. Conflicting and frequently-changing views within the cluster regarding the way forward led us to seek potential alternative solutions and we were delighted to find that a neighbouring congregation, Broom Parish Church, was also seeking a solution to the unfolding situation in their original Cluster. Both churches quickly appreciated the synergies between them and, after dialogue with Presbytery officials, the Presbytery Plan was amended by the creation of Cluster 4I. This cluster comprised Broom Parish Church linked with Williamwood Parish Church with an allocation of one FTE minister. The linkage of the two congregations was formalised at the Service of Linkage on 20th November 2025. Shortly thereafter, the Presbytery of Glasgow granted permission to call on a reviewable tenure.

The Kirk Session has voted to depart from the practice of the Church of Scotland in relation to same-sex marriage and civil partnerships.

2 WILLIAMWOOD PARISH CHURCH

Williamwood Parish Church was founded in 1937 to serve the people and families moving into the new homes being built to the south of Eastwoodmains Road in the rapidly expanding Glasgow suburb of Clarkston.

The church and its associated halls represent the only hall accommodation within the parish and the hall facilities are used by a wide variety of individuals and organisations. It is estimated that in a typical week over 500 children use the building.

Currently we have 343 members and six adherents on our Communion Roll. The attendance at a typical Sunday morning service is 80. Whilst the majority of those attending are probably of pensionable age, our members represent an active and committed band of faithful volunteers. Although our uniformed organisations are flourishing and there are many children around the church on weekdays, it is a matter of regret that this does not currently translate into attendance at worship on Sundays.



Our church operates under a Unitary Constitution. We have 36 active elders. Of these, 20 are male and 16 are female. The Session Clerk has been in post for 20 years and offers a wealth of experience and enthusiasm. The congregation is divided into 33 districts and each member is visited at least four times a year. The Kirk Session has business meetings, at least five times per year.

We are fortunate in that a substantial number of members have tertiary education qualifications and many hold or have held posts with significant managerial responsibility. As a consequence, there are many people with the skills, aptitudes and experience to enable them to fill posts such as Session Clerk, Treasurer and Committee Convenor. We also have many members willing and able to undertake countless tasks which often go un-noticed in the smooth running of a church seven days a week and fifty-two weeks a year.

There is a series of committees or groups under the control of the Session. These committees or groups include the Property Committee, Finance Committee, Events Committee, Hall Lets, Security, Door Duty Team, Media Team, Gardening Team, Flower Committee, Safeguarding (Protection of Vulnerable Groups), Food Hygiene, Health & Safety. We also have teams responsible for maintenance of the church website, Facebook pages, membership email addresses and the production of the monthly Newsletter. The detailed activities of many of the committees are formally reported at Session Meetings.

Some time ago, our elders agreed that we could summarise our mission as “sharing the love of God through worship, outreach, welcome and care with people in our local community and across the world”. More recently, in anticipation of linking with other congregation(s) we reviewed and updated our Five Marks of Mission. (See Appendix 1)

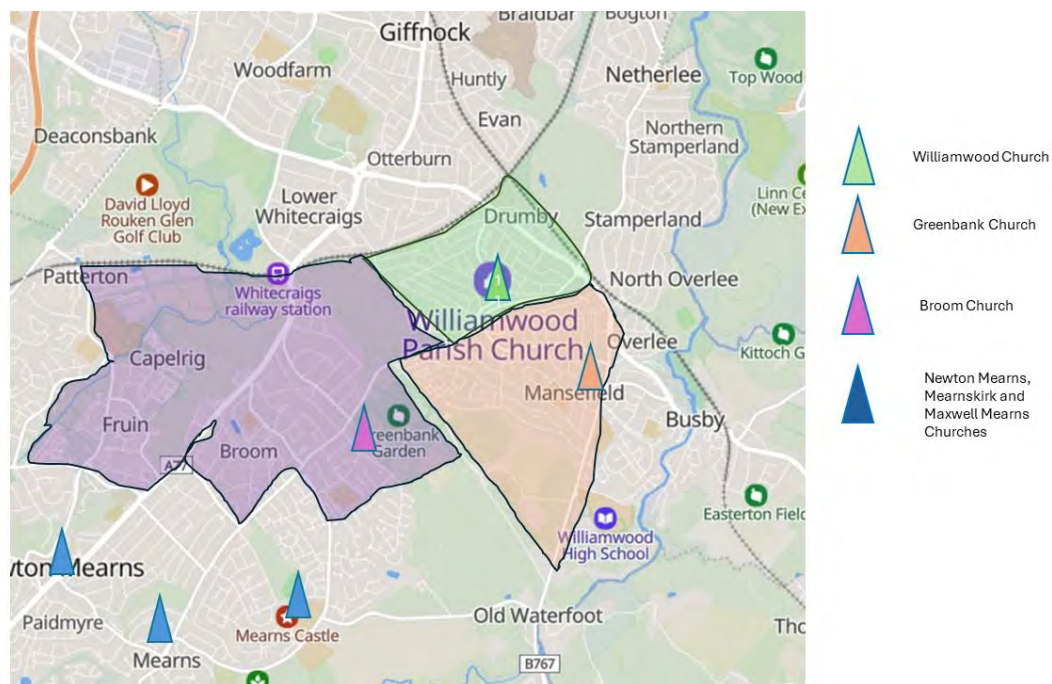
Our key challenges are viewed as:

- Seeking to increase engagement with the people in our community, regardless of their faith, by building relationships and showing God’s love through our actions.
- Seeking to increase and develop our engagement with children, youth and young families, to enable opportunities to create relationships.
- Seeking to extend adult Christian education courses by developing activities such as Lent Study Group, Prayer Group, etc.
- Actively maintaining our role as the Parish Church at the heart of the Williamwood community and our role as a hub for community activities.
- Maintaining income streams in the face of declining church membership, personal financial constraints, inflation, etc. to enable the development of our buildings and facilities to support the above four challenges.

3 THE PARISH OF WILLIAMWOOD

Williamwood is a compact, residential parish, some five miles south of Glasgow, in the East Renfrewshire Council area. Our church buildings are situated at the heart of the parish and provide a focal point for an active congregation and local community activities. Our church halls represent the only hall accommodation in the local area.

The parish is a well-established residential area consisting, for the most part, of private housing (mainly semi-detached villas, with both detached and semi-detached bungalows and, more recently, flats and town houses). There are around 1,350 households with a population of a little over 3,500.



Map showing Williamwood Parish and its boundaries with some neighbouring parishes and churches

The Statistics for Mission document for Williamwood Parish, based on the 2011 Census, can be accessed [here](#). The figures from the 2022 Census are not yet available.

Within the parish there are a score of shops including a few cafés /restaurants, a large medical centre which hosts five medical practices which serve a wide geographical area, a petrol station, a railway station, a few commercial premises, no industrial premises and a golf course. A Nursing Care Home, operated by Northcare, was opened in the parish at the beginning of 2025; Williamwood church leads a mid-week worship service at the Care Home once a month

The parish is within the catchment area for Carolside Primary School, Williamwood High School and St Ninian's Roman Catholic High School. All three schools are recognised as excellent and, as such, attract many young families of all religions and none to establish their home in our parish. Ministers from the four local Church of Scotland churches, including Williamwood, were regular chaplains to both non-denominational schools.

4 WORSHIP LIFE AT WILLIAMWOOD

Sundays

Sunday morning worship lies at the heart of the life at our church. We have one service each Sunday morning. Historically, worship started at 11.00 am but, following linkage with Broom, we have agreed the service start time will generally be 11.15 am. Communion is celebrated on the first Sundays of March, June, September and December.

Typical attendance at a Sunday morning service is around 80 adults. In recent years the Sunday School would attend the first third of our regular worship before departing for lessons. Unfortunately, the

number of children attending has steadily reduced in recent years and Sunday School has not re-started following the summer break in 2025.

The congregation is generally open to accept changes to format and style of worship but tends to prefer a traditional, formal style of worship. A typical Order of Service is shown in Appendix 2. Praise is led by our excellent organist and choir with the majority of congregation hymns being from CH4. We use the Good News Bible and there is a rota of volunteers who read the scripture from the lectern.

The church uses AV Technology. There are radio microphones, loudspeakers, video camera and display monitors within the sanctuary. The AV Technology permits the use of hymns from virtually any source and allows pictures, videos or text to be displayed to the congregation. Services are broadcast via Zoom enabling the housebound or other members unable to attend church to participate in worship.



At Easter and Christmas we have additional services, often involving neighbouring churches. During Holy Week we have traditionally shared worship with both CofS and other denominations through our membership of Clarkston Churches Together.



Christmas Eve and Christmas Day family services and Remembrance Day services are well-supported by the community.

At the close of Sunday morning worship, a high proportion of those attending move to the large hall to enjoy tea, coffee, biscuits or home baking and chat. We often have stalls in the hall selling small items to raise funds for specific good causes.



Weekdays

On Thursday mornings our sanctuary is open to allow anyone to spend quiet time in silent prayer, contemplation and worship. Thereafter, they are welcome to join others in conversation over cups of tea or coffee.

Our Guild meets fortnightly on Monday afternoons and has recently attracted people from outwith our congregation.

We have monthly informal gatherings – “Tea Sett” at Rouken Glen and “Goalies” (**Gentlemen Out At Lunch In EaSt Renfrewshire**) at Williamwood Golf Club. As the names suggest, these events are informal and provide opportunities for members to socialise, support each other, chat and, sometimes, debate.

Each summer we have a series of monthly music concerts, many given by students at the Royal Conservatoire.

5 PASTORAL CARE

Most of our church members reside within or close to the parish and we have members who have strong family connections to our church with parents or grandparents being or having been members. There is a real community feeling within our congregation; This is also reflected in many of those living

within the parish, feeling some kind of connection to the church community, even though this does not extend to actual membership or regular attendance at the church.

Our elders visit or contact members living in their district at least four times a year, typically, shortly before a communion service. Elders are encouraged to inform the minister or Session Clerk if they identify some particular issue which could benefit from either a visit from the minister, a visit by someone else or, perhaps, more simply, being in receipt of the church flowers.

Being a compact parish, people tend to be aware of neighbours who may have a need for pastoral care and word-of-mouth tends to ensure that such needs are communicated to the minister.

We also delight in celebrating joyful events – possibly, by donation of the church flowers, by a mention in the monthly newsletter or, occasionally, a party!

We have recently had a Care Home open in our parish and we were invited to explore the possibility of holding a short worship service at the home. We now lead a monthly mid-week service at the home.

Although there are no local schools within the parish boundary, school chaplaincies at Carolside Primary and Williamwood High School were shared with ministers in the adjoining parishes.



We are mindful that the need for care extends well beyond our parish boundaries and our members are generous in their support for a wide range of local and overseas charities. Members are often active in their support giving not only financial donations but various types of volunteer effort as well.

Williamwood supports Carnwadric Foodbank, Church House, Lodging House Mission, Erskine Hospital, RAF Benevolent Fund, Scottish Bible Society, Salvation Army, Christian Aid, Kwenderana Partnership, Farm Africa, Fairtrade and Traidcraft, Poppy Scotland, Prince & Princes of Wales Hospice. Our collections for third-party organisations amounted to £2,511 in 2023 and £3,532 in 2024.

6 CHRISTIAN EDUCATION

As a congregation we are aware of the importance of Christian education in the lives of all members and their families as well as in our parish. Since Covid, if not some time before, opportunities for formal Christian education other than at Sunday morning worship have been few.

We see provision of Christian Education as a significant challenge and have identified it as such in our Congregational Action Plan.

Most of the churches in our area have seen Sunday School attendance plummet and our Sunday School did not restart after Summer 2025.

Our Boys' Brigade sections do provide Christian education as part of their weekly activities. At present there are 43 boys in the BB sections (12 Anchor Boys, 25 Juniors and six Seniors).

7 ECUMENICAL CONTEXT

The congregation enjoys a healthy relationship with neighbouring parishes and other denominations within Clarkston Churches Together (Busby, Carmunnock, Greenbank, Netherlee and Stamperland, and Williamwood Parish Churches, Cartsbridge (Evangelical), St Aidan's (Scottish Episcopal), St Joseph's (Roman Catholic)) and the local Christian Aid committee.

Members of Williamwood Parish Church are active in Christian Aid and particularly so in the Christian Aid Art Exhibition which is a significant annual fund-raising event attracting considerable support from not just the Clarkston area but well beyond. See further information [here](#).

Clarkston Churches Together (CCT) used to be an active grouping of local congregations of all denominations with a wide [range of events](#). These included a Pulpit Swap in January to mark the week of Christian Unity, joint Holy Week Services and a Good Friday pilgrimage between all the participating CCT churches. There were also social events including film nights, theatrical performances, barbeques, etc.. In recent years, the Good Friday pilgrimage has been maintained but many of the other activities have fallen by the wayside.

There was a fraternal which comprised ministers in all denominations of the churches in the Clarkston area. With the impact on Covid and with vacancies occurring in most of the Church of Scotland Churches in the CCT area, it is believed that the fraternal has essentially withered away.

8 WORLD CHURCH

Williamwood Church is a founding member of the Kwenderana Partnership, which works to support the activities of the Church in Ekwendeni in Malawi. Several members of the congregation have visited Ekwendeni to see how our support is put to use in the church, hospital, school and local community.

9 STEWARDSHIP AND FINANCE

We are fortunate that our church is in a relatively strong financial position. Excluding the manse, cash reserves at the end of 2025 were £68,478. The title deeds to the manse are held locally; the current value of the manse is estimated to be £480,000.

With respect to finance, the aim of the congregation is to ensure that we can meet all of our commitments to ministry, to the work of the Church of Scotland, to Presbytery and to our congregational life, and that our income is in line with our overall expenditure. In 2025 there was a surplus of £4,731.

Regular weekly offerings in 2025 were £58,897 and, with a Gift Aid contribution of £11,396, this amounted to a total of £70,293. Income from the Use of Premises, Fundraising / Social Events, Deposit Interest, Contributions from Organisations and a Grant increased our Church's total income for the year to £127,464.

The Finance Committee meets on a regular basis, and receives management accounts prepared by the treasurer with a finance update then given to the Kirk Session. Our Giving to Grow allocation for 2025, subsequent to linkage, was £46,912 and for 2026 is £46,600.

The manse has been rented out since July 2025 and should represent an additional source of income in future years.

The Finance Committee works closely with the members of the Property Committee to ensure that the fabric of the Church remains fresh and fit for purpose, utilising Grant funding whenever possible to assist with associated costs.

The 2024 accounts have been submitted to OSCR and can be viewed at its website:

<https://www.oscr.org.uk/about-charities/search-the-register/charity-details?number=SC009939>

10 STAFFING

Williamwood Parish Church does not directly employ any staff. Our organist and our cleaner provide their services on a contract basis.

Responsibilities for third party organisations using church premises, opening and closing of locked doors are overseen by a team of volunteers.

Church grounds are maintained by volunteers with an external company being used to cut the grass.

Secretarial and administrative tasks such as production of newsletters, maintenance of website, emailing information to the congregation, etc. are also undertaken by volunteers.

11 CHURCH, HALLS AND MANSE

The church buildings and the surrounding grounds have been adapted to allow full access for members of the church and the public with restricted mobility.

The church has a range of accommodation within the one building which is in use throughout the week. The sanctuary has a worshipping capacity of approximately 600 with fixed pews. The public address system was recently updated and includes radio microphones for the use of the minister and other speakers as well as the capability of supporting complex musical or dramatic presentations. In addition to the sanctuary, we have the Iona Chapel which is used for small gatherings and private contemplation.

The Session House is a flexible meeting room used for Session meetings as well as church business meetings and other activities. There are two main halls used for general gatherings and the youth organisations. The larger hall includes a stage and a dedicated public address system. The smaller hall is commonly used for smaller groups such as choir rehearsals.

There are additional general-purpose rooms, a vestry and a kitchen. An attached flat which previously provided accommodation for a full-time Church Officer is now used to provide additional meeting rooms, office space, toilet facilities and additional storage accommodation.



Our manse, a detached bungalow, is sited at 125 Greenwood Road, Clarkston less than half a mile from the church. The manse has two public rooms, three bedrooms, a study, double garage and a generous garden with ample off-street parking. The manse is presently rented. The manse of Broom Parish Church has been selected to be the manse for the linked charge.



A Week in the Life of Williamwood Church

Sunday

11.00am Sunday School
11.15am Worship

Monday

Clarkston Nursery
Karate
Pipe Band
The Guild 2pm (fortnightly)

Tuesday

Clarkston Nursery
McCarthy School of Dance

Wednesday

Clarkston Nursery
Brownies
Kirk Session Meetings (five per year)

Thursday

Clarkston Nursery
Mother and Toddlers
Church Choir
Scouts

Friday

Clarkston Nursery
Boys' Brigade

Saturday

McCarthy School of Dance

Statistics for Baptisms, Weddings and Funerals

Year	2021	2022	2023	2024	2025
Baptisms	2	0	2	1	1
Weddings	1	1	1	1	0
Funerals	12	16	7	8	6
New Members					
by Transference	0	17	4	0	3
by Profession of faith	1	2	0	1	0

Useful Links

[Presbytery of Glasgow](#)

[Link to Parish Statistics](#)

[Office of the Scottish Charity Regulator \(OSCR\)](#)

[I Love Clarkston](#)

[Carolside Primary School](#)

[Williamwood High School](#)

[McCarthy School of Dance](#)

[Williamwood Pipe Band](#)

[Clarkston Nursery](#)

[Williamwood Parish Church Facebook](#)

[Boys' Brigade](#) (128th Glasgow Company)

[Scouts](#) (79th Glasgow)

APPENDIX 1

Williamwood Parish Church The Five Marks of Mission

1. To proclaim the Good News of the Kingdom

We will

- Maintain regular Sunday worship services in person and online with additional services on occasions such as Easter and Christmas.
- Seek to increase engagement with the people in our community, regardless of their faith, by building relationships and showing God's love through our actions.
- Seek to increase and develop our engagement with children, youth and young families, to enable opportunities to create relationships.
- Engage ecumenically with neighbouring churches.
- Reach out and engage with the community.
- Reach out through school chaplaincy to local youth.
- Seek to extend adult Christian education courses by developing activities such as Lent Study Group, Prayer Group, etc.
- Use technology to progress our communication with our members and our community.
- Actively maintain our role as the Parish Church at the heart of the Williamwood community and our role as a hub for community activities.

2. To teach, baptise and nurture new believers

We will

- Nurture and encourage adults in the Christian faith by offering Bible Study Group, Prayer Group, House Group, etc.
- Seek to nurture and encourage young people in the Christian faith.
- Maintain and endeavour to enhance our support for our Girl Guiding and Scout Groups and our Boys' Brigade Company.

3. To respond to human need by loving service

We will

- Maintain and develop activities which seek to support the needs of people living in our parish - for example Babies & Toddlers Group, After-School Group, etc.
- Promote fellowship opportunities, for example, The Guild, The Tea Sett, GOALIES, The Choir, Open Door.
- Continue support for organisations catering for identified needs, e.g. Carnwadric Foodbank; Lodging House Mission; Church House, Bridgeton; Christian Aid, Mary's Meals, etc.
- Continue support for CofS projects such as Ekwendeni in Malawi.
- Encourage links with activities undertaken by CrossReach.
- Review our approach to pastoral care, including home visits to members.
- Support all identified pastoral care needs, including of those housebound and those in Care/Nursing Homes.

4. To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation

We will

- Actively support local and national/international charities promoting those which are 'church' charities such as Christian Aid, and support other initiatives and campaigns brought to our attention by the Church of Scotland, The Guild, The BB and others.
- Maintain our membership of Eastwood Forum for Peace and Justice.
- Maintain and promote the use of Fair-Trade products both within our church and by our congregation.

5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth

We will

- Maintain our status as an ECO-congregation.
- Recycle church waste and encourage members and parishoners, by example, to recycle domestic waste.
- Maintain our drive to be a "paperless" church with effective use of electronic communication.
- Proactively seek to reduce our carbon footprint through adoption use of energy saving devices and practices.
- Improve the energy performance of our buildings by adopting the recommendations of the East Renfrewshire team which surveyed our church and hall accommodation. Actively seek financial grants which will assist us in this endeavour.

APPENDIX 2

TYPICAL SUNDAY MORNING ORDER OF SERVICE AT WILLIAMWOOD PARISH CHURCH

WELCOME & INTIMATIONS	<i>Read by a church member</i>
CALL TO WORSHIP	
PRAISE	
CHILDREN'S ADDRESS	<i>(if there are children present)</i>
PRAISE	
PRAYER AND LORD'S PRAYER	
ANTHEM	<i>Choir</i>
READING	<i>Read by church member</i>
PRAISE	
READING	<i>Read by church member</i>
PRAISE	
SERMON	
OFFERING & OFFERTORY PRAYER	
PRAYERS OF INTERCESSION	
PRAISE	
BENEDICTION & THREEFOLD AMEN	

Congregational Action Plan

Planning for the future

Vision

It is important for us to have a well-defined intention of where we are going in order to properly set our actions. This section should help you articulate where you are and where you are going, with the subsequent action plan showing us how to get from here to there. Your planning should realistically take into account the resources available to you and your local context.

Vision Statement

“To be a Christ-centred, caring, and outward looking Church where people of all ages grow in faith, find belonging, engage in mission and work together to transform our community with God’s love.

Briefly describe the current state of your congregation, indicating areas of strength and growth alongside areas that need development

Broom Church is a warm, welcoming and resilient congregation with a strong sense of community. The congregation demonstrates generosity in time, talent and resources enabling ongoing ministries, community use of the buildings and support for local and global charities. Attracting and retaining younger families, children and young adults remains an area in need of intentional development.

Where do you see your congregation in 5 years time?

We envisage Broom Church as a spiritually vibrant, outward looking and intergenerational congregation that is confident in its mission and rooted more deeply in the life of the community.

Action Plan

Please identify at least one action for each of the prescribed categories, even if this is only the action(s) required to maintain the existing status.

“Desired Outcome” should help you define actions that are specific to your plan, and that their effectiveness is measurable upon completion.

The “Status” box should be filled in as follows:

- For actions that have not yet reached their start date, enter “Not started”
- For actions that have passed their start date, but have not yet started, please colour the box Orange
- For actions that have started and are on target, please colour the box Green
- For actions that have started but have fallen behind, please colour the box Orange
- For actions that will not meet their target date (or are already overdue) please colour the box Red
- For actions that have been completed, please colour the box Green, but enter “Completed” and the date of completion

There is the opportunity for each section to indicate any areas of resourcing or training that Presbytery could provide to help you with your proposed actions, although individual action points should not solely rely on outside helps for their completion.

Worship and Teaching

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Commence the process of finding a new Minister for the linked charge.	Enter a period of stability and shared mission	January 2026	September 2026	Kirk Session and Nomination committee	Green
Appoint a Locum Minister	Support and guidance whilst still in vacancy	February 2026	October 2026	Kirk Session	Green
Arrange more joint worship Services with Williamwood church	Both congregations participating and sharing in worship to enhance our linkage	September 2025	December 2026	Working group, of Kirk Session	Green
Training for elders and volunteers to lead elements of worship	Increased participation of individuals to enhance the delivery of elements of the services.	March 2026	December 2027	Locum Minister Kirk Session	Not started

What kind of resources and training would assist your congregation in moving forward?

Presbytery website information; Vacancy Guidelines booklet; Guidance from Interim Moderator and Locum Minister, Access to training materials/Courses

Pastoral Care and Fellowship

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Assist Locum Minister to plan and conduct pastoral visits	Congregation will feel supported in this time of vacancy	February 2026	October 2026	Elders and Pastoral Care committee	Green
Promote fellowship opportunities to enhance our linkage	Both congregations working together in harmony and sharing in joint initiatives already in place. e.g. Friends group.	August 2025	August 2027	Group organisers Events Committee	Green
Coordinate feedback from elders following visits prior to Communion	Up to date information will be made available and relevant action will be enhanced.	February 2026	October 2026	Locum Minister Elders and Pastoral Care Committee	Green

What kind of resources and training would assist your congregation in moving forward?

Time made available to coordinate visits and exchange information.

Youth and Children

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Enhance links with local schools and uniformed organisations to develop youth and children's ministry	Young people will be encouraged in the Christian faith	December 2025	December 2027	Kirk Session Locum Minister	Green
The linked charge will plan to engage a Youth/Family worker to enhance our mission with young people	Young people will learn about the importance of having a Christian faith and will increase participation	January 2027	December 2027	Kirk Session	Not started
Coordinate the planning of special services for young people e.g. Christingle, Easteringle etc	More young people will participate and extend their involvement in church activities	March 2026	March 2027	Kirk Session	Not started

What kind of resources and training would assist your congregation in moving forward?

Time to discuss the desired direction of action with the new Minister
Sharing of ideas and experiences from other churches - visits

Local Mission / Community Engagement

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Increase engagement with the people who attend activities within our buildings	Increased participation in joint activities	March 2026	December 2026	Visiting Elders Events committee	Not started
Enhance our existing community events	Increased engagement with the people in our community, showing God's love by our actions.	April 2026	December 2028	Events committee	Not started

What kind of resources and training would assist your congregation in moving forward?

Coordinated approach for elder visits to community groups

Wider Mission (including ecumenism, interfaith and world missions)

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Work together with Williamwood church on joint outreach initiatives.	Enhanced effectiveness in missional activity	April 2026	December 2027	Outreach committee	Not started
Plan a specific event to further support Christian Aid	Increase giving and enhance community relationships	February 2026	June 2026	Outreach committee	Green
Kirk Session to discuss our approach to retiring offerings	Decisions will be made in a fair manner dependent upon need	March 2026	December 2026	Kirk Session	Not started
Identify specific need within the Mtende charity projects in Malawi in conjunction with Williamwood Church	Our joint working on this project will enhance giving and support those in need overseas.	February 2026	February 2027	Outreach committees from both churches	Green

What kind of resources and training would assist your congregation in moving forward?

Literature from Christian Aid charity
 Awareness of Crossreach and Guild projects
 Regular update from Mtende organiser

Finance

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Grow income levels through regular Stewardship Appeals – undertaken every 2/3 years.	Income from Offerings at least remain at current levels.	Next Appeal in 2027/28.	End of 2028.	Finance Committee	Green
Grow income levels by increasing other income, mainly Hall Lets by at least the prevailing rate of inflation.	Income shows a satisfactory growth year on year.	Next review May 2026	Review May 2027	Finance Committee	Green
Manage all costs within our control effectively and within budget. For energy costs/usage firm control of timeclocks and thermostats.	All costs are effectively controlled with budget. If adverse variances emerge, investigate and take action as required.	Ongoing	Review 31 December each year	Finance Committee/Treasurer Church Officer to manage heating controls.	Green
Monitor investments with COSIT.	Performance is in line with expectations, monitored through quarterly review of the unit price, dividends received and in conjunction with reports issued by COSIT.	Ongoing	Review 31 December each year	Treasurer with overview by Finance Committee	Green
In line with the Cost Control Action and the high cost of heating the various church buildings, work with the Property Team to investigate alternative heating sources and seek financial grants to	Alternative systems installed with grant funding obtained with the ultimate resultant reduction in heating costs.	Summer 2026	Review progress by June 2027	Property and Finance Teams	Not started

support the funding of such heating systems and sources.					
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What kind of resources and training would assist your congregation in moving forward?

For Stewardship – assistance from the National Stewardship Team

For Grants – advice and guidance from the various property related teams in the Church.

Communications

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Use our Live streaming, Website, Facebook and TV screens to progress communication with our congregation and others who use our buildings.	All members and community groups will feel involved, especially if no longer able to attend services.	January 2026	December 2027	Church secretary and Church officer	Green
Update website and Facebook information	Up to date information will be clear and informative	January 2026	December 2026	Session Clerk Web Master	Green

What kind of resources and training would assist your congregation in moving forward?

Access to Church bulletins
Assistance in coordinating input for website and for Facebook posts

Property

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Owing to the high cost of energy, investigate & implement alternative heating options.	Continue to make the Church properties welcoming but reduce the overall heating cost and reduce our carbon footprint	Summer 2026	July 2029	Property/Fabric & Finance	Not Started
Investigate and implement improvements in insulation within the Church buildings.	Reduction in our energy consumption and cost as well as reduction in our carbon footprint. Improved heat efficiency and heat retention within our buildings.	January 2026	Ongoing – December 2027	Property / Fabric	Green
Improve & upgrade the manse in preparation for our new Minister	To make the manse a desirable & pleasant home for our new minister.	January 2026	July 2026	Property / Fabric	Amber
Replace original roof tiles on the Columba Hall roof as it is near the end of its life with the tiles becoming porous.	Maintain the building integrity by ensuring our halls are wind & water tight	Summer 2027	December 2029	Property / Fabric	Not Started

What kind of resources and training would assist your congregation in moving forward?

Advice from the Church on available sources of finance / grants as well as recommended contractors.
 Improved understanding of alternative energy sources & if they are applicable to our buildings (solar, battery storage, heat pumps)
 Benefit from the Church's experience on effective and cost efficient insulation methods including stained glass windows.

MDS / Staffing

Planned Action	Desired outcome	Aim to start by	Review by date	Who will take this forward?	Status
Review current staffing roles and hours	Ensure staffing structure meets congregation needs	December 2026	January 2027	Staffing Committee	Not started
Regular review of Staff Health & Safety with respect to maintaining a safe work environment	Staff feel safe and supported in their work	January 2026	December 2026	Staffing Committee Safeguarding Coordinator	Green
Ensure staff are provided with adequate safe working equipment where appropriate.	Staff have the necessary equipment to carry out their work safely.	January 2026	December 2026	Staffing Committee	Green
Annual review of staff conditions and remuneration.	Staff feel supported in their work and have an outlet to communicate	December 2025	December 2026	Staffing Committee Church Treasurer	Green

What kind of resources and training would assist your congregation in moving forward?

Ensure staff receive appropriate training to fulfil their role safely.

Relationship to Presbytery Plan

Planned Action	Desired outcome	Aim to start by	Review by date	Who will take this forward?	Status
Communicate Presbytery updates to the congregation	Increase understanding and transparency	August 2025	August 2026	Minister Session Clerk	Green
Engage actively with Presbytery discussions	Ensure that Broom contributes to the work of the Presbytery	August 2025	December 2026	Minister Presbytery elder	Green
Develop our partnership with our linked charge, Williamwood	Support shared ministry and mission	November 2025	December 2026	Both Kirk Sessions	Green

What kind of resources and training would assist your congregation in moving forward?

Timetabled dates to enable groups from both churches to meet regularly.
Support given to the Nominating Committee in their work.

Congregational Action Plan

Planning for the future

Vision

It is important for us to have a well-defined intention of where we are going in order to properly set our actions. This section should help you articulate where you are and where you are going, with the subsequent action plan showing us how to get from here to there. Your planning should realistically take into account the resources available to you and your local context.

Vision Statement

Our mission is to share the love of God through worship, outreach, welcome and care with people in our local community and across the world.

Briefly describe the current state of your congregation, indicating areas of strength and growth alongside areas that need development

We are a friendly congregation, welcoming anyone wishing to worship and nurture their Christian faith or wishing simply to learn more. Our members are generous with their time, talents and giving. We seek to share the love of God through worship, outreach, welcome and care with people in our local community and across the world.

We have a strong and vibrant church community, an effective Kirk Session, and enthusiastic volunteers.

Our congregation is committed to the future. We are seen as a caring community. We are financially viable and anticipate being so for the foreseeable future. Our church buildings are in good condition. We are at the heart of our community and are seen as a key institution by many people living within the parish. We are fortunate that within our membership we have people with key skills and experience in management, leadership and finance. We have a number of well-supported youth organisations giving us hope and optimism for the future. We are excited by the opportunities the linkage with Broom Parish Church offers.

Nevertheless, we do recognise that we are an ageing congregation. Like all congregations in our area, we have experienced a decline in membership and attendance at Sunday morning worship. Our local community is experiencing a growth in the number of families who are members of other faiths or who profess no religious affiliation at all. The local schools are much less open to any form of chaplaincy than was the case ten years ago. Key challenges are related to the fact that those currently most active in church activities are likely a few years hence to have cut back significantly on their involvement.

Where do you see your congregation in 5 years' time? We anticipate that we will be, and be seen to be, the Parish Church at the heart of our local community offering a wide range Christian worship, social, cultural and well-being activities which are enjoyed by those living within the parish.

Action Plan

Please identify at least one action for each of the prescribed categories, even if this is only the action(s) required to maintain the existing status.

“Desired Outcome” should help you define actions that are specific to your plan, and that their effectiveness is measurable upon completion.

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There is the opportunity for each section to indicate any areas of resourcing or training that Presbytery could provide to help you with your proposed actions, although individual action points should not solely rely on outside helps for their completion.

1. Worship and Teaching

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
1.1 Maintain Sunday morning worship services.	Church is open and welcoming every Sunday morning.	Ongoing	Review Q4 2030	New Minister and Kirk Session	
1.2 Nurture and encourage adults in the Christian faith by offering Bible Study Group, Prayer Group, House Group, etc.	An increased number of members and parishioners participate in group activities.	Q3 2026	Review Q4 2028	New Minister and Kirk Session	
1.3 Explore new models of worship, ministry and community engagement that better meet the needs of a changing society, particularly with young families in mind.	Establishment of worship opportunities on days and at times other than "Sunday mornings".	Q1 2027	Q4 2028	New Minister, Kirk Session, Peripatetic Mission Worker and Youth Worker	
1.4 Work in partnership with local Primary and Secondary schools to develop youth and childrens' ministry in order to nurture and encourage young people in the Christian faith.	Increased community involvement in church activities. More families involved in worship activities. More youth attending uniformed organisations. More people attending events held in the church buildings and grounds.	Q2 2027	Q4 2030	Minister, Kirk Session, Peripatetic Mission Worker and Youth Worker	

What kind of resources and training would assist your congregation in moving forward?

Where and how are we going to find a Peripatetic Mission Worker? And how are we going to fund their activities?

Where and how are we going to find a Youth Worker? And how are we going to fund their activities?

Do we have the accommodation available? Are we limited by accommodation availability?

Can we share some of the activities with other churches, e.g. Broom. Do we rule out working / sharing with other churches linked to Carolside and Williamwood schools?

2 Pastoral Care and Fellowship

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
2.1 Maintain coffee / tea after Sunday morning worship.	Maintain good attendance at coffee / tea after Sunday morning worship. Enable the continuation of fellowship. Particularly appreciated by many within the congregation who live on their own.	Ongoing	Review Q4 2030	Kirk Session	Ongoing
2.2 Expand the Open Door initiative.	Increased attendance particularly by non-church members	Q3 2026	Review Q4 2030	Kirk Session	
2.3 Maintain Monthly services at the Northcare Care Home	Monthly services are maintained and are appreciated by residents and staff	Ongoing	Review Q4 2030	Kirk Session	
2.4 More actively promote the opportunities for people within the parish to participate in activities such as the following: The Guild TEA SETT GOALIES Christmas Fayre Summer Concert Series Social events such as quiz	Increased attendance at Church activities	Q3 2026	Review Q4 2030	Kirk Session	

What kind of resources and training would assist your congregation in moving forward?

3 Youth and Children

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
3.1 Maintain and endeavour to enhance our support for our Boys' Brigade Company, Girl Guiding and Scout Groups.	Increased numbers of youth in all uniformed organisations and other groups such as the Pipe Band, nursery, dance and exercise classes, etc which are associated with our church	ongoing	Q3 2028	Kirk Session in association with leaders of youth and community organisations.	
3.2 Explore alternative arrangements for "Sunday School"	Sunday mornings clearly do not suit "busy modern families". Desired outcome would be development or creation of new ways of engaging with our young people.	Q3 2026	Q3 2027	Kirk Session	
3.3 Work in partnership with local and secondary schools to ensure improved awareness of Christianity among young pupils and opportunities for their involvement in local churches and the activities they offer	Increased involvement of minister in chaplaincy at Carolside School and Williamwood School. More youths participating in the activities held in Williamwood Church. More families having awareness of and participating in church activities.	Q1 2027	Review progress and consider new initiatives Q3 2028	New Minister working in partnership with ministers in other local (CofS) churches	
3.4 Explore new models of worship, ministry and community engagement that better meet the needs of our changing society.	Increased community involvement in church activities. More families involved in worship activities. More youth attending uniformed organisations. More people attending events held in the church buildings and grounds.	Q1 2027	Q4 2030	New Minister, Kirk Session, Peripatetic Mission Worker and Youth Worker	

What kind of resources and training would assist your congregation in moving forward?

Request for Peripatetic Mission Worker to help our congregation identify opportunities for further community engagement, develop strategies to achieve specific outcomes and prepare detailed, practical implementation plans. (Draft document developed)

Joint Mission Plan indicates that Broom and Williamwood will engage a youth / family worker for which Presbytery funds may be available. Need to quantify the financial commitment and ascertain the concept is viable.

4 Local Mission / Community Engagement

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
4.1 To maintain and, preferably, expand our role as a Parish Church at the heart of our community, we will develop plans to our further missional activities and expand our building's use as a hub for community activities.	A plan which will specify actions enabling us to be a flourishing, financially viable church at the heart of our community.	Q2 2026	Q2 2027	New Minister and Kirk Session	
4.2 Maintain regular Sunday worship services in person and online with additional joint services on occasions such as Easter and Christmas.	To be a flourishing, well-attended church attracting a wide range of people of all ages to worship activities. While Sunday worship is potentially the best-attended gathering we anticipate the development of different forms of worship on weekdays at times which are "outwith the traditional working hours of nine to five".	Q1 2027	Q4 2030	Minister with support from Kirk Session	
4.3 Use technology to progress our communication with our members and our community.	YouTube channel established and used for worship services and other events, e.g. Summer Concerts.	Q3 2026	Q4 2026	Media Team	
	Updated website.	Q4 2026	Q2 2027	Media Team	
	Use of email and other resources to message people living within the parish.	Q1 2027	Q4 2030	Media Team	
4.4 Seek to increase engagement with the people in our community, regardless of their faith, by building relationships and showing	Continue to be pro-active within the local community. Showing that Williamwood's doors are open and we are inclusive to all our friends and neighbours, including those of faith, other faiths and no faith.	Ongoing	Ongoing	Minister and Kirk Session	

God's love through our actions.					
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What kind of resources and training would assist your congregation in moving forward?

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5. Wider Mission (including ecumenism, interfaith and world missions)

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
5.1 Active participation in Clarkston Christian Aid	Maintain or grow the “status and awareness” of CA events such as the Christian Aid Art Show.	Ongoing	Ongoing	Existing committee members plus new recruits	Ongoing
5.2 Maintain collections for third-party organisations	The value of donations is maintained.	Ongoing	Ongoing	Existing committee members plus new recruits	Ongoing
5.3 Revitalise Clarkston Churches Together	Clarkston Churches Together is revitalised. We work together with neighbours in faith, offering and receiving assistance with events and activities	Q1 2026	Critically review progress Q1 2028	Minister working with colleagues in Clarkston	
5.4 Maintain membership of Eastwood Forum for Peace and Justice	Maintain membership of Eastwood Forum for Peace and Justice. Standing up for what we believe and being a voice for the Church and Jesus Christ.	Ongoing	Ongoing	Existing committee members plus new recruits	Ongoing
5.5 Maintain and promote use of Fair Trade products within the church and by our members.	Continue to maintain and promote use of Fair Trade products within the church and by our members.	Ongoing	Ongoing	Existing committee members plus new recruits	Ongoing
5.6 Review our participation in the Ekwendeni Project.	Ascertain whether there is an appetite amongst our neighbouring churches to maintain the links with Ekwendeni or whether it is time to seek an alternative overseas project.	Q2 2026	Q4 2026		

What kind of resources and training would assist your congregation in moving forward?

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6 Finance

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
<p>6.1 Actively increase Stewardship Awareness within the congregation, with an Annual Givings Campaign.</p> <p>6.2 Review offering income to ensure Gift Aid reclaims are maximised.</p>	<p>An increase in Givings income on an annual basis, as a minimum, in line with inflation.</p> <p>Target to increase Givings income (bank standing orders, envelopes, open plate and cheques, excluding Gift Aid) to £70,000.</p>	Q3 2026	Ongoing	Finance Committee	
<p>6.3 Advise groups currently using the premises of the appropriate levels of rent.</p> <p>6.4 Identify potential new users to increase Use of Premises Income.</p>	<p>An increase in rental income from current users, as a minimum, in line with inflation.</p> <p>Target to increase Use of Premises income to £30,000,</p>	Q3 2026	Ongoing	Finance Committee and Hall Lets Committee	
<p>6.5 Develop proposals seeking external, third-party finance grants for major Church property projects.</p>	<p>Finance Committee, operating in collaboration with the Property Committee, in ensuring major Church property projects are predominantly financed by external grant funding.</p> <p>Target – 75% grant funding for major capital projects.</p>	Q2 2026	Ongoing	Finance Committee and Property Committee	

6.6 Ensure interest income is maximised, through holdings in The Church of Scotland Investors Trust Deposit Account, whilst maintaining sufficient level of cash balances in bank current account for working capital purposes.	To manage cash balances and ensure no more than a maximum £25,000 is held within the bank current account at any time.	Ongoing	Ongoing	Finance Committee	
6.7 Ensure rental income from former manse is maximised.	To ensure rental income is in line with current market rates and that former manse is only unoccupied for the minimum time possible.	Ongoing	Ongoing	Finance Committee and Property Committee	
6.8 Ensure a tight control over expenditure and identify opportunities to reduce costs.	At Finance Committee Meetings, regularly review expenditure and identify opportunities for cost savings in order to enable the Church to achieve a balanced budget or surplus each year.	Ongoing	Ongoing	Finance Committee	
6.9 Increase financial reserves to above stated minimum reserves level of six months' expenditure.	Target cash reserves to be in excess of £100,000.	Ongoing	Ongoing	Finance Committee	

What kind of resources and training would assist your congregation in moving forward?

Consider utilising the personnel and resources of the of the Church of Scotland Stewardship and Finance team who can advise and support our Church in relation to Christian stewardship: providing resources, offering practical solutions and encouraging generosity. We are aware that the Church of Scotland Stewardship and Finance

team can help with the promotion of effective stewardship through engaging and flexible teaching and worship resources, focussed programmes, event facilitation and practical giving solutions. These services are provided free of charge to support congregations in this vital work.

7 Communications

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
7.1 Move to broadcast Sunday morning worship via YouTube.	The church has a dedicated YouTube channel attracting a significant number of members and visitors on a regular basis.	Q3 2026	Q4 2026	Media Team	
7.2 Development of Church website.		Q4 2026	Q2 2027	Media Team	
7.3 Increase database of email addresses to include many homes within the parish.	To enable contact with as many homes in the parish as possible sending monthly newsletters, informing them of events, opportunities.....	Q1 2027	Q4 2030	Media Team	

What kind of resources and training would assist your congregation in moving forward?

8 Property

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
8 To develop a programme of grant fundable Sanctuary and halls upgrades around more flexible and welcoming main entrance area (1 below); ongoing energy upgrade measures (2 below), enhanced use of technology supported upgrades in the Sanctuary and halls (3 below). All sitting alongside a programme of planned external and internal maintenance and upgrades (4 below)	To facilitate being a Parish Church at the heart of our local community offering a wide range Christian worship, social, cultural and well-being activities which are enjoyed by those living within the parish			Property Committee	
8.1 Develop detailed proposals for the front sanctuary entrance area including enhanced flexible use potential, toilet accommodation, enhanced DDA approach and sustainable enhancement at the entrance area.	More flexible and extended main entrance area with enhanced DDA arrangements and toilet accommodation	Q2 2026	Q4 2030	Property Committee	
8.2 Continued implementation of energy efficiency lighting and energy efficient window upgrades.	Completion of low energy lighting installations and upgrades Installation of new thermally efficient windows to the large hall, and identification of further areas of useful upgrades	Q1 2026 Q1 2027	Q4 2030 Q4 2028	Property Committee Property Committee	Ongoing

8.3.1 Upgrade of organ output from our Allen Organ.	Enhanced experience of worship for all with full organ capability restored.	Q2 2026	Q4 2026	Property Committee Organist	
8.3.2 Review of use enhanced screens within the sanctuary	Enhanced experience of worship for all including the choir whose view of the pulpit is currently restricted			Property Committee AV Team	
8.3.3 Review the location of the A/V and sound desk within the Sanctuary, and Sound amplification facilities within the large hall.	Improved worship experience for all including those watching services on digital media. Improvement to the audio facilities in the Large Hall which should benefit all organisations using the large including community-based groups and congregational events such as fund-raising quizzes, etc.	Q2 2026	Q4 2028	Property Committee AV Team	Ongoing
8.4 Reactive Internal and External maintenance	Enduring the buildings are maintained in safe, wind and watertight condition.	Ongoing	Ongoing	Property Committee	

What kind of resources and training would assist your congregation in moving forward?

8.3.1 Architect to prepare detailed drawings and specification for proposed works.
8.3.1 Contractors to provide detailed quotations
8.3.1 Supervision of building activities

8.3.2 Organist input; Allen maintenance contract; electrician / scaffolding?

8.3.3 Input from AV team for requirements of sound desk, camera, vision mixers, etc.

8.3.3 New microphones, wireless receiver, amplifier, speakers. Installation of sound absorbing materials in large hall.

FINANCIAL implications for each aspect

Application for financial assistance via Grants from different sources

9 MDS / Staffing

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
Determine actions necessary to retain current “staff” – viz. CLEANER ORGANIST				Session Clerk	
Determine requirements for getting Presbytery to agree to provide Peripatetic Mission Worker.	Presbytery agrees Broom and Williamwood can have a Peripatetic Mission Worker			Session Clerk	
Determine requirements for Broom and Williamwood churches getting Presbytery to agree to provide a Youth Worker.	Presbytery agrees Broom and Williamwood can have a Youth Worker			Session Clerk	

What kind of resources and training would assist your congregation in moving forward?

10 Relationship to Presbytery Plan

Planned Action	Desired outcome	Aim to start by	Aim to complete by	Who will take this forward?	Status
9.1 Minister is appointed to the linked charge of Broom Parish Church and Williamwood Parish Church.	Appointment of Minister to the linked charge of Broom Parish Church and Williamwood Parish Church	Q1 2026	Q4 2026	Nomination Committee of Broom Parish Church and Williamwood Parish Church.	
9.2 Continue and develop our relationship with our partner Broom Parish Church	Agree joint services, and potential joint events, whilst advertising to each other's congregations forthcoming events, organisations, etc.,	Q1 2026	Review progress Q1 2027	Kirk Sessions, Locum Minister and New Minister	

What kind of resources and training would assist your congregation in moving forward?

