

GORDON PRESBYTERY MARCH 2022

Presbytery Planning Review Group

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I.0 Introduction

"Go therefore and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." (Matthew 28:19-20)

In Gordon Presbytery, our challenge is to live into Jesus' radical call to discipleship in every aspect of our individual and collective life. The future of our mission and ministry depends first on God's faithfulness to us. It also depends on our willingness to repent from sin and live into the new life given by the Holy Spirit, so that we may follow and obey Jesus as his disciples.

Gordon Presbytery is a dynamic mix of rural and semi-urban communities. Our communities are diverse and feature significant socio-economic disparities between the richest and poorest members. The Presbytery Mission Plan (MP) must present a future for mission defined first by faithfulness to Jesus Christ, and also by planning for sustainable and realistic ministry in the context of our ever-changing communities.

As a presbytery, our proposed MP must be marked by continual submission to God's will. At all times, we must follow the example of Jesus and pray, "not my will, but yours be done" (Matthew 26:39). Following wherever the Lord leads us to go requires open hearts and a willingness to change, even when doing so feels burdensome and uncertain. As Christians, we must never shy away from bearing our crosses and following our Lord and master (Matthew 16:24).

There is no doubt that the changes proposed in this plan will be difficult to bear, and we are deeply aware of the genuine heartache and disorientation that will be experienced by many of our Christian sisters and brothers across Gordon Presbytery. We acknowledge that change is necessary but never straightforward. As a presbytery, we will bear these changes together, and with God's help we will do everything in our power to encourage and support each other as we all follow Jesus by leaning into new expressions of ministry. It is our hope that this plan enables and encourages collaboration and team working across our presbytery in such a way that sustainable forms of ministry are developed. We hope that as congregations work together, they will find the shared opportunities and resources needed for mission. To be clear, this MP is a starting point for working differently within our presbytery and it will require holistic effort from members of presbytery, Kirk Sessions, congregations, and those in ministry posts for it to be successful.

As we go forward with planning the future mission of Gordon Presbytery, our discernment will be guided by prayerful attention to God's Word, and by earnest and sustained consideration of the **Five Marks of Mission**:

- 1. To proclaim the Good News of the Kingdom
- 2. To teach, baptise, and nurture new believers
- 3. To respond to human need by loving service
- 4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
- 5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

May the God use this plan to deepen and grow the mission of the church here in Gordon Presbytery. *SOLI DEO GLORIA*!

Gordon Presbytery Planning Review Group (PPRG)

2.0 MISSION NARRATIVE

At the heart of developing our MP is our call to relationships - to Christ and to each other. The PPRG has spent time listening to each other and to God.

Jesus' own ministry as expressed in scripture is the basis for our call to mission. Jesus modelled how to reach out to others and grow in our faith and called us to join with him to build the Kingdom of God. As a presbytery and as sisters and brothers in Christ, we desire to join with our Lord in his mission. Our effort to do so will be grounded by the primary missional lens of the Five Marks of Mission, and also by two secondary lenses: 1) The Mission Cycle; and 2) Key Areas of Growth for Gordon Presbytery.

We have also gained valuable information through surveys; formal and informal conversations with congregations throughout the last three years; Asset Management Buildings Audits (AMBAs) conducted as a pilot in partnership with the General Trustees; church and community statistics; and guidance and legislation provided by the Faith Nurture Forum and the General Assembly of the Church of Scotland.

Primary Missional Lens:

(1) Five Marks of Mission:

The Presbytery Mission Plan Act (PMP Act) and subsequent guidance prioritises mission. Mission in the local church is the beating heart of the Act, and mission is defined in reference to the following Five Marks which bear repeating:

The mission of the Church is the mission of Christ

- 1. To proclaim the Good News of the Kingdom
- 2. To teach, baptise and nurture new believers
- 3. To respond to human need by loving service
- 4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
- 5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

In our development of this MP, we have purposefully used the language of the Five Marks of Mission. We strongly encourage congregations to see mission with reference to these marks.

Secondary Missional Lenses:

(1) The Mission Cycle

This resource was introduced to Gordon Presbytery in 2019 by Rev Dr Paul McKeown, who learned of it from a church in Glasgow. Given we often get consumed by the ongoing tasks of running the kirk, the Mission and Discipleship Committee brought it to the forefront of our minds to help congregations, kirk sessions, and presbytery remember our central calling to "go and make disciples." Our adapted 'Mission Cycle' comprises five strands:

- Goodwill
- Engagement
- Exploration
- Owned faith
- Care for creation

Four of these strands envision moving a person from basic contact with the church (goodwill) to becoming a maturing disciple (owned faith). However, we recognise care for creation is also part of the five marks of mission (Mark 5). Therefore, we added a circle that highlights creation care, which can begin as an ethical response and grow to a deep responsive call of our faith.

The graphic on page 7 has been compiled from survey responses from Kirk Sessions given in December 2021. These responses reveal strength in particular areas of mission – particularly the 3rd Mark of Mission. However, they also reveal challenges around engaging with younger people and encouraging people towards a place of owned faith (Mark 2), in addition to living out our faith in such a way as to transform society. This compilation helps us understand some of the gaps which need to be addressed within our Mission Plan.

A full summary is provided in Appendix C for more information.

(2) KEY AREAS OF GROWTH FOR GORDON PRESBYTERY

A Presbytery Review Group was formed in 2017 to help Gordon Presbytery discern if there was a more effective approach to being presbytery and surveyed each church (either minister, kirk session, or a group of leaders). They asked how Gordon Presbytery could better support them. At the conclusion of these surveys, the key areas of growth that arose were as follows:

- Prioritise Relationships
- Create space for the sharing of stories/best practices
- Help build connections/networking
- Help support local churches
- Provide resources
- Provide trainings
- Provide clear communication in various forms
- Clarify the Role of Presbytery
- Provide spiritual support

To live into this calling, the key areas of growth were used to change the way we carry out the life and work of Gordon Presbytery, and that has shaped the development of our MP.

The missional lenses led us to develop our MP around the following areas of emphasis:

Areas of Emphasis within the Mission Plan:

Mission and Ministry Groups living out the Five Marks of Mission: Just as Jesus sent out the disciples two-by-two, we believe in the importance of shared mission and ministry within our communities. In keeping with the call to build God's Kingdom through relationships and teamwork, each church was consulted and placed in a group with other churches. These groups were then asked to discern how they could come together as a team, identify missional opportunities, offer each other support, and continue the work of God's Kingdom in each local area. Each congregation was also surveyed regarding their buildings and the life of their congregation in relation to the Five Marks of Mission.

Presbytery Wide MDS Posts: The goal in retaining Presbytery wide MDS posts is to enable the mission of God to continue in each local area, whether a building is present or not. It is about equipping local congregations, facilitating the building up of teams and providing a focus on both

mission and young people. These posts will continue to relate to the geographical area corresponding to Gordon Presbytery once the Presbytery of the North East and Northern Isles is established.

The reality of our local congregations: Each local congregation brings strengths and weaknesses to their respective groups. Many congregations struggle to maintain buildings, office bearers, run youth gatherings, or offer online worship on their own. One of the purposes of each group is to ensure that each congregation, minister, or lay team is not doing everything in isolation. In conjunction with this, it is the call of our Presbytery Teams, Committees, and MDS workers to come alongside to encourage and equip the local groups for mission and ministry.



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3.0 OBJECTIVES AND PRESBYTERY PLANNING PRINCIPLES

The purpose of this MP is to meet the requirement of the PMP Act for each presbytery to have an approved MP in place by 31 December 2022. According to Act:

A Mission Plan shall describe how the Church of Scotland's engagement with Christ's Mission is to be shaped and resourced in the following five years and to that end shall demonstrate how the Presbytery will:

i) ensure that the life of the Church of Scotland is shaped around Mission and adequately reflects the outcomes of Local Church Review and ideas for local mission;

ii) sustain the commitment to a territorial ministry as described in the Third of the Articles Declaratory appended to the Church of Scotland Act 1921 and affirmed in Declaratory Act V 2010 including its commitment to ecumenical working;

iii) make appropriate use of such ministry posts as may be permitted by the General Assembly so that the number of post holders in each Presbytery conforms to the numbers and timescales set by the General Assembly;

iv) ensure that new ways of being Church, other than stipendiary Ministers of Word and Sacrament or traditional MDS appointments, are reflected in the Mission Plan.

The supplementary report of the Faith Nurture Forum, as presented to the General Assembly of the Church of Scotland in 2021 confirmed that the Presbytery of Gordon is allocated **16** FTE ministry posts. This is a reduction from **31.4** in 2011 (49%). With regards to planning, we considered all of the presbytery planning principles.¹

With regards to buildings, Gordon Presbytery chose to become one of the pilot presbyteries for the roll out of AMBAs. The General Trustees trained a group of volunteers to conduct them in the autumn of 2021. Summary reports for each parish grouping were provided and reviewed by the PPRG in conjunction with information given in the congregational surveys regarding the opportunities for mission relating to their buildings. Where appropriate, additional information has been sought from the North East Buildings Officer.

According to the PMP Act:

Going forward, the Presbytery must categorise each ecclesiastical building as either:

(A) to be retained beyond the five years from the date at which the Mission Plan is approved or annually reviewed, or

(B) to be sold, let or otherwise disposed of by a specified date which is within five years from the date at which the ecclesiastical building is first categorised as (B).

¹ The Presbytery Planning Principles originate in the Presbytery Mission Planning Act: Guidance and Code of Practice V1.4 and includes the following: 1. **Communities** – including population sizes, areas of regeneration/growth, potential mission opportunities and geography. 2. **Ecumenism 3. Poverty** – Our priority towards the poor (considering SIMD statistics). 4. **The ministry of the whole people of God** – using technology and training to empower and equip others. 5. **Worship** – maintain worshiping communities throughout Scotland. 6. **Diversity of worship** – Maintaining different kinds of ministry in a mixed economy. 7. **Finances.** 8. **Buildings.**

Further information on our methodology can be found in Appendix A.

Future steps

It is important that congregations are given appropriate support in undertaking the tasks necessary to implement the MP. Therefore, the PPRG will work with those in ministry posts, Kirk Sessions and congregations as appropriate to help with negotiating and agreeing each Basis of Adjustment set out in the plan.

The PPRG undertakes to work with other presbytery committees on providing further guidance on the Five Marks of Mission as well as the provision of training around conducting worship and potential use of technology.

The plan will be reviewed on an annual basis and Kirk Sessions will be required to provide updates on progress against the plan.

4.0 ENDINGS, BEGINNINGS AND THE SPACE IN BETWEEN

At almost every stage of our lives we are experiencing a beginning, an ending, or we are living in the space in-between. Time and time again, we find that new opportunities and relationships emerge as other seasons and experiences come to an end. Very often we find ourselves caught in the middle of this dynamic. We are responding to the loss of something ending while also waiting for the new thing to emerge. It's a place of uncertainty and transition.

The MP is a prime example of this dynamic. This plan confronts us with unavoidable changes regarding ministry posts and the retention of buildings. For most of our presbytery, there will be some sense of loss and some measure of "ending". At the same time, we are also prayerfully envisaging the development of new relationships and new structures, the details of which are not yet fully formed. Amid our uncertainties, there are also possibilities and the signs of innovation. There is also the space between, and it will take time for what is agreed in the plan to come to fruition. We don't have all the answers yet as to how everything will unfold.

As a planning group, we want to acknowledge the transitions we are experiencing, find ways of celebrating the depth of history in our presbytery, and enable representatives of each congregation to have an opportunity to respond to what is proposed.

Celebration of our history

We were struck by the wealth of information shared by congregations in relation to the buildings within their parishes. We recognise how difficult it will be for many congregations to accept the categorisation of buildings which have meant so much to so many people down through the centuries. In this, Scotland's Year of Stories, we want to encourage each congregation to find creative ways of documenting and celebrating the history of their parish and particularly their buildings. We believe this is especially important where a building is no longer to be retained by the congregation, and we believe that we should seek to support one another as a presbytery in doing this.

Your responses

Throughout our planning process we have endeavoured to listen to the congregations in our presbytery. We appreciate that the MP proposed may raise lots of questions. The goalposts have changed since this time last year and we want to create opportunities where we can listen to your response to the MP. To this end, we are establishing Drop-in Surgeries the details of which will be available at presbytery. A representation from your congregation or parish grouping can sign up for a slot. There will be an opportunity to bring your questions. We may not be able to answer them all on the spot, but we undertake to provide answers as soon as we can. There will also be an opportunity to give your feedback on the proposals and we undertake to listen. We believe face to face contact will enhance communication and reduce misunderstandings.

In addition, where there are question marks over particular aspects of your parish grouping, we will be seeking your help in resolving those uncertainties prior to the final publication of the plan.

Conclusion

The PPRG is excited about the creation of the nine Mission and Ministry Groups within Gordon Presbytery to help resource congregations for mission. We are hopeful about the new teams being built and visions being cast, but we also recognize bringing these new ideas means that other things will be laid aside. We know this will not be easy, but we will be in it together. We are thankful that God is at work in our midst, and we trust that the Lord will lead us in the time to come.

5.0 Mission and Ministry Groups in Gordon Presbytery:

From the perspective of the whole of Gordon presbytery, the mission audit conducted by the Mission and Discipleship Committee of presbytery, in conjunction with the PPRG, identified strengths within the presbytery around the 3rd and 5th Marks of Mission. There is ample evidence of the generation of goodwill and engagement with community, together with care for creation.

It is evident that there is less strength regarding Marks 1, 2 and 4. We struggle to live out our faith in ways that would transform society, to proclaim the good news of Jesus or to nurture the faith of new believers

In addition, the mission audit identified the following missional opportunity within our presbytery:

• Reaching out to younger people (defined as those under 40), including mission towards families and those who are single.

The PPRG identified further missional opportunities which exist because of the specific geography of the presbytery and housing developments happening within certain communities. For example, within the plan there are missional aims in relation to the rural/isolated communities and in communities where there is a secondary school hub.

In this section you will find a mission narrative for each of the Mission and Ministry Group. This explains the mission priorities of the presbytery for the grouping and explains the deployment of resources in that grouping.

Mission and Ministry Groups in Gordon Presbytery:

Mission and Ministry Groups 1 and 2:

CUSHNIE & TOUGH, HOWE TRINITY, NOTH, AND UPPER DONSIDE

Mission and Ministry Group 3:

BLAIRDAFF & CHAPEL OF GARIOCH, CLUNY, ECHT & MIDMAR, KEMNAY, KINTORE, AND MONYMUSK

Mission and Ministry Group 4:

Skene

Mission and Ministry Group 5a:

Belhelvie, Ellon, and Foveran

Mission and Ministry Group 5b:

NEW MACHAR

Mission and Ministry Group 6:

BARTHOL CHAPEL, METHLICK, UDNY & PITMEDDEN, AND TARVES

Mission and Ministry Group 7:

HUNTLY CAIRNIE GLASS, STRATHBOGIE DRUMBLADE (HUNTLY), AND INSCH LESLIE PREMNAY OYNE

Mission and Ministry Group 8:

FINTRAY KINELLAR KEITHHALL, INVERURIE ST. ANDREW'S, AND INVERURIE WEST

Mission and Ministry Group 9:

CULSALMOND & RAYNE, DAVIOT, AND MELDRUM & BOURTIE

MISSION AND MINISTRY GROUPS 1 AND 2

IN GORDON PRESBYTERY



PARISHES:

CUSHNIE AND TOUGH

Howe TRINITY ALFORD

Νοτη

UPPER DONSIDE

TOTAL POPULATION:

8,102

PROPOSED STRUCTURE:

TEAM MINISTRY THROUGH UNION

PROPOSED NUMBER OF POSTS

1 FTEMWS

1 MDS

Mission and Ministry Groups 1 and 2:

CUSHNIE & TOUGH, HOWE TRINITY, NOTH, AND UPPER DONSIDE

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in Groups 1 and 2 we envision a Team Ministry through Union.

Mission Narrative: The geographical area of the combined groupings is vast, incorporating the villages of Alford, Cushnie, Tough, Strathdon, Towie, Rhynie and Lumsden, as well as other hamlets. The total population is estimated at 8,102. The congregations in this group are very aware of the difficulties they face in terms of their large geographical base for mission and ministry.

The presbytery has identified two important missional aims for this grouping.

The first missional aim recognises the unique rural geography of this grouping. There are a number of isolated communities within the parish that are connected to the existing congregations. The presbytery sees an opportunity of developing mission in this rural context, through the leveraging of technological advances of recent years, continuing a physical presence within Strathdon, and ensuring a welcoming space in 'Fourteen' in Rhynie that can be used to gather in the community. There is a unique missional opportunity in many of the primary schools within this grouping.

The second missional aim centres on Alford as a key base for ministry. Alford is the largest population centre, with a community campus that includes Alford Primary School and Alford Academy, with a combined total of 900 pupils. There is a significant housing development on the point of completion and a new smaller development commencing shortly. As such Alford is a strategic location which requires ministry resources, particularly with a focus on families and the school community.

Considerable work has been ongoing across these two groupings to establish joint working, and there is a recognition of Howe Trinity, Alford as the hub from which a team would operate. Many of the congregations here have already cultivated connections with each other. There is enthusiasm and energy in several of the congregations that prayerfully will be a catalyst for ministry.

The PPRG envisages the creation of a team ministry for a single parish with the union of four existing charges. The team ministry would consist of one FTE Minister of Word and Sacrament and a new MDS post. The MDS post would involve the development of the whole ministry of the people of God within the new single parish to enable mission and worship to happen within the disparate rural communities.

Parish	Population as	Roll as of Dec	New	Baptisms	Funerals	Ministry &
	of June 2020	2021	Communicants			Mission
						Contributions
Cushnie and	910	216	0	0	12	£16,268.00
Tough						
Howe	4,290	403	0	1	11	£47,249.00
Trinity						
Noth	1,480	177	0	1	1	£18,614.00
Upper	1,422	307	2	0	14	£26,615.00
Donside						

Statistics:

Classification of Buildings

The condition and location of the buildings in the two groupings were considered. With Alford being a strategic location for mission, and recent investment in the building, Howe Trinity has been identified as the main hub for the new team ministry. In addition, Noth Parish Church and Fourteen (Rhynie) are to be retained, allowing for a community base in Rhynie. Strathdon Hall is currently being used for worship and will be retained.

The remaining churches and church halls in the combined grouping have been classified B and will be released.

We would encourage the grouping to consider the use of community halls in Towie and Cushnie for mission purposes.

The newly formed charge would address the Five Marks of Mission as follows:

- 1. To proclaim the Good News of the Kingdom
 - Through school chaplaincy and building relationships with the various primary schools and one secondary school in the parish.
 - Development of Prayer Spaces in Schools, which has already been running effectively in the parish of Noth.
 - Work with Presbytery's Youth Facilitator to develop links with young people and the schools in the parish. In view of the diverse nature of the schools and communities, it is considered important to engage effectively with the young people in the grouping.
 - Development of links with community groups and attendance at community events e.g., Cushnie Games, Mary Fair in Lumsden, the Lonach Games and the Rhynie Gala. This is particularly important given that the population is scattered with small clusters of dwellings throughout, and community activities are therefore difficult to organise. Working in partnership with organisations such as the Lonach Highland and Friendly Society creates opportunities for the mission of the parish to be fulfilled.
 - Development of online services and connections through social media.
 - Special worship services at particular times of the year, including Remembrance, Christmas and Easter. For example, organising a harvest celebration in conjunction with the Vale of Alford Young Farmers.
 - Organisation of an annual holiday bible club.
- 2. To teach, baptise and nurture new believers
 - Provision of weekly worship services across the parish, with the encouragement of local communities developing worship in their own centres beyond the church walls.
 - The goal of weekly bible discussion groups in all areas.
 - The goal of weekly prayer meetings in all areas.
 - Provision of teaching for children and young people during weekly worship.
- 3. To respond to human need by loving service
 - Pastoral care services provided to Hamewith Court Sheltered Housing Complex in Alford and through the monthly 'Evergreens' Group.
 - Worship services in local care homes.
 - Provision of space for a number of community groups that would otherwise struggle to find a home. This includes the community playgroup in Alford, the Citizen's Advice Bureau, Grampian Cardiac Care exercise class. In Rhynie it includes the Youth Club, WRI, Mother & Toddler group and the

Community Council. The recent storms showed how Fourteen in Rhynie could be used as a base to provide hot meals and warmth to those cut off in isolated areas.

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

- Howe Trinity is currently a Fairtrade Congregation
- Support of a variety of charities including Christian Aid, the Church of Scotland HIV programme, the Cyrenians, as well as our partners in Malawi.

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

- Incorporation of 57 solar panels mounted on the roof of Howe Trinity Church.
- Exploration of becoming an eco-congregation through Howe Trinity.

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday Worship	Current status	Plan for Parish Grouping	Buildings Categorisation
1	Upper Donside	44	Vacant charge with OLM acting as locum.	Adjustment – Team Ministry. Creation of	Lumsden Church & Hall (B) Towie Church (B) Strathdon Church (B) Strathdon hall (A)
1	Noth	19	Unrestricted charge One FTEMWS	a single parish of both Group 1 and Group	Noth Church (A) Fourteen Hall (A)
2	Howe Trinity	80	Unrestricted charge One FTEMWS	2. Union of four churches.	Howe Trinity Church & Hall (A)
2	Cushnie & Tough	15	Vacant charge with OLM acting as locum.	1 FTEMWS 1 MDS	Cushnie Church (B) Tough Church (B)
				Total:2 FTE	

MISSION AND MINISTRY GROUP 3

IN GORDON PRESBYTERY



PARISHES:

BLAIRDAFF AND CHAPEL OF GARIOCH

CLUNY

ECHT AND MIDMAR

Kemnay

KINTORE

Monymusk

TOTAL POPULATION:

15,382

PROPOSED STRUCTURE:

TEAM MINISTRY THROUGH UNION

PROPOSED NUMBER OF POSTS

2 FTEMWS

0.5 MDS

Mission and Ministry Group 3:

Blairdaff & Chapel of Garioch, Cluny, Echt & Midmar, Kemnay, Kintore, and Monymusk

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in Blairdaff & Chapel of Garioch, Cluny, Echt & Midmar, Kemnay, Kintore, and Monymusk (Group 3) we envision a Team Ministry through Union.

Mission Narrative: The combined population of the parish grouping is 15,382, with a high proportion of young families. The geographical area incorporates the villages of Echt, Midmar, Cluny, Monymusk, Sauchen, Kemnay, Kintore, Chapel of Garioch, and the hamlet of Blairdaff. There has been increased housing development in Kintore, Kemnay, and Sauchen. There is one secondary school in this grouping in Kemnay.

The Presbytery sees this team ministry as strategic for mission due to the strengths within the current charges around proclaiming the Good News of the Kingdom of God, the development of technology for different forms of ministry, community engagement, and concern around the integrity of creation. It considers the geographical area to be significant due to the size of the population, the number of schools, and the increasing presence of young families, which offers particular mission opportunities. In addition, there is considerable evidence of the development of the whole ministry of God within the current charges with the potential of using the Kemnay Church Centre going forward as a hub for such development.

This grouping has been working towards developing its identity as a team ministry and this has brought considerable energy to the smaller congregations. They moved forward together during the pandemic. They produced joint online services which were edited in Kemnay but were able to be shared throughout all the villages and hamlets to meet the needs of those isolated and alone. It is our desire for this team to continue working together, building off of this foundation. They have begun to have their ministers and office bearers meet together regularly to discern a way forward. We commend their great start in working together and encourage them to continue to develop their missional goals and aims in the year to come.

The single parish would be a union of six existing charges. It has determined that the appropriate ministry resources for this grouping should be two FTEMWS, based at Kemnay and Kintore and 0.5 MDS post. The MDS remit would be specifically around mission and discipleship, enabling the united congregation to develop mission within local communities and engage with the increasing number of younger people in the parish.

Parish	Population	Roll as of	New	Baptisms	Funerals	Ministry &
	as of June	Dec 2021	Communicants	2021	2021	Mission
	2020					Contributions
Blairdaff and	2,229	277	0	2	6	£22,900.00
Chapel of						
Garioch						
Cluny	1,057	154	0	0	10	£18,256.00
Echt and	1,464	242	0	2	8	£21,688.00
Midmar						
Kemnay	4,467	403	0	1	6	£52,788.00
Kintore	5325	603	0	0	17	£58,204.00
Monymusk	840	87	0	2	3	£12,123.00

Statistics:

Classification of Buildings

The condition and location of the buildings in this parish grouping were considered.

With Kemnay and Kintore being strategic locations for mission, Kemnay Church, Kintore Church, and Kemnay Church Centre are to be retained. We note the desire for Kemnay Church Centre to become a hub for the single parish. Given the geography of the combined parish and a commitment to enabling worshipping communities, Echt Church, Chapel of Garioch Church, Cluny Church, and Cluny Church Hall are also to be retained.

Blairdaff Church, Midmar Church, and Monymusk Church have been classified B and will be released.

We would encourage the grouping to consider the use of the community halls in Chapel of Garioch, Midmar (village hall in Glenwood), and Monymusk, and to determine if the community would consider taking ownership of Monymusk church, which is an historic building.

The newly formed charge would address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Preaching the good news of the kingdom on a weekly basis through creative means and the use of technology.
- Exploration of how to reach young families across the communities through involvement in the Growing Young initiative (led through Kintore).
- Sharing worship across the parish using the technological advances of recent years.
- Special worship services throughout the year online and in person throughout the parish
- To continue to develop connections and share the good news of the Kingdom of God within School Chaplaincy in the local primary schools and academy.
- 2. To teach, baptise and nurture new believers
 - Provision of teaching to children and young people on a weekly basis and development of links through youth organisations and how we can share resources across the group.
 - Running new members' classes on a required basis as a group.
 - Provision of Messy Church or Sunday Schools in the villages (monthly or weekly)
 - 'Meet Jesus' course developed jointed across Kintore and Echt and Midmar.
 - Provision of worship in local care homes (again using technology where possible, led by Kemnay)
- 3. To respond to human need by loving service
 - Provision of pastoral care across the various communities, involving the elders within the congregations
 - Provision of a space for the community and community groups in all the villages.
 - Using the Kemnay Church Centre as a hub for some of these connections. Their mission statement is: *That the love of Christ might flow from this place.*')
 - Building connections and outreach through coffee shops and drop-in coffee times such as Brew 'n Blether in Echt, Kintore's Drop-in Cafe, and the Loaves and Fishes Coffee Shop in Kemnay.
 - Providing practical help to those in need, such a shopping, providing transport, etc.
 - To respond to poverty and mental illness through the development of the Lunch Club for those in need of companionship and fellowship centred at Kemnay
 - To build relationships and vital connections and outreach to younger families through Mainly Music type groups centred in Echt, Monymusk, and Kemnay

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

- Supporting
 - Famine Relief for the Orphans of Malawi (F.R.O.M.)
 - o Charlie's House
 - o The Cyrenians
 - o Foodbanks in Inverurie
 - o Instant Neighbour Trust
 - o Christian Aid
 - o Toilet Twinning
- 5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.
 - Providing a base for Sustainable Kintore's work to raise awareness of issues around the climate crisis. This is an initiative which was established by the church. Working in partnership with the local community, including the farming community. Organising littler picking and promoting gardening. Encouraging the leadership of young people in these events.
 - Development of wild-life friendly garden in Kintore and potential pursuit of Eco-congregation status.
 - Monymusk's Wildlife Conservation Project
 - Continuing to embrace being Fairtrade and Eco Congregations (such as in Cluny and Kemnay, etc)

Parish	Congregation	Avg @	Current	Plan for Parish	Buildings
		-			Buildings
Grouping	Name	Sunday	status	Grouping	
		Worship			
3	Cluny	15	Unrestricted	Creation of a single	Cluny Church (A)
		$\langle \rangle \rangle$	Charge.	parish under a	& Hall
			Linked with	Team Ministry	(A)
			Monymusk		
3	Monymusk	15	Unrestricted	Union of the	Monymusk
			Charge.	churches in this	Church
			Linked with	parish grouping	(B)
			Cluny		
3	Echt and	44	Unrestricted	2 FTEMWS	Echt Church (A)
	Midmar		charge	0.5 MDS Mission	Midmar Church (B)
3	Kemnay	130	Unrestricted	and Discipleship	Kemnay Church (A)
			charge	Facilitator	Kemnay Church Centre
					(A)
3	Kintore	120	Unrestricted		Kintore Church (A)
			charge		
3	Blairdaff and	30	Vacant		Blairdaff Church (B)
	Chapel of		Charge		Chapel of Garioch
	Garioch		_		Church (A)
				Total: 2.5 FTE	

Presbytery Mission Plan:

MISSION AND MINISTRY GROUP 4

IN GORDON PRESBYTERY



PARISHES:

SKENE

TOTAL POPULATION:

16,196

PROPOSED STRUCTURE:

POSSIBLE PARISH GROUPING WITH CONGREGATIONS IN THE

PRESBYTERY OF ABERDEEN AND SHETLAND

BOUNDARY TO BE CHANGED TO INCLUDE BLACKBURN (A MISSION PRIORITY)

PROPOSED NUMBER OF POSTS

1 FTEMWS

1 MDS

Mission and Ministry Group 4:

Skene

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in the Parish of Skene (Group 4) we envision a possible Parish Grouping with congregations from the Presbytery of Aberdeen and Shetland and expanding their parish boundaries to include the Mission Priority Area of Blackburn.

Mission Narrative: The Parish of Skene incorporates the villages of Kirkton of Skene, Garlogie, Lyne of Skene and the town of Westhill. The population of the parish is 13,136 and it has within its bounds four primary schools and one secondary school. There has been considerable development within the town of Westhill in recent years and the congregation has worked hard to develop its relationship with the community.

The Presbytery considers this parish to be significant for mission due to the considerable opportunities which exist in sharing the gospel through connections in the local schools and with the growing community in their 30s/40s. Trinity Church provides a well-equipped hub for the community and is a significant base for ecumenical working given its shared nature with the local Roman Catholic congregation.

Blackburn is a rapidly growing village northwest of Aberdeen, Scotland, and is currently situated within the Fintray Kinellar Keithhall parish. Local amenities include an industrial estate, primary school, nursing home, post office, Starbucks Drive Thru, local Co-op and a community hall which was publicly opened on 2 March 2005. The estimated population is 3,060. The presbytery considers it to be an important location for mission, given the increasing population of younger families. PPRG intend a revision of the parish boundaries to bring Blackburn into the Parish of Skene.

Skene Parish Church is a single charge with a team ministry of one FTEMWS and one MDS. Given recent developments in the parish groupings in the Presbytery of Gordon, the PPRG instructs Skene Parish Church to enter into conversations across presbytery boundaries to determine the possibility of joining a parish grouping in the Presbytery of Aberdeen and Shetland.

The role of Associate Minister is to be retained on the basis that it enables the congregation to develop mission opportunities within the existing parish with those in their 30s/40s and to allow for a specific missional project to be undertaken with Blackburn.

Statistics:

Parish	Population	Roll as of	New	Baptisms	Funerals	Ministry &
	as of June	Dec 2021	Communicants			Mission
	2020					Contributions
Skene	16,196	1012	0	1	38	£86,111.00
Parish						
Church	-					

Classification of Buildings

The condition and location of the buildings in this parish grouping were considered.

Westhill is a strategic location for mission therefore Trinity Church, Westhill is to be retained. Skene Church is also to be retained, on the basis that the congregation pursues opportunities for partnership that would enable the usage of the building to be increased. This should be reviewed within the lifetime of the plan.

We're intending for the Parish of Skene's boundary to be expanded to include Blackburn. Therefore, the PPRG encourages presbytery to explore the status of the Community Hall in Blackburn with regards to future use.

The charge address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Regular Sunday services at both Skene Kirk & Trinity Church.
- Virtual services (via Facebook etc) in response to pandemic and livestreaming on a regular basis.
- Development of chaplaincy services to four local primary schools and one secondary school. This has included the provision of assemblies, Prayer Spaces in Schools and Bible Alive.
- Restart of afternoon tea services which are geared towards the elderly and those who find Sunday worship challenging.
- Ecumenical, annual, holiday bible club that attracts over 100 kids each year.
- Involvement with community organisations creating opportunities to share the gospel e.g., presence at Westhill Gala and Christmas Light Switching On.

2. To teach, baptise and nurture new believers

- Weekly bible study and monthly online ladies' group, particularly aimed at encouraging younger women.
- Weekly prayer meeting and development of 24/7 prayer rooms. Recently this involved working ecumenically in the community and beyond and reaching out to those in the community to ask about prayer needs. Involvement in Westhill monthly ecumenical prayer gathering and developing links with other denominations.
- Development of café church, incorporating space for discussion and prayers for healing.
- Provision of weekly teaching for children and young people.
- Messy Church established and run by Children and Families Development Worker and geared towards families that are unchurched or have a limited connection.
- Chaplaincy and involvement in youth organisations including Boys' Brigade, Girls' Brigade and ATC.
- 3. To respond to human need by loving service
 - Development of response to mental health issues through our Children and Families Development Worker.
 - Strong pastoral care group incorporating elders and non-elders, visiting all those over 80 on the communion roll.
 - Working in partnership with community organisations to provide a response to need e.g., Resilience Group during the pandemic.
 - Development of response to loneliness within the community through exploration of the possibility of a lunch club.
 - Local youth club run in Kirkton of Skene.

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

- Partnership working with Citizens Advice Bureau to respond to financial burdens in the community.
- Annual collection for Christian Aid and support for Tearfund partners.

- Regular collections for foodbanks and active involvement in resettlement programme for Syrian refugees.
- Active partner in local forums to help develop the wellbeing of the community and response to needs.
- Support for partners in Malawi through finances and knitting.

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

• Eco-congregation with an active Eco group that has developed the garden at Trinity.

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday Worship	Current status	Plan for Parish Grouping	Buildings
4	Skene	120	Unrestricted Charge One FTEMWS One MDS (Currently Associate minister) One Locally Funded Post – Children and Families Worker	Encourage the congregation to open up conversations with a neighbouring grouping in the Presbytery of Aberdeen and Shetland.	Skene Kirk (A) (To be reviewed within the life of the plan) Trinity Church (A)

MISSION AND MINISTRY GROUP 5A

IN GORDON PRESBYTERY



PARISHES:

Belhelvie

ELLON

FOVERAN

TOTAL POPULATION:

20,010

PROPOSED STRUCTURE:

PARISH GROUPING CONTAINING A LOCAL MISSION CHURCH

PROPOSED NUMBER OF POSTS

2 FTEMWS

1 MDS (0.5 CHILDREN AND FAMILIES, 0.5 MISSION)

Mission and Ministry Group 5a:

Belhelvie, Ellon, and Foveran

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in Group 5a we envision a Parish Grouping between Ellon and Belhelvie and working together towards Foveran becoming a Local Mission Church.

Overall Mission Narrative: During the planning process there have been changes to this particular grouping, which incorporates two larger congregations and one smaller one. However, within the revised grouping there are particular strengths around community engagement, proclaiming the good news of the Kingdom of God, and building relationships with the school communities.

Statistics:

Parish	Population	Roll as of	New	Baptisms	Funerals	Ministry &
	as of June	Dec 2021	Communicants			Mission
	2020					Contributions
Ellon Parish	12,140	1,242	0	1	53	£109,524.00
Church						
Belhelvie	5,208	293	0	1	13	£56,283.00
Parish						
Church						
Foveran	2,662	180	0	1	6	£27,750.00
Parish						
Church						

Mission Narrative: Ellon

Ellon is a sizeable town with a population of 12,140 and offers significant mission opportunities for the presbytery, particularly with children, young people and working-aged adults. It encompasses a number of primary schools and a secondary school. Specific work is being done around the development of mission and work with children and families within the team ministry that is currently engaged in the charge. The Kirk Centre provides a community facility which is well used for missional purposes and enables ecumenical working.

The PPRG envisages one FTEMWS for this charge, together with retaining two 0.5MDS posts in relation to Children and Families Work and Mission Development.

The charge address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Regular Sunday services at Ellon Parish Church.
- Virtual services (via Facebook etc) in response to pandemic and livestreaming on a regular basis.
- Development of chaplaincy services to local primary schools and one secondary school.
- Youth Events with the Girls' and Boys' Brigades and the Cardboard Café Nativity.

2. To teach, baptise and nurture new believers

• Increasing numbers of young people and families attending creative worship, with a desire on the part of the church to encourage them to nurture one another's faith.

- Prayer course to restart.
- Running Alpha in the church.
- Running a summer holiday club (Questers), as well as in-service day clubs.

3. To respond to human need by loving service

- The operation of Basic Barns, the foodbank for the community. The church is looking to expand this through the operation of a community shop/larder/café, which is intended to reach more members of the local community. There is a desire to increase the dignity and independence of those who need it as well as providing an opportunity to serve/give for those who simply want to use it. This community project will also look to provide support for the bereaved and those who are in debt.
- Provision of space for local community groups e.g., Mum and Toddlers Group.

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

- Fairtrade group which runs a stall on a monthly basis at the end of the service.
- Equity and Justice team which runs events to raise awareness of Christian Aid and Eco-Congregation.

Mission Narrative: Belhelvie

Belhelvie is a younger than average parish. It is also a significantly more secular with more than half of the residents declaring 'no religion'. The congregation has identified their parish as a clear mission field and have undertaken specific work around engaging with the community in the development of the Annexe building next to the church. The population of the parish is 5,208 and with the recent changes in the road network, the church is now much more accessible to the community of Balmedie. In addition, if all the housing developments locally come to fruition, the parish of Belhelvie could double in population within the next 10 years. There are plans for several hundred new homes in Balmedie and Blackdog.

The presbytery considers the parish to be significant for mission because of the demographics of the population and the work of the congregation in developing links with the community. There is an emphasis on equipping disciples to live out their faith and resources such as 'Imagine Church' and 'Fruitfulness on the Frontline' are helping to shape the work missionally.

The PPRG envisages one FTEMWS for this charge.

The charge address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Regular Sunday services at Belhelvie Parish Church.
- Virtual services (via Facebook etc) in response to pandemic and livestreaming on a regular basis.
- Engaging effectively with young families through the offering of Mainly Music.
- Building connections with community through local events including the Gingerbread Village event in Advent.
- Operating a summer holiday club for children and young people.
- School chaplaincy with the local primary school including assemblies and classroom work. Potential development of Scripture Union Club at the school.
- Provision of special services throughout the year, including Christmas services, Remembrance service and Thinking Day and Founders' Day services.

- Operation of a men's group drawing in men from outside the congregation.
- Running Alpha and Discovering Christianity courses.
- 2. To teach, baptise and nurture new believers
 - Creation of prayer labyrinths
 - A regular prayer group
 - Weekly church youth group. There is a desire to see this expand to host youthwork with unchurched children in the parish.
- 3. To respond to human need by loving service
 - Working with local primary school to deliver the 'Seasons for Growth' resource, helping young people through experiences of change and loss.
 - Provision of a quiet, reflective space during Advent (Soulspace).
 - Operating a monthly drop-in café from the Annexe.
 - Running parenting and marriage classes from the 'Care for the Family' stable.
 - Provision of pastoral care, including to Balmedie House, the local Church of Scotland Care Home.

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

- Hosting film nights to raise awareness of justice issues e.g., 2040 for COP26.
- 5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.
 - Involvement in local projects such as Better Balmedie and Belhelvie Community Trust.

Mission Narrative: Foveran

The population of Foveran is 2,662, with the distinct community of Newburgh. Geographically it is located in between the parishes of Ellon and Belhelvie and bounded by the sea. The presbytery considers it is important to encourage the ministry of the whole people of God – considering the use of technology and training to empower and equip. The presbytery also recognises the commitment to maintain worshipping, witnessing and serving Christian congregations throughout Scotland. The congregation shows a real desire to engage missionally in their community.

The PPRG envisages that Foveran becomes a Local Mission Church through a union with one of the other churches in the parish grouping.

The Local Mission Church would address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Provision of worship services on a regular basis in the community of Newburgh.
- Provision of special services throughout the year, including Christmas and Easter.
- Provision of support to the local school communities, particularly through SU worker who is an elder in the church.
- Operation of young married couples' group.
- 2. To teach, baptise and nurture new believers
 - Regular prayer meetings and desire to learn on behalf of the existing congregation.
 - Provision of a holiday club, potentially in conjunction with other churches in the parish grouping.
 - Weekly bible study groups, which are led by elders.
 - Running of Soul Food once a month.
- 3. To respond to human need by loving service
 - Provision of space for Mother and Toddlers' Group and Knit and Natter community group.

• Community Café Outreach run by the church for the community every week.

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

• Support the operation of an AA group.

Classification of Buildings

The condition and location of the buildings in this parish grouping were considered. Ellon and Belhelvie are strategic locations for mission, therefore Ellon Parish Church, Ellon Kirk Centre, Belhelvie Parish Church and the Forsyth Hall and Annexe are to be retained. We note the considerable investment that has been made in these buildings, together with external funding. We note the considerable missional opportunities for Ellon Kirk Centre and the Forsyth Hall and Annexe.

With the establishment of a Local Mission Church, one building out of Holyrood Chapel and Foveran Church Hall is also to be retained. The congregation are to be asked for further information to help in determining which building will be better for mission purposes. The other building will be classified B and released.

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday	Current status	Plan for Parish Grouping	Buildings
		, Worship			
5a	Foveran	-	Vacant Charge	Foveran to	Holyrood Chapel
				become a Local	(TBC)
				Mission Church	Church hall (TBC)
5a	Ellon	159	Unrestricted	with either	Ellon Parish Church
			charge	Belhelvie or	(A)
			One FTEMWS	Ellon as the	Ellon Church Centre
			1 MDS	Sponsoring	(A)
			(1 Ministries)	Congregation.	
			(0.5 Children		
			and Families)	A covenant	
			(0.5 Mission	agreement to	
			Development)	be developed.	
5	Belhelvie	80	Unrestricted	Reduction of	Belhelvie Church (A)
			charge	MDS posts by	Forsyth Hall (A)
				1.	
	\sim			Consideration	
				to be given to a	
				locally funded	
				post	
				Total: 3.0 FTE	

MISSION AND MINISTRY GROUP 5B

IN GORDON PRESBYTERY



PARISHES:

NEW MACHAR

TOTAL POPULATION:

4,215

PROPOSED STRUCTURE:

Possible Linkage or Union with Dyce and parish Grouping with parishes in the Presbytery of Aberdeen and Shetland

PROPOSED NUMBER OF POSTS

0.5 FTEMWS

Mission and Ministry Group 5b:

NEW MACHAR

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in Newmachar (Group 5b) we envision a linkage or union with Dyce Parish Church in the Presbytery of Aberdeen and Shetland.

Mission Narrative: Newmachar is a parish with a population of 4,215. There is particular strength in this congregation regarding the ministry of the whole people of God, with considerable work done over the years to train and equip the congregation in leading worship and discipling others. The Pathway Centre provides an excellent space for the development of links with the community.

The combined parish population is estimated at over 10,000. Within the new parish there are a number of primary schools and one secondary school.

The PPRG envisages a linkage or union being put in place between New Machar Parish Church and Dyce Parish Church. The PPRG envisages one FTEMWS for this charge (with 0.5 within the Presbyter of Gordon MP and 0.5 within the Presbytery of Aberdeen and Shetland MP).

Statistics:

Parish	Population	Roll as of	New	Baptisms	Funerals	Ministry &
	as of June	Dec 2021	Communicants			Mission
	2020					Contributions
New Machar	4,215	332	0	0	11	£42,862.00
Parish						
Church						

Classification of Buildings:

The condition and location of the buildings in this parish grouping were considered. New Machar Parish Church and the Pathway Centre are to be retained. This is subject to further consultation with the Presbytery of Aberdeen and Shetland and the discussions with Dyce Parish Church.

New Machar will address the Five Marks of Mission as follows:

- 1. To proclaim the Good News of the Kingdom
 - Weekly worship
 - Café church
 - Worship in sheltered housing complex.
 - Prayer group
 - Bible study
 - Prayer walks

2. To teach, baptise and nurture new believers

- Cool Club (Sunday school)
- Bible study
- Bible Explores (external group for primary aged children)
- Ladies' discussion group
- Men's fellowship group

- Christianity Explored/Alpha courses
- LAFF (Ladies of all ages friendly fellowship)
- Primary school outreach
- Holiday club for primary aged children

3. To respond to human need by loving service

- Kids' games nights for the community
- Community film nights
- Community quizzes
- Coffee mornings with percentage of proceeds to various charities
- Christmas carol service at sheltered housing

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

- Christian Aid week doorstep collection and fundraising lunch.
- Foodbank collection of food, etc. and monetary donation from Christmas eve collection

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

- Eco church
- Harvest service with eco focus
- Minimise waste and recycle whenever possible
- Village litter picks

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday Worship	Current status	Plan for Parish Grouping	Buildings
5b	New Machar		Vacant Charge	Enter into a linkage or union with Dyce Parish Church in the Presbytery of Aberdeen and Shetland	New Machar Church (A) Pathway Centre (A)
				0.5 FTE	

MISSION AND MINISTRY GROUP 6

IN GORDON PRESBYTERY



PARISHES:

BARTHOL CHAPEL

Methlick

UDNY AND PITMEDDEN

TARVES

TOTAL POPULATION:

6,253

PROPOSED STRUCTURE:

TEAM MINISTRY THROUGH UNION

PROPOSED NUMBER OF POSTS

1 FTEMWS

(1 OLM)

Mission and Ministry Group 6:

BARTHOL CHAPEL, METHLICK, UDNY & PITMEDDEN, AND TARVES

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in Group 6 we envision a Team Ministry through Union in Barthol Chapel, Methlick, Udny & Pitmedden, and Tarves.

Mission Narrative: This grouping has been working together for a number of years in relation to the Formartine Youth Project, with a shared, locally funded, youth worker. A pro-active management group consisting of representation from the four congregations manages this project. The purpose of the project is to take mission and service to younger people within the local communities and schools, many of whom are 'outwith' the traditional and established church circles. The congregations work closely and have a constructive working relationship with the Presbytery's Youth Facilitator.

The combined population is 6,503. There are a number of primary schools in the combined parish, and it incorporates the villages of Barthol Chapel, Methlick, Pitmedden, Tarves, and Udny. There is new housing in Tarves and more planned in the future. There are strengths in the grouping around the proclaiming of the good news of the Kingdom of God, where technology is being leveraged to engage with more people in the community, development of relationships with young families, and community engagement. There are distinct communities within the parish and a sense in which the congregations are at the heart and soul of each of these communities.

The presbytery considers there to be missional opportunities through the youth work programme; and through the energy and passion of the existing charges to share the gospel with those who are unchurched and to nurture the faith of new believers.

The PPRG envisages the formation of a single parish through the union of the four churches with a team ministry. The team ministry will consist of one FTEMWS, one OLM, and the locally funded youth worker.

Parish	Population	Roll as of	New	Baptisms	Funerals	Ministry &
	as of June	Dec 2021	Communicants			Mission
	2020					Contributions
Barthol	487	63	0	0	1	£7,502.00
Chapel						
Methlick	1,125	293	0	7	27	£44,212.00
Udny and	2,531	219	0	1	8	£40,056.00
Pitmedden						
Tarves	2,110	231	0	0	18	£26,307.00

Statistics:

Classification of Buildings:

The condition and location of the buildings in this parish grouping were considered.

Given the geography of the combined parish and a commitment to enabling worshipping communities, Pitmedden Kirk, Methlick Church, Tarves Church and Tarves Youth Hall are to be retained. We note the planned investment in Tarves Youth Hall, including external funding.

The sale of Udny Green has already been agreed and is proceeding.

Barthol Chapel and Methlick Stables have been classified B and will be released.

We would encourage the grouping to pursue the interest that has already been expressed by the community of Barthol Chapel to take ownership of the church building.

The new united charge will address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Regular services of worship across the combined parish, including livestreaming and the use of technology.
- Running online Alpha courses.
- Provision of special services during the year, including Remembrance, Thinking Day, Founders' Day and Christmas.
- Provision of school chaplaincy and development of strong relationships with each of the local schools.
- Running Mainly Music and engaging with young families at both Pitmedden and Methlick.
- Provision of Messy Church and holiday clubs, with engagement with children and young families at Tarves.
- 2. To teach, baptise and nurture new believers
 - Running the Bible Society Bible Course, enabling those who wish to nurture their new faith to explore the Word of God with other Christians.
 - Running the Community Bible Experience.
 - Home Groups and Bible Studies on a regular basis.
 - Provision of youth work through the Formartine youth project.

3. To respond to human need by loving service

- Providing space to community groups across the combined parish, such as the Knit and Natter in Methlick, WRI, Community Councils. The Tarves Youth Hall provides a home for groups such as Toddlers Group, Playgroup, Keep fit, Karate, Football training, Dancing and many other users.
- Providing a monthly drop off point for donations of food and toiletries for Aberdeenshire North Foodbank.
- Pastoral care provided across the combined parish, with particular emphasis on responding to need e.g., Tarves Church became the base for making up bags of necessities for the elderly and food bags for young families who were struggling. This work won an award from AVA.
- Pastoral care to the bereaved through special services and pastoral care to those in the sheltered housing complex.
- Monthly community café in Barthol Chapel addresses issues of rural isolation.

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

- Provision of financial support to charities locally and mission partners overseas such as New Life Home Trust, which works with orphans and abandoned babies
- Support of Christian Aid.

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

• In the aftermath of Storm Arwen, exploration of potentially helping facilitate and promote ways to replant/replace the tens of thousands of trees that were lost on Haddo Estate.

• Potential development of a community woodland in Tarves.

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday	Current status	Plan for Parish	Buildings
		Worship		Grouping	
6	Methlick	74	Unrestricted	A single	Methlick Church (A)
			charge	parish	Methlick Stables (B)
6	Barthol Chapel	15	Unrestricted	grouping	Barthol Chapel Church (B)
			Charge	to be	
			linked with	created.	
			Tarves	Union of	
6	Tarves	45	Unrestricted	all the	Tarves Church (A)
			Charge	churches	Youth Hall
			linked with	in the	(A)
			Barthol	parish	
			Chapel	grouping.	
6	Udny &	25	Unrestricted		Udny Church
	Pitmedden		charge	1 FTEMWS	(B)
				1 OLM	Pitmedden
				1 locally	Church (A)
				funded	
				shared	
				youth	
				worker	
				Total: 1	
				FTE	
MISSION AND MINISTRY GROUP 7

IN GORDON PRESBYTERY



PARISHES:

HUNTLY CAIRNIE GLASS

INSCH LESLIE PREMNAY OYNE

STRATHBOGIE DRUMBLADE (HUNTLY)

TOTAL POPULATION:

13,640

PROPOSED STRUCTURE:

DEFERRED UNION (HUNTLY CHURCHES) AND A PARISH GROUPING

PROPOSED NUMBER OF POSTS

1.5 FTEMWS

Mission and Ministry Group 7:

HUNTLY CAIRNIE GLASS, HUNTLY STRATHBOGIE DRUMBLADE, AND INSCH LESLIE-PREMNAY OYNE

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in Group 7 we envision a Deferred Union in Huntly between Huntly Cairnie Glass and Strathbogie Drumblade (Huntly) and a Parish Grouping to include the Parish of Insch Leslie Premnay Oyne.

Mission Narrative: Huntly is a market town in the north of the Presbytery of Gordon. The combined parishes have an estimated population of 7,500 with a considerable schools' presence. There is work currently being done to bring regeneration to the town, which attracted £2.49m of funding from the Scottish Government. Therefore, from a mission perspective, the PPRG believes Huntly is a strategic location, which requires ministry resources.

There is a particular emphasis on Fairtrade and sustainable living, which the congregations have a desire to participate in. This would fit with both the fourth and fifth marks of mission.

In addition, according to recent statistics, Huntly has the highest level of income deprivation and unemployment in the presbytery. Together with the second highest crime rate, Huntly is an important focus for mission given the Church of Scotland's priority to the poor.

The congregations of Huntly Carnie Glass and Strathbogie Drumblade (Huntly) have identified that the best way to enable mission within the town and to continue a Christian witness is to come together in a union.

The PPRG believes the combined church would be outward looking and engaged with its community. The church has "a commitment to maintain worshipping, witnessing and serving Christian congregations throughout Scotland," and the PPRG believe that the combined church would enable this within Huntly.

Parish	Population	Roll as of Dec	New	Baptisms	Funerals	Ministry &
	as of June	2021	Communicants			Mission
	2020					Contributions
Huntly	3,517	551	0	1	16	£36,790.00
Cairnie Glass						
Strathbogie	2,536	361	2	3	12	£36,582.00
Drumblade	$\langle \rangle$					
(Huntly)						
Insch Leslie	4,070	299	0	3	39	£35,031.00
Premnay						
Oyne						

Statistics:

Classification of Buildings:

The condition and location of the buildings in this parish grouping were considered.

Huntly is a strategic location for mission. Of the two churches, Strathbogie Drumblade (Huntly) is to be retained.

Huntly Cairnie Glass Church and Huntly Cairnie Glass Church Hall have been classified B and are to be released.

As an indication of this, the churches have provided the following evidence in relation to the first three marks of mission:

1. To proclaim the Good News of the Kingdom

We proclaim the Good News of the Kingdom through corporate worship mainly through our Sunday services. We are developing more participative worship with congregational responses and occasional reflections that involve discussion. We are also affirming and encouraging more leadership in worship with a rota of Scripture readers and those who can lead prayer.

We also proclaim the Good News of the Kingdom in our daily lives through our relationships with others and our personal lifestyles. We have a 'Time for Reflection' slot every second week in 'The Huntly Expressed' which rotates around the three denominations in Huntly (C of S, plus Scottish Episcopal and Roman Catholic) and newsletters are delivered to members of the churches.

Other examples of corporate worship, which will return once Covid restrictions ease, include:

- Ecumenical Service of remembrance for all who had lost loved ones during the last 18 months
- Harvest Thanksgiving Service, donations taken for Christian Aid
- Christmas Services: Nine Lessons and Carols
 - o Early Service Christmas Eve with mince pies and coffee
 - o Christmas a Party for children in community
 - o School Service for Secondary pupils
 - o Service for Primary Schools
- Care home services

2. To teach, baptise and nurture new believers

- The churches follow up infant baptisms with children being sent birthday cards until 3 years of age, then invited to join Sunday School
- It is intended that provision for children on Sundays will restart soon.
- We are trying to start a new group based on young people's passion to see climate change halted. We wish to enable the youngsters to help us become both Eco Congregation and a Fairtrade church.
- We are planning to offer workshops to develop elders/other interested members' pastoral and worship skills and also specific elder training.
- A bible study group will be restarted post-Covid and there is interest in starting a prayer group linked to a mid-week church opening at lunch time.

3. To respond to human need by loving service

- Collection for Christian Aid, organised by Guild
- We contribute continually and also have special collections for the local Foodbank and more recently also the new Baby Bank. Strathbogie Drumblade (Huntly) are hoping to co-operate with Huntly Cairnie Glass by assisting with their Thrift and Shop and summer Café. We are aware that we need to seek to serve the community further. Ideas have been suggested for post-Covid Stovie nights, movie nights, games nights etc to encourage fellowship and interaction with the whole community.
- Knitting groups sending knitting to Romania and Malawi. The groups consist of members and nonmembers.
- We have recently formed a Pastoral Care Team to assist the minister by communicating to him/her those in need of card, flowers, phone-call or visit and carrying out any of the aforementioned where

that is appropriate. This team also oversees the process of the ministry of flowers and transport to church for the less mobile.

- Pre-Covid visits to care homes.
- We offer an annual community service of 'Love and Light' on All Saints' night for those recently bereaved or for anyone wishing to remember a loved one.

INSCH LESLIE PREMNAY OYNE

Mission Structure: The PPRG envisage that the united church in Huntly will form part of a parish grouping with Insch Leslie Premnay Oyne Parish Church of Scotland.

Mission Narrative: The parish is growing though extensive house building in Insch, Premnay and Oyne and has potential for mission, particularly through community engagement. There are 3 primary schools, a sheltered housing complex, a nursing home and a community hospital, together with a private nursery. The population is 4,070.

The PPRG envisages 0.5 FTEMWS for this charge, within the Parish Grouping.

Classification of Buildings:

Given the geography of the combined parish and a commitment to enabling worshipping communities, Insch Parish Church and Insch Parish Church Hall are to be retained.

The charge address the Five Marks of Mission as follows:

- 1. To proclaim the Good News of the Kingdom
 - Taking a practical and active role in the community to demonstrate faith through action.
 - Regular Sunday worship and provision of services through Keith Community Radio.
 - School chaplaincy within the schools in the parish and provision of an annual holiday bible club.
 - Special worship services throughout the year, including a darkness to light service for the bereaved.
- 2. To teach, baptise and nurture new believers
 - Involvement in youth organisations e.g., the ATC and other uniformed organisations.
 - Bible study
- 3. To respond to human need by loving service
 - Supporting the community food larder
 - Provision of pastoral care within the community, the sheltered housing complex and nursing home.
 - Provision of care through Fun and Friendship (an elderly club) and the Guild.

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

• Support of Christian Aid

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday Worship	Current status	Plan for Parish Grouping	Buildings
7	Huntly Cairnie Glass	23	Unrestricted charge	It is proposed that deferred union take place between the two	Huntly Parish Church (B) Church Hall (B)
7	Strathbogie Drumblade (Huntly)	75	Unrestricted charge	congregations in Huntly with One FTEMWS.	Strathbogie Church (A)
7	Insch Leslie Premnay Oyne		Unrestricted charge	Insch Leslie Premnay Oyne to become 0.5 FTEMWS Covenant Agreement to be developed within a 2-year period in the new parish grouping.	ILPO Church (A) ILPO Hall (A)
				Total: 1.5 FTE	

MISSION AND MINISTRY GROUP 8

IN GORDON PRESBYTERY



PARISHES:

FINTRAY KINELLAR AND KEITHHALL

INVERURIE'S ST. ANDREW'S

INVERURIE WEST

TOTAL POPULATION:

16,112

PROPOSED STRUCTURE:

DEFERRED UNION (INVERURIE CHURCHES) AND

POTENTIAL UNION BETWEEN INVERURIE ST. ANDREW'S AND FINTRAY KINELLAR KEITHHALL

PROPOSED NUMBER OF POSTS

1 FTEMWS

0.5 MDS

(1 OLM)

Mission and Ministry Group 8:

FINTRAY KINELLAR KEITHHALL, INVERURIE ST. ANDREW'S, AND INVERURIE WEST

Proposed Structure:

As we seek to prioritise mission, ministry, and a local worshipping presence in Group 8 we envision a Deferred Union in Inverurie between Inverurie St. Andrew's and Inverurie West and a possible union between Inverurie St. Andrew's and Fintray Kinellar Keithhall in the more immediate future.

Mission Narrative: Inverurie

Inverurie is a large and vibrant market town, which is continuing to grow. There is a considerable school presence in the community, with four primary schools and a relatively new secondary school campus. The combined parishes in Inverurie have a population of 14,188.

New housing is still very much a feature of Inverurie. On the other end of the age scale the town is a popular retirement place and there are two nursing homes and several sheltered housing complexes. The Acorn Centre provides a well-equipped space in the community and provides opportunities for collaborative mission/work with local businesses and organisations.

The Inverurie Parish Grouping sub-group is currently working on a community audit to try to identify what other local organisations and groups consider to be the local needs/priorities in order to assess the way forward.

There are considerable strengths within the grouping around proclaiming the good news of the Kingdom of God, integrity of creation and community engagement.

The presbytery considers it to be strategic location for mission and therefore the deployment of ministry resources. The missional aims include sharing the gospel with children, young people and adults of working age and development around the fourth and fifth marks of Mission.

The PPRG envisages a deferred union between the two Inverurie churches. The PPRG recognises that there are differing identities, histories, styles, approach, resources and priorities of these two congregations. Forging a shared identity and sense of mission will take a good deal of time and effort. It believes the united charge would be outward looking and engaged with its community.

The PPRG considers one FTEMWS, 0.5 MDS post, and an OLM to be the appropriate staffing for the united charge. The MDS remit would be specifically around youth work.

Parish	Population as	Roll as of	New	Baptisms	Funerals	Ministry &
	of June 2020	Dec 2021	Communicants			Mission
						Contributions
Inverurie St	4,832	835	0	0	15	£63,926.00
Andrew's						
Inverurie	9,286	516	0	0	18	£51,453.00
West						
Fintray	1,994	125	0	3	5	£26,065.00
Kinellar	(excluding					
Keithhall	Blackburn)					

Statistics:

Classification of Buildings:

The condition and location of the buildings in this parish grouping were considered. Inverurie is a strategic location for mission. The two church buildings, with combined halls, offer different missional opportunities within the town. Both are to be retained.

Inverurie West Church Hall and St Andrews New Hall have been classified B and are to be released.

Mission Narrative: Fintray Kinellar Keithhall

This parish currently has a population of 5,054 and the congregation has particularly strengths around the development of the ministry of the whole people of God. On exploration with the office bearers of Fintray Kinellar Keithhall, the PPRG encourages the exploration of a potential union with Inverurie St Andrew's.

As noted in Group 4, the parish boundary would be revised to bring Blackburn into the Parish of Skene. This would reduce the population to 1,994.

Classification of Buildings:

The condition and location of the building in this parish grouping were considered. Fintray Church has been classified B and is to be released.

The Parish Grouping would address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Regular Sunday worship in person and live streamed.
- Pre-covid, Inverurie West live streamed Sunday worship into one of the local nursing homes, with volunteers attending the nursing home to support and provide fellowship for residents.
- Joint worship/events with ecumenical partners in IDCT, especially at Christmas and Easter.
- Special worship services during the year including for Remembrance.
- Some sharing of the gospel is possible through school chaplaincy.

2. To teach, baptise and nurture new believers

- Work with young people and young families continues via junior church, Mainly Music, young families' group and baptisms.
- Involved in an ecumenical Messy Church pre-covid.
- School chaplaincy and work with local youth organisations such as BBs also provide teaching and nurturing opportunities.
- Running a Christianity Explored course and follow-on possibilities.
- Bible studies (in person and online) are held regularly.
- Conversations in the Acorn café with staff, volunteers, customers etc also lead to faith development in many ways.
- 3. To respond to human need by loving service
 - The Acorn café operates as a meeting and support space for hundreds of people throughout the week via formal groups and informal encounters. Inverurie West consciously works to alleviate issues of loneliness and isolation through their physical space and café and the connections made by their pastoral volunteers.
 - Funeral work and bereavement support also continues on a regular basis.

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

- Fairtrade is highlighted via the Ubuntu shop in the Acorn centre and the products used in the café. Climate justice issues were highlighted recently through artwork in the café and porch.
- Issues of justice are also regularly highlighted as part of the preaching cycle.
- Support for Christian Aid.
- Provision of space for community and social events, enabling engagement with the community.
- Support for mission partners in Malawi through knitting.
- Support for local foodbank through regular collections.

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

• This is evolving into a potential new missional strength, in particular via the development of the space behind the Inverurie West Hall as a kitchen/community garden. The project was developed in collaboration with Amal (local new Scots support group) in the hope of providing produce for both church and New Scots, opportunities for training and development, relationship building, and a shared outdoor community space. Currently they grow produce for the café, reducing their food miles to metres, and they have a polytunnel and plans for fruit trees. They hope to involve schools and other community groups as well. Work is ongoing on disabled access, and a seating area (a neighbour has built some pallet furniture for us) for volunteers. The project is new and still finding its feet, but the potential is great.

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday Worship	Current status	Plan for Parish Grouping	Buildings
8	Inverurie West		Unrestricted charge	A deferred union is to take place. 0.5 Youth Work	Inverurie West Church (A) Church Hall (B)
				Facilitator Post.	
				The congregations	
				to consider the	
				appointment of	
				locally funded staff.	
				OLM be appointed	
				to this parish	
				grouping.	
8	Inverurie	80	Unrestricted		Inverurie St Andrews
	St Andrews		charge		Church and Hall (A)
					New Hall (B)
8	Fintray Kinellar	-	Vacant	Union with	Fintray Church (B)
	Keithhall		Charge	Inverurie St	
				Andrew's to be	
				explored.	
				Parish boundary	
				to be revised.	
				Total: 1.5 FTE	

MISSION AND MINISTRY GROUP 9

IN GORDON PRESBYTERY



PARISHES:

CULSALMOND AND RAYNE

DAVIOT

MELDRUM AND BOURTIE

TOTAL POPULATION:

6,555

PROPOSED STRUCTURE:

PARISH GROUPING

PROPOSED NUMBER OF POSTS

1 FTEMWS

Mission and Ministry Group 9:

CULSALMOND & RAYNE, DAVIOT, AND MELDRUM & BOURTIE

Proposed Structure: As we seek to prioritise mission, ministry, and a local worshipping presence in Group 9 we envision a Parish Grouping working across presbytery boundaries into the Presbytery of Buchan.

Mission Narrative: This grouping will include the parishes of Fyvie, Rothienorman, Auchaber and Auchterless. The combined grouping incorporates the growing town Oldmeldrum, together with the rural communities of Culsalmond, Rayne and Daviot. Oldmeldrum is a hub with a primary and secondary school, a considerable number of young families, and more housing planned.

The population of the combined parishes of Culsalmond and Rayne, Daviot, and Oldmeldrum is 6,555.

The presbytery has a two-fold mission in this grouping. Firstly, recognising Oldmeldrum as a strategic location, there is an aim to engage with children, young people and families, particularly through school connections.

The second missional aim recognises the rural geography of the wider planned grouping and the distinct communities within it. The presbytery sees an opportunity of developing mission in this rural context, through the leveraging of technological advances of recent years and developing the ministry of the whole people of God.

The PPRG encourages the ongoing conversations towards the creation of a parish grouping and envisages staffing within Gordon Presbytery to be one FTEMWS.

Parish	Population	Roll as of	New	Baptisms	Funerals	Ministry &
	as of June	Dec 2021	Communicants			Mission
	2020					Contributions
Culsalmond and Rayne	1,576	152	0	2	2	£10,401.00
Daviot	890	133	0	0	4	£8,884.00
Meldrum and	4,089	332	0	2	7	£47,154.00
Bourtie						

Statistics:

Classification of Buildings:

The condition and location of the buildings in this parish grouping were considered.

Oldmeldrum is a strategic location for mission. Meldrum Parish Church is to be retained. Given the geography of the combined parish and a commitment to enabling worshipping communities, Rayne Church is also to be retained.

Meldrum Church Hall has been classified B. We note that there are plans in place regarding the disposal of the hall and redevelopment of the church, and this may take longer than 5 years.

Daviot Church and Daviot Church Hall have been classified B and are to be released.

We would encourage the grouping to determine if the community of Daviot would consider taking ownership of the hall.

This is subject to further consultation with the Presbytery of Buchan and the other congregations in the grouping.

The parish grouping will address the Five Marks of Mission as follows:

1. To proclaim the Good News of the Kingdom

- Weekly worship
- Working with other denominations and shared services as particular times during the year.
- Use of social media such as Facebook and YouTube this allows those who cannot get to church, especially in current times, to still feel involved. This use of technology will be particularly important in the Parish Grouping.
- School chaplaincy and the development of links with the primary schools and the Academy. This includes hosting special events to help the schools meet their curriculum criteria such as Experience Easter. Another example within Meldrum and Bourtie is the presentation of an Advent Bag to all of the children in the primary school (around 400) which contained a small gift, crafts and a devotional relating the Christmas message. An Advent Bag suitable for adults was also given to all who attended services in the Christmas period.
- 2. To teach, baptise and nurture new believers
 - Bible Study open to all.

3. To respond to human need by loving service

- Reaching out to those in our Parish who have lost a loved one or in need of support and/or comfort Special services such as 'Longest Night' reflective service
- Pastoral Care visiting team extending reach to all in the Parish those who are housebound, ill, lonely, or those who would just like a chat
- In Oldmeldrum the Community Connect Café Project new project starting 2022 (Covid allowing). This is a fundraising project for us and for other youth and community groups – this will help us reach groups who have no current connection with the church in a positive manner
- Providing a space for community groups to meet e.g., Guides, Brownies and Rainbows, Toddlers, SWRI and, the AA.
- Outreach events in some of the communities within our area in order to show how we value people and want to develop our relationships with them. Examples of these events have included Meldrum Sports' Day, afternoon teas in Meikle Wartle, A Soup and Sweet in Culsalmond, and Sponsored Walk on Tillymorgan Hill.

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

- Special collections for local and international charities
- Supporting Christian Aid through being a collection point and the Christian Aid thrift shop a wellestablished highlight during Christian Aid week raising £1,000s each year for Christian Aid.
- The churches have also been very keen to raise awareness regarding human trafficking and modern slavery and to affirm the importance of supporting refugees
- Working in partnership with the local communities to collect for Aberdeenshire North Foodbank and Aberdeen Cyrenians.

- 5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.
 - A very recent example of the churches involvement with Christian Aid was the Eco Trails arranged (on behalf of the Garioch Christian Aid Group). A significant sum of money was raised for Christian Aid's Harvest Appeal (with a climate justice theme) and through the quiz questions on the Trails through House of Daviot Estate they hoped to raise awareness of environmental issues and concerns as COP26 approached and took place.

Presbytery Mission Plan:

Parish Grouping	Congregation Name	Avg @ Sunday Worship	Current status	Plan for Parish Grouping	Buildings
9	Culsalmond & Rayne	17	Unrestricted Charge linked with Daviot	The three congregations form part of a wider Parish Grouping across the Presbytery Boundary. There will be a reduction of 1 FTEMWS. Covenant Agreement to be developed within a 2-year period.	Rayne Church (A)
9	Daviot	25	Unrestricted Charge linked with Culsalmond & Rayne		Daviot Church (B) Annex (B)
9	Meldrum & Bourtie	98	Unrestricted charge		Meldrum Church (A) Church Hall (B) Bourtie Church (B)
				Total: 1 FTE	

PRESBYTERY WIDE POSTS

IN GORDON PRESBYTERY



PROPOSED NUMBER OF POSTS

0.5 YOUTH WORK FACILITATOR

0.5 MISSION AND DISCIPLESHIP FACILITATOR

Gordon Presbytery Wide Posts

In addition to the specific parish posts described, the PPRG envisage the deployment of two presbytery wide 0.5 MDS posts to serve the congregations within Gordon Presbytery. These are both continuations of existing MDS posts, which have been invaluable to mission of the presbytery, equipping and enabling congregations to grow in mission, discipleship, and youthwork.

0.5 MDS Post – Mission and Discipleship Facilitator

0.5 MDS Post – Youth Work Facilitator



WAP 1, MISSION AND MINISTRY GROUPS OF GORDON PRESBYTERY

SUMMARY TABLE

Mission and Ministry Grouping	Ministry Posts
Groups 1 & 2	1 FTEMWS, 1 MDS
Group 3	2 FTEMWS, 0.5 MDS
Group 4	1 FTEMWS, 1 MDS
Group 5a	2 FTEMWS, 2 x 0.5 MDS
Group 5b	0.5 FTEMWS
Group 6	1 FTEMWS, 1 OLM
Group 7	1.5 FTEMWS
Group 8	1 FTEMWS, 0.5 MDS, 1 OLM
Group 9	1 FTEMWS
Presbytery Wide Posts	2 x 0.5 MDS
Total	11 FTEMWS, 5 MDS, 2 OLMs
	16 MINISTRY POSTS plus 2 OLMs

APPENDIX A - METHODOLOGY

The following proposal sets out the methodology used to agree a new Presbytery Mission Plan. It was designed to provide clarity around how decisions would be made and who will be involved in making them, and to provide a timetable for the process. The proposal was approved by the Presbytery of Gordon in November 2021.

Who is involved?

The Presbytery Plan Review Group (PPRG) was established in 2017/18 and includes:

Rev Alastair Bruce Rev Stella Campbell (Convenor) Rev John Cook Rev Carol Ford Mr James McPherson (Elder) Rev Joshua Mikelson Rev Heather Mikelson (MDS) Mrs Margaret Pate (Elder) Mr Graham Smith (Elder) Rev Alison Swindells (Vice-Convenor)

The group has been developed to include individuals from across the geography of presbytery and to have representation from elders as well as ministers. With Rev John Cook and Rev Alastair Bruce we have drawn the convenors of the Presbytery Property Committee and the Presbytery Mission and Discipleship Committee.

A joint meeting was held with the Presbytery Mission and Discipleship Committee to assist in drafting the MP.

Finally, the NE Buildings Officer will be invited to attend meetings where his support is required.

How will decisions be made?

Buildings

In the new MP every building must be categorised as follows:

- (a) to be retained beyond the five years from the date at which the Mission Plan is approved or annually reviewed, or
- (b) to be sold, let or otherwise disposed of by a specified date which is within five years from the date at which the ecclesiastical building is first categorised as (b).

The following process will be following to determine the categorisation

- 1. Each building in presbytery will be subject to an AMBA (Audit Management Buildings Audit). The spreadsheets will be submitted to the General Trustees and the PPRG will be provided with a set of scores for each parish grouping.
- 2. Each Kirk Session will be asked to provide the following information with regards to the buildings in their parish by the end of November 2021:

- a. What opportunity does the building give for mission and can you provide evidence of how it is already used for mission?
- b. Is the building of specific historical or architectural interest?
- 3. The information collated will be analysed by the PPRG and a determination will be made regarding the categorisation of each building. This will take into account the geography of the parish grouping and the ministry resources planned for that grouping. As far as it is possible, this will be in line with the previously agreed targets of closing buildings (i.e., where there are four buildings in a parish grouping, one will close and where there are five buildings or more in a parish grouping, two will close). However, any building producing a low score on the AMBA will need to be considered.
- 4. Where it is not possible for the PPRG to make a decision based on the information collated, the NE Buildings Officer will be asked to conduct a more in-depth survey of the relevant buildings and provide that information to the PPRG. For example, where two or more buildings have a very similar scoring.

Allocation of Ministry Posts

Through consultation the previous Presbytery Plan allocated each congregation to a Parish Grouping and gave a projected allocation of Full Time Equivalent Ministers of Word and Sacrament and Ministry Development Staff posts. It is intended that these Parish Groupings will be maintained.

The new MP will be developed in accordance with the Presbytery Mission Plan Act (Act VII 2021) and any guidance provided by the Faith Nurture Forum. This includes adhering to the Code of Practice produced in 2021. Mission will be prioritised in the MP. Included in the factors that will be taken into consider are geography, population, ecumenism, financial responsibility, and working with the whole people of God. (A full list can be found in Section 5 of the PRESBYTERY MISSION PLANNING ACT: GUIDANCE & CODE OF PRACTICE V1.4)

Each Kirk Session will be asked to provide information on the life of their congregation and the mission opportunities which exist locally. This will be via the same survey as mentioned above and responses will be expected by the end of November 2021. The questions will be as follows:

- 1. What opportunities for mission exist within your parish and can you provide evidence of mission being prioritised currently? [You may find it helpful to refer to the Five Marks of Mission in your response].
- 2. Is there anything within the life of your congregation that we should take into consideration when determining the future provision of ministry posts?

Gathering of Information and Communication.

Where additional information is required, the PPRG will gather it through a questionnaire circulated to each Kirk Session. All information will be collected prior to the middle of February 2022.

If a Parish Grouping wishes to make a recommendation/suggestion for the new MP, it should be submitted in writing to the PPRG convenor by the middle of February 2022. (**Deadline February 15th**).

Information will be shared with the presbytery through regular updates on the presbytery website. The PPRG will endeavour to make sure that information is provided in such a way as to make it accessible to everyone reading it. Plain language will be used where possible, and where congregations are cited to attend meetings, a brief synopsis will be provided to counteract the formality of the legal language required for citation.

It is the responsibility of the Presbytery Elder and Minister/Interim Moderator to ensure that information is disseminated from the presbytery to the Kirk Session/congregation in a timely manner.

When the draft or final MP is proposed, materials will be prepared and circulated in advance to the presbytery for consideration and to Kirk Sessions. Congregations will be cited to attend the presbytery meeting.

Conflicts of Interest

Each member of the group will absent themselves from any decisions relating to their own parish grouping or where they are related to a member staff in post. This includes both buildings categorisation and allocation of ministry posts. Conflicts of Interests will be noted at the beginning of each meeting.

Checks/Balances

The PPRG will regularly report to the Business Committee, on progress against the agreed timeline. Minutes of each meeting will be kept.

Timeline

- Proposal on the process to be agreed in November 2021
- The process document will be made available online following the November 2021 Presbytery meeting and the Presbytery Planning section on Presbytery website will updated to include the new act and guidance on it.
- Gathering additional information for the new MP and input into the union of Presbyteries November 2021 to February 2022.
- Consultation with the Faith Nurture Forum facilitator for our presbytery November 2021 to February 2022 and the draft to be shared with them prior to Presbytery for comment.
- Production of a first draft of the new MP March 2022 Presbytery meeting.
- Kirk Sessions to provide feedback to the PPRG on the first draft by the middle of April 2022 via an extract minute.
- Final MP to be voted on in the May 2022 Presbytery meeting.
- The MP is submitted to the relevant bodies for approval.

APPENDIX B – SURVEY OF PRESBYTERY

Background:

A Presbytery Review Group was formed in 2017 to help Gordon Presbytery discern if there was a more effective approach for presbytery, and surveyed each church (either minister, kirk session, or a group of leaders). The group asked how Gordon Presbytery could better support them. At the conclusion of these surveys, the main elements that arose were as follows:

- Clarify the Role of Presbytery
- Prioritize Relationships
- Create space for the Sharing of Stories/Best Practices
- Help Build Connections/Networking
- Help Support Local Churches
- Provide Resources
- Provide Trainings
- Provide clear Communication in various forms
- Provide Spiritual Support

To live into this calling, the following elements were used to change the way we carry out the life and work of Gordon Presbytery.

Local Church Reviews: These became a way to connect to local congregations, to hear how God is at work, and to learn how Gordon Presbytery could be helping the local congregations. To prioritize sharing of stories and best practices, it was agreed that half of our yearly Presbytery gatherings would now be for a particular congregation (known as the "focus church"). Each focus church would first meet with the LCR team for discussion and planning, and would then share their stories, resources, and questions with Presbytery.²

Mission and Discipleship: in conjunction with presbytery and the national church, two Mission and Development Workers (MDS) are working across Presbytery to help enable the local congregations to continue the holistic work of ministry, mission, and discipleship. Additionally, the Mission and Discipleship Team restructured and began offering training and resources in the form of T.I.M. Talks (Theology, Imagination, Mission & Ministry training evenings). These events were created and offered in person and online several times a year. In addition, resources were created to help support churches in evaluating their local mission and discipleship such as the Mission Cycle. A desire to begin to formally train and equip elders for worship leadership was renewed and will be implemented in the spring of 2022.

² To create space for the voice of the local church, Presbytery business meetings were limited to the other half of the calendar year.

APPENDIX C - MISSION CYCLE

Mission Audit 2021/2022:

Introduction:

In the winter of 2021, each Kirk Session was sent a set of questions by the PPRG. Many of their responses to these questions were then placed within the Mission Cycle (see graph at beginning of the document). The Mission and Discipleship Team met in 2022 to review the data. Their audit is below.

Audit:

From the 'Mission Cycle' information, Gordon Presbytery lives out its call to mission in communities through goodwill and engagement. There is ample evidence that congregations are living into the 3rd Mark of Mission, "*responding to human need by loving service*" based Jesus' call "*to see God in the hungry, naked, outcast / prisoner and stranger*" is met in some way.

Many of our individual churches put great effort into running community events (eg. Community Cafes, Carol concerts, music groups) supporting community organisations (e.g., schools, care homes, uniformed organisations) and caring for those in need (eg. pastoral visiting, telephone calls, running / supporting foodbanks). This approach takes seriously the hope that God is Emmanuel is with us in every circumstance of our lives; and reflects the 1st and 3rd Marks of Mission (*to proclaim the good news and to respond to human need by loving service*). Many of our churches are also living out creation care (the 5th Mark of Mission), and those elements are represented in all parts of the Mission Cycle pending on where they are in their faith and understanding.

Nevertheless, there are areas where our missional activities are less developed. Reaching the young (defined as 40 and under) is a huge gap. Many programs exist for children but do not necessarily engage the whole family, nor are there commensurate ministries for adults who are single. The Mission and Discipleship team have identified these as growth areas, while also recognizes it is hard for aging churches to reach younger generations.

From the evidence in the Mission Cycle, it is also clear that Gordon Presbytery is less effective in finding ways to enable individuals in our community and congregations to ultimately own a living faith. This would relate to the 2nd Mark of Mission. While all churches hold worship services and many also offer Sunday School and Bible studies on a regular basis, it is unclear how effective these are at bringing individuals into a living relationship with Jesus Christ. Some of this reticence can be explained by the Northeast culture we live in, but our cultural reality does not excuse us from our call to move beyond the prevailing culture by being more intentional about our part in building the kingdom (or culture) of God. The Mission and Discipleship team feel that focusing on "owned faith" within our congregations and communities would help to strengthen the church, to advance the Gospel, take Christ-centred risks, and enable congregations to live out *all* 5 Marks of Mission.

In summation, what the Mission Cycle highlights is that we excel at coming alongside our communities in goodwill and engagement, but we struggle to live out our faith in ways that would transform society or to proclaim the good news of Jesus or nurture the faith of new believers (Marks of Mission 4, 1 and 2). The Mission Cycle would say that two things are clear: we need a change of emphasis, and we need to be explicit about our fidelity to Jesus Christ as the basis for our outreach.

APPENDIX D

Background to Presbytery Planning

2021 Presbytery Plan

The Presbytery of Gordon developed and agreed its most recent Presbytery Plan in March 2021. This plan was subsequently concurred with by the Presbytery Planning Task Group (PPTG) of Faith Nurture Forum.

In 2018 Ministries Council presented new advisory figures for full time equivalent Ministries of Word and Sacrament (FTEMWS) to the GA. These figures were a best estimate of the number of parish ministers likely to be ministering in each presbytery in 2023. The figures took into account ministerial retirement rates, the numbers of candidates accepted for training and the number of ministers coming from other denominations.

At this point in time Gordon Presbytery had 25 charges comprising 28 congregations. There were 21 FTEMWS in post, with 4 vacancies. In addition, there were 5 MDS (Ministry Development Staff) positions within the Presbytery Plan, located as follows:

- one deacon at Skene Parish Church of Scotland;
- one FTE parish worker (Ministries), 0.5 FTE parish worker (Children and Families); 0.5 FTE parish worker (Mission Development) (at Ellon Parish Church of Scotland;
- one Youthwork Facilitator working across Presbytery; and
- one Mission and Development Facilitator working across Presbytery.

The advisory figures for Gordon Presbytery stipulated that **by 2023** we could expect to have **14.9 FTEMWS**.

During the autumn of 2018, Gordon Presbytery agreed to establish a new Presbytery Planning Review Group (PPRG) to review the 2012 plan and the impact of the advisory figures. In April 2019 correspondence was issued by the Presbytery Planning Task Group (PPTG) confirming the necessity for each presbytery to use the figures in their planning, as well as information regarding the cap on MDS posts.

Following consultation with the presbytery, which was hampered by COVID19, a plan was developed along the lines of parish groupings. Each group was encouraged to develop a Covenant Agreement over a two-year period. The plan highlighted the numbers of buildings that were likely to be closed per grouping over a ten-year period but set out that the detailed review work would be done in the coming year.

The congregation of	(SC0) and the congregation of	(SC0	_) (and
others if appropriate) sh	all form a Parish Grouping for a period of	years from the	
day of	, and that on the following terms and o	conditions:	

- 1. Name: The name of the Parish Grouping shall be _____
- 2. **Territorial Responsibility:** The bounds to be served by the Parish Grouping shall be _____ or as the Presbytery may determine.
- 3. **Property and Funds:** The property and funds belonging to or held on behalf of each congregation shall remain the property and funds of each congregation as at present.
- 4. **Kirk Sessions:** [Statement defining the Moderator(s) of each Kirk Session concerned and whether or not the Kirk Sessions will come together as a joint meeting. If they are coming together, a definition on frequency and purpose is important.]
- 5. **Congregational Management:** The temporal affairs of each congregation shall be administered as at present. The office-bearers of the congregations shall meet together annually or as they deem necessary to decide on their portion to related expenses, listed expenses and maintenance of the manse(s) and the salaries and related expenses of the other team members.
- 6. **Ministry Team:** [Statement of those who will comprise the Ministry Team to serve the Parish Grouping, with details of method and terms of appointment(s).]
- 7. **Ministry Team Support:** The stipend of the minister(s) shall be payable in terms of the National Stipend Scheme.
- 8. Manse(s): [Statement concerning Manses available at time of agreement of Basis.]
- 9. Areas of Co-operation: [Statement about areas in which congregations agreeing to the Parish Grouping wish to co-operate, e.g. youth work, pastoral care, mission, etc.]
- 10. **Power to Adjust:** While the articles and terms shall form the Basis of Parish Grouping for the congregations now agreeing, the congregations shall be free, like any other congregation, to adjust arrangements under the authority of the Presbytery as need may arise.