



**AREA 1  
HUNTLY CAIRNIE GLASS  
PARISH**

**AREA 1  
STRATHBOGIE  
DRUMBLADE PARISH**

**AREA 1  
NOTH PARISH**

**AREA 3  
CULSALMOND &  
RAYNE PARISH**

**AREA 3  
INSCH, LESLIE,  
PREMNAY, OYNE  
PARISH**

**AREA 3  
BLAIRDAFF &  
CHAPEL OF  
GARIOCH PARISH**

**AREA 3  
INVERURIE  
WEST  
INVERURIE PARISH  
ST. ANDREW'S  
PARISH**

**AREA 2  
MONYMUSK  
PARISH**

**AREA 2  
KEMNAY  
PARISH**

**AREA 4  
KINTORE  
PARISH**

**AREA 2  
CLUNY PARISH**

**AREA 5  
MIDMAR  
PARISH**

**AREA 5  
ECHT  
PARISH**

**AREA 5  
SKENE  
PARISH**

**AREA 6  
METHLICK  
PARISH**

**AREA 6  
BARTHOL  
CHAPEL  
PARISH**

**AREA 6  
TARVES  
PARISH**

**AREA 6  
MELDRUM &  
BOURDIE  
PARISH**

**AREA 6  
UDNY &  
PITMEDDEN  
PARISH**

**AREA 6  
NEWMACHAR  
PARISH**

**AREA 7  
ELLON PARISH**

**AREA 7  
FOVERAN  
PARISH**

**AREA 7  
BELHELVIE  
PARISH**

**AREA 2  
UPPER DONSIDER PARISH**

**AREA 2  
CUSHNIE & TOUGH  
PARISH**

# Gordon Presbytery Plan

In resources terms, it has:

- ▶ 25 Full Time Equivalent (FTE) Ministers of Words and Sacrament (MWS)
- ▶ 5 FTE Ministries Development Staff (MDS) – 3 appointed to Congregations and 2 Presbytery wide
- ▶ 28 Charges

We currently have 7 vacancies, which means we have 18 FTE MWS.

1. Radical change is not going to happen – the plan doesn't need to change.

14.9



## 2. No-one else is acting radically, why should we?

#WhyShouldI?

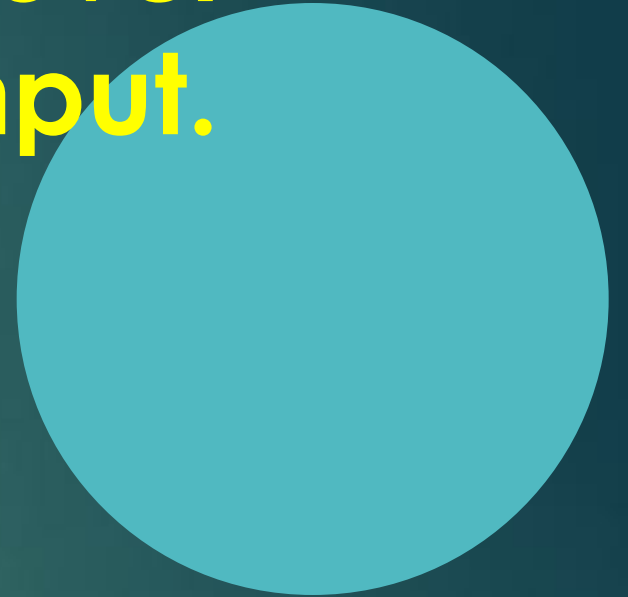




### 3. We are simply going to close churches.



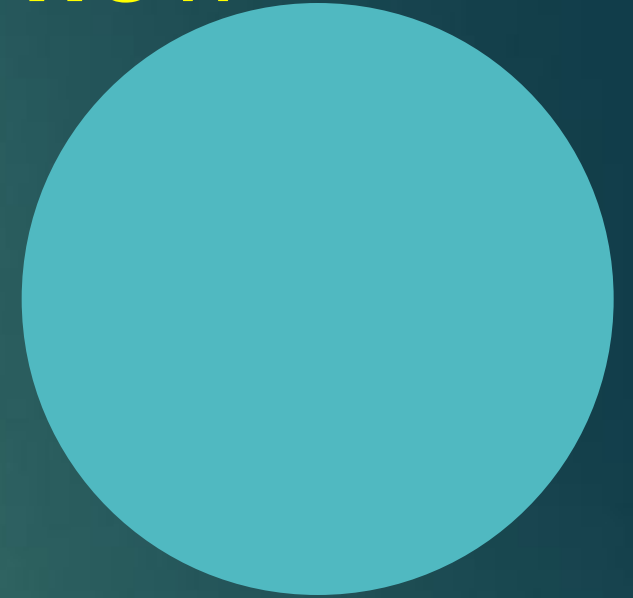
4. Presbytery Planning is being done by a mysterious group over there to which we have no input.



5. We have a masterplan up our sleeves and at some point next year we're going to unveil it.



**6. Once a church is vacant is must automatically move to find a new minister.**

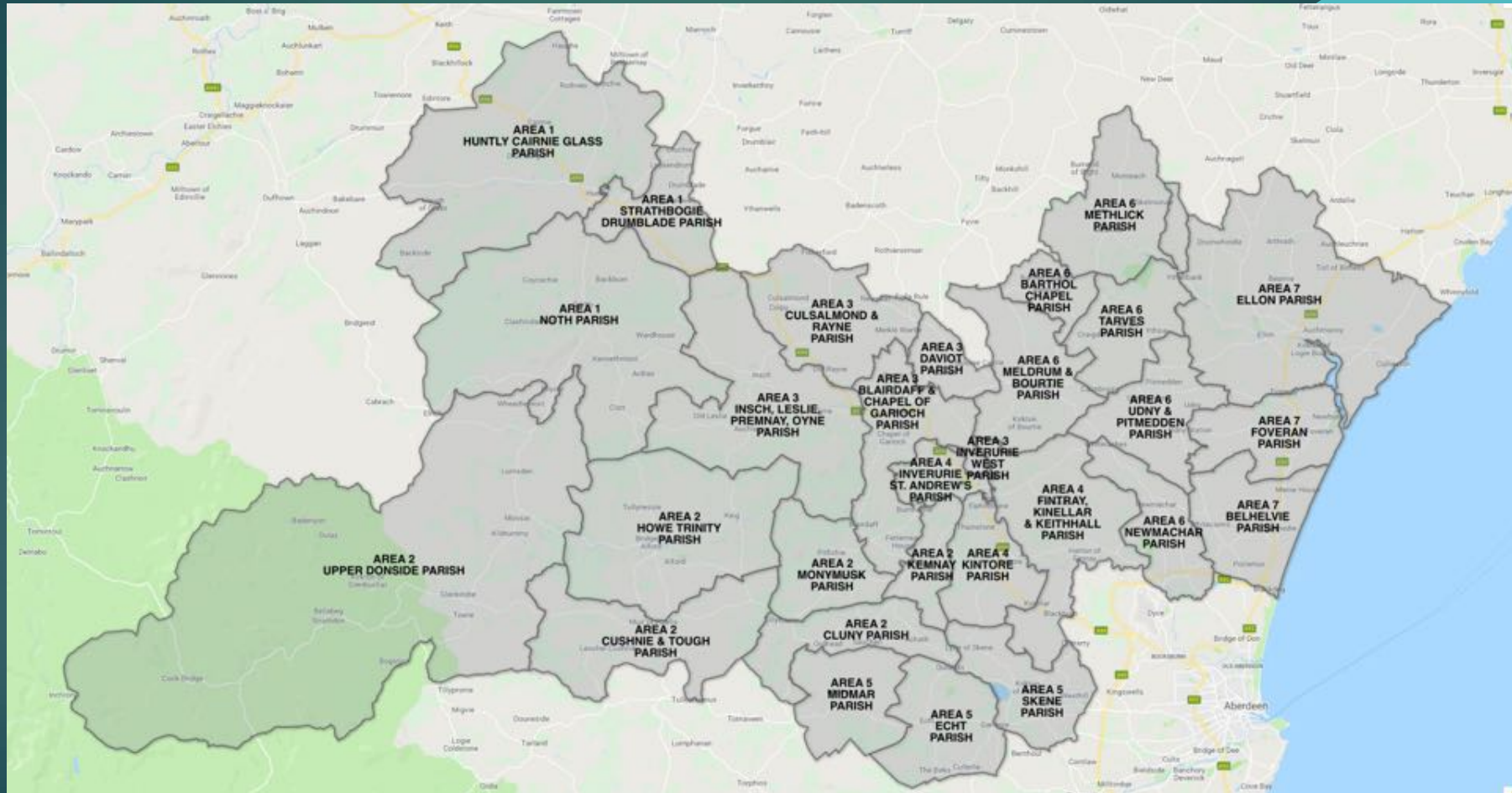




7. Once you have been given permission to call it cannot be revoked.




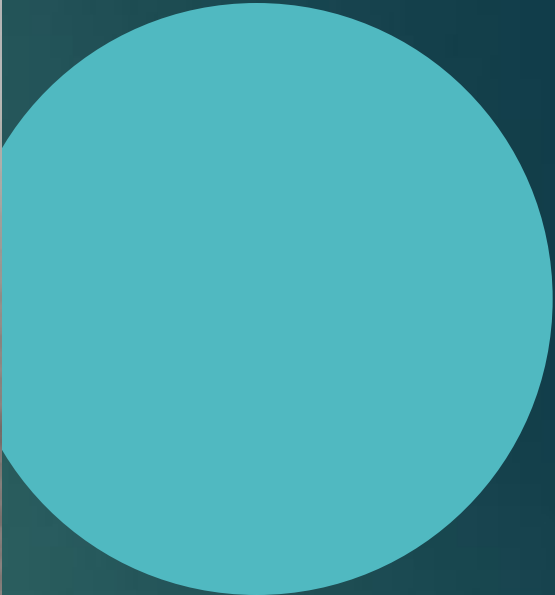
# 8. Area groupings will continue as they are.



# Questions for scenarios



- ▶ What questions would you ask?
  - ▶ What challenges do you think might arise?
  - ▶ What would you do in this scenario?
- 



# Planning Toolkit

- ▶ Union
- ▶ Linkage
- ▶ **Guardianship**
- ▶ New Charge Development
- ▶ Transportation
- ▶ **Parish Groupings**
- ▶ Dissolution
- ▶ Alternation in number of ministers
- ▶ **Other forms of ministry**





# Creative Possibilities



- ▶ **Guardianship**
- ▶ **Parish Groupings**
- ▶ **Mission Initiatives**
- ▶ **Hub Ministry**
- ▶ **Creative use of deployment of staff – including parish ministers, Ministries Development Staff, Ordained Local Ministers, Readers, lay ministry teams**

# Deliverances

1. Presbytery instructs the Presbytery Plan Review Group together with the Vacancy Procedures Committee to meet with representatives from those congregations where permission to call a minister was granted over 2 years ago. The purpose of the meeting is to gather information on the current thinking of the congregation and to provide support to the congregations, along with determining next steps.

# Deliverances

2. Presbytery instructs the Presbytery Plan Review Group to bring options to a future Presbytery meeting regarding the possibility of a partial, fixed-term, sisting of the current Presbytery Plan whilst ensuring that information is provided to congregations well in advance of the meeting.