



**"People don't want to buy a  
quarter-inch drill.  
They want a quarter-inch hole!"**

**—Theodore Levitt**

# Gordon Presbytery Plan 2012

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 5 vacancies, which means we have 20 FTE MWS.
- ▶ The current plan is sisted.

# Advisory Figure as set out in GA 2018 for FTMWS

14.9



# Update from the General Assembly

Currently the Trustees, the Faith Nurture Forum through its Presbytery Planning Task Group, and the General Trustees, are working to produce realistic predictions on the number of ministries that are needed and can be afforded in order to structure the local church for mission and growth.

# Update from the General Assembly

The Faith Nurture Forum and the General Trustees are also working to produce a “Toolkit” to help Presbyteries engage in situations where readjustment will be a necessary part of the restructuring of the local church.

It is to be hoped that the process of annual review of Presbytery Plans will be enough to accomplish the necessary reduction in the number of buildings that we occupy over the next three years

# Update from the General Assembly

This restructuring will make way for fresh expressions of church, and for the establishment of networks, hubs and multidisciplinary teams which can integrate the need for a vital presence both online and in community. Monies which, otherwise, would have been set aside for the Growth Fund can then be channelled into funding vital local developments as part of the overall Faith Action Plan. **If the annual review process does not achieve the targeted outcome it may be necessary at some stage to suspend some or all Presbytery Plans in order to engage in a new round of planning.**

# Deliverance – Assembly Trustees

*Instruct Presbyteries, in this year's annual review of Presbytery Plans, to exercise **robust** oversight which will prepare the Church **for revising down** the number of charges, buildings and ministries required across Scotland and note the intention to produce realistic predictions on the number of ministries that are needed and can be afforded in order to structure the local Church for mission and growth.*

# What is in the toolkit?

## VII. APPRAISAL AND ADJUSTMENT ACT (ACT VII 2003) (AS AMENDED BY ACTS VIII 2004, III 2006, III 2008, VI 2011, VII 2014, VI 2015, VIII 2016, XI 2017 AND VII 2019) *Edinburgh, May 17 2003, Session 1*

The General Assembly, with the consent of a majority of Presbyteries, hereby enact and ordain as follows:—

### 1. Interpretation

For the purposes of this Act the following terms shall have the meanings hereby assigned to them:—

- (a) A “charge” shall mean a sphere of pastoral duty to which a minister is inducted;
- (b) A “congregation” shall mean a company of persons associated together in a parish whose names are on the Communion Roll and Adherents’ Roll and who are under the pastoral oversight of a minister or ministers (or an Interim Moderator) and a Kirk Session, for Christian worship, fellowship, instruction, mission and service;
- (c) A “Financial Board” shall mean the body responsible for managing the finances of a congregation, e.g. Congregational Board, Deacons’ Court, Committee of Management, etc.;
- (d) “The Assembly’s Committee” shall mean the Partnership Development Committee of the Ministries Council;
- (e) “Planning Principles” shall mean the principles set out in the Schedule to this Act;
- (f) “The Presbytery” shall mean the Presbytery of the bounds of the charge concerned;
- (g) A “vacancy” shall mean the state in which a charge finds itself when it is without an inducted minister and shall include the situation of a prospective vacancy where an Interim Moderator has been appointed under section 6(1) of the Vacancy Procedure Act (Act VIII 2003), and “vacant” shall be construed accordingly;
- (h) “Basis of Adjustment” shall mean the written terms upon which adjustment is implemented.

### 2. The Presbytery Planning Process

All Presbyteries shall require to have a Presbytery Plan, prepared in accordance with sections 3 to 5 of this Act.

## THE PRESBYTERY PLAN

### 3. Appraisal

- (1) The Presbytery shall undertake an annual appraisal of the deployment of all



# 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**
- ▶ **'New Models of Ministry for the Church'**
- ▶ **Creative use of deployment of staff – including parish ministers, Ministries Development Staff, Ordained Local Ministers, Readers, lay ministry teams**

## **V PRESBYTERY MISSION INITIATIVES ACT (ACT V 2015)**

*Edinburgh, 20 May 2015, Session V*

The General Assembly enact and ordain as follows;

1. In this Act:

- (1) "congregation" shall, when referring to a Church of Scotland congregation, have the meaning assigned to it in the Appraisal and Adjustment Act (Act VII 2003), section 1(b);
- (2) "Core Leadership Team" shall mean those persons appointed to lead the Presbytery Mission Initiative and who have the responsibilities outlined in the Schedule to this Act;
- (3) "Covenant" shall mean an agreement by which a Presbytery Mission Initiative is set up in terms of section 3 of this Act;
- (4) "Presbytery" shall mean the presbytery of the bounds of the Church of Scotland congregation or congregations who are sponsoring a Presbytery Mission Initiative;
- (5) 'Presbytery Mission Initiative' shall mean a Christian community whose purpose is to witness, serve and worship and which has been established in terms of section 3 of this Act;
- (6) "Sponsoring Congregation" shall mean a congregation which is party to a Covenant and may be a congregation or community from another Christian denomination; and,
- (7) "Supervising Congregation" shall mean a congregation of the Church of Scotland which is a Sponsoring Congregation which undertakes the responsibilities outlined in the Schedule to this Act.

# Where does property fit in?

Welcome the report on the 'Well-equipped Spaces in the Right Places' consultation and its findings, and in the light of the consultation process to affirm that:

- (a) The Church urgently needs a 'well equipped places in the right places' plan which will rationalise its buildings by reducing the overall number while supporting church planting, and ensuring that those buildings which are kept are made welcoming and less of a burden to local congregations so that they can focus on worship and mission.
- (b) For many congregations, the current model of managing, maintaining and developing the estate is no longer appropriate and that a variety of models need to be offered.

# Where does property fit in?

**(c)** The 'Well-equipped Spaces in the Right Places' plan should be based on the principles set out in the report, namely:

- I. Buildings and land are simply means by which the mission of the Church can be achieved.
- II. Presbyteries have the key role to play in encouraging, supporting and supervising congregations and in strategic planning, and to be the link between the Congregation and the General Trustees.
- III. Kirk Sessions and Congregational Boards should continue to have the principal role of managing property assets at a local level with the recognition that not all congregations are able to fulfil all of the tasks.

# Where does property fit in?

(c) The 'Well-equipped Spaces in the Right Places' plan should be based on the principles set out in the report, namely:

- iv. While the Church values the land and buildings that it has inherited, these have to be suitable to achieve the Church's primary purpose of worship and mission. The Church's charitable purpose is not the conservation of buildings.
- v. Working together between congregations and between Presbyteries should be encouraged.
- vi. The Church should by default operate with an ecumenical mindset.

# Where does property fit in?

- d) Better Presbytery Planning is key to a strategic approach to the future, in which land and buildings are an integrated part of the process.
- e) There should be minimum standards for church buildings (well-equipped spaces) and guidelines on location of church buildings (in the right places) and these should be developed to be brought forward to the next General Assembly (2.1 to 2.9 and Appendix 1).

# Gordon Presbytery Plan – What to expect?

- ▶ Setting a trajectory for the coming year(s). The plan is reviewable on an annual basis.
- ▶ This is the beginning of the journey not the end.
- ▶ Each grouping will be given a target to work towards in the coming year.
- ▶ Use of Guardianship and Parish Groupings.
- ▶ Every grouping will be distinct.
- ▶ Guidance on how vacancies will be dealt with within the groupings.
- ▶ Rating on each building.



# Reminder of Timeline

- ▶ Property questionnaire to be completed by the end of October 2020.
- ▶ Draft plan to be introduced in January 2021.
- ▶ Draft plan to be voted on in March 2021.

# Questions in breakout rooms

1. **What has been your experience of lockdown? E.g. what have you been able to do, what have you struggled with, what would you want to do differently or what have you learned.**
2. **What should be the next step for your grouping?**  
**This question is about determining how your grouping will now move forward to get to know one another better, to deepen the relationships already in place or to formalise the relationships that have been growing over the last number of years.**

# Groups

- ▶ Group 1: Upper Donside and Noth
- ▶ Group 2: Howe Trinity and Cushnie Tough
- ▶ Group 3: Monymusk, Cluny, Echt & Midmar, Kemnay and Kintore
- ▶ Group 4: Skene and Fintray, Kinellar & Keithhall
- ▶ Group 5: Belhelvie, Foveran, Newmachar and Ellon
- ▶ Group 6: Methlick, Tarves, Barthol Chapel, and Udney & Pitmedden
- ▶ Group 7: Huntly Cairnie Glass, Strathbogie Drumblade, and Inch, Leslie, Premnay, & Oyne
- ▶ Group 8: Chapel of Garioch & Blairdaff, Cusalmond & Rayne, and Daviot, Inverurie St. Andrew's and Inverurie West
- ▶ Group 9: Meldrum Bourtie

