

The Church of Scotland
Gordon Presbytery Plan

Approved by Gordon presbytery and accepted by Ministries Council.

November 2012

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Scottish Charity Number SC004892



The Gordon Presbytery Plan

1. Introduction

In 2006 Gordon presbytery, after discussion with Kirk sessions, approved a plan for the deployment of ministries within the presbytery. In the introduction to the 2006 plan, the members of the 2006 planning work group wrote of an awareness that like the Hebrew people we are on a journey with God. Through that journey we learn how God wants us to be his people, his church. One of the important features of that journey was the way God was forming the Hebrews to be his people, the opportunities he gave them to enter the Promised Land and how they missed out when they did not grasp those opportunities.

The 2006 working group also commented that during their discussions they were reminded we are not a congregational church but a Presbyterian one that requires us to work together supporting one another. We see Jesus emphasising teamwork and Paul crystallises these ideas for us by talking of the body of Christ that works to support the range of people and churches within it and the various gifts we all have. The group also brought presbytery a warning from the book of Revelation in the example of the church of Laodicea, a church that lost its first love, following Jesus, and consequently is no longer with us. As the plan the working group were drafting took shape, they began to see a way forward for Gordon presbytery that was exciting involving encouraging congregations to talk with each other and build on the many cases where good work was shining through and prompt the presbytery to look for new ways of working together. Thus the plan of 2006 introduced the concept of congregations working in area groups to support one another as they develop their mission within their congregations.

The 2006 plan was a 10 year plan based on guidelines issued in 2003 and 2004 which placed population as the major criteria for ministry allocation. The plan provided for a series of annual reviews along with a major review after 5 years which would include a review of the importance of a number of buildings within the plan to the mission of the church. This major review of the plan was started in 2010, but the focus of the review was changed when the General Assembly instructed all presbyteries to produce a new plan using the numbers of FTE (Full time equivalent) ministries outlined in the ministries council report to the general assembly of 2011 and basing the deployment of ministries on the guidelines for ministry deployment published that year by the ministries council. In practical terms this meant a drop from 34 FTE ministries in the 2006 plan to a total of 31.4 FTE ministries in the 2012 plan.

The 2011 guidelines adopt mission as the primary principle of presbytery planning and incorporate a number of secondary principles that can be used to focus the idea of planning for mission: Population, Community, Ecumenical links (our review also considered working with other Church of Scotland congregations), priority to the poor, whole people of God, congregations, using a mixed economy of ministries, financial responsibilities and use of Buildings for mission.

The current review has taken these guidelines and considered them within the framework of mission that underpinned the 2006 presbytery plan to produce a new plan that will support us as we work to deliver the exciting opportunities for mission in the presbytery of Gordon. The plan envisages using a variety of types of ministry (the so called mixed economy of ministries) that

encourages congregations to work even more closely together in sharing the responsibility of delivering enthusiastic worshipping, witnessing, nurturing and serving communities in our parishes.

The role envisaged for Presbytery by this plan is to support and encourage congregations in their ministries through developing and collating the evidence that such mission oriented congregations are developing in our parishes.

2. Review Process used by Gordon presbytery.

To produce this new plan from the 2006 plan, Gordon presbytery established a presbytery plan review group (PPRG). The PPRG considered the issues of building use, tenure and possible unions and linkages raised within the 2006 plan and the mission plans for each congregation in Gordon presbytery against guidelines issued by the Ministries council for deployment of ministries.

- Over the lifetime of the 2006 plan, Gordon presbytery has closed or sold 9 buildings in addition to several sold just prior to the 2006 plan being adopted; that represents a huge 15% of the buildings in Gordon presbytery discussed at the first meeting of the Presbytery planning Review group in April 2010. The 2006 plan envisaged a review of building use in 2011 at Barthol Chapel, Cluny, Midmar, Rayne, Daviot, Drumblade, Blairdaff, Bourtie, Slains and Keithhall. As explained in the narrative of the 2006 plan, the review of the buildings was envisaged as an opportunity for the congregations involved to affirm the need of the building under review for the future. The kirk sessions with responsibility for these buildings were asked to submit information in the categories established for review by the 2006 plan, that is on the buildings location for mission, the physical state of the fabric of the building and the ability of the congregation to maintain it. The members of the PPRG visited each of the buildings under review and met with members of the congregation on this visit where present. The outcomes of these reviews are recorded in the individual pages for each congregation in this plan and the submissions made by each congregation are held by the presbytery clerk.
- While the PPRG sees the main planning principle of mission as a shared responsibility between presbytery and the local congregations, the members of the PPRG recognised that mission was actually carried out at the congregational level and so gathered information for the review of ministries deployment from the congregations through their kirk sessions using a process of local church review called Building a Vision, building a plan. This was an open ended structured questionnaire based on a variety of sources that led each congregation to identify what they felt they were doing well at the moment, what they would like to do better, the groups of people they felt they were catering well for and the groups they would like to cater more for. The details for each congregation appear on the body of the plan. Having identified the groups the congregations were then asked to consider what next steps they would take, what resources they needed to make these steps happen and when they would review the progress of their plan. There was no requirement from the PPRG to share the individual congregational action plans with the PPRG, but where this happened the plans are included in appendix 2 of the plan.
- This information was analysed for each congregation against the guidelines for ministries deployment, the use of buildings and any particular issues raised for that congregations in the 2006 plan.
- The information was also analysed on a presbytery wide basis from the point of view of the shared responsibility for mission between the individual congregations and the role of

presbytery to support and encourage congregations in their mission. The PPRG would urge committees of presbytery to consult this information in the plan alongside the full listings of areas congregations would like to develop as they plan and prioritise their workload. The presbytery wide detail also appears in the plan along with areas where congregations suggest extra ministries resources might usefully be deployed to help the mission of the presbytery. The full presbytery wide information will also help committees and individual congregations share areas of interest as they develop the mission of the church in Gordon Presbytery.

3. Presbytery wide Mission:

What does mission mean, feel and look like as we build the presbytery plan for Gordon? From our Building the vision, building a plan document: 'The national guidelines for the deployment of ministries invites us to plan with purpose using the mission imperative as the primary principle (John 20:21). It is to be about challenging the people of Gordon presbytery with a vision of God's kingdom and asking them to respond in faith and love.'

The definition of mission used by ministries council is "Mission is following Jesus. Mission is doing what Jesus did. Mission is treating people, reaching out to people, caring for people in the way Jesus did. Mission is relating to institutions and structures as Jesus did. To say that mission is to follow Jesus is simple, but the full breadth and significance of this is complex."

If mission is doing what Jesus did and the vision of the Church of Scotland is to be a Church which seeks to inspire the people of Scotland and beyond with the Good News of Jesus Christ through enthusiastic worshipping, witnessing, nurturing and serving communities and the Presbytery of Gordon is committed to providing and developing fellowship and support to congregations and ministries within its bounds in their work and witness for the Gospel and ensuring proper practice in all aspects of the life and work of the charges within its bounds, then putting all this together mission for the purpose of planning and decision making within the PPRG reflected looking for evidence of enthusiastic worshipping, witnessing, nurturing and serving communities in our parishes and how presbytery can develop new ways of being church and providing ministry support that will prepare and help congregations as they develop their nurturing church communities in the future whatever the level of FTE paid ministries allocated to Gordon presbytery by future deployment guidelines.

The guidelines for deployment of ministries points out that our calling as a church is not primarily to resource congregations it is mission to everyone in the land.

4. The Issue of union or linkage

The 2006 plan for Gordon Presbytery envisioned 6 pairs of congregations which at that time were linked to unite either during the lifetime of the plan or before a call without restriction was issued in the event of a vacancy. The 2006 presbytery plan while favouring movement of linked congregations towards union also commented that: "It has to be stated that the creation of unions may not always be desirable." During the life time of the 2006 plan, 3 sets of linked congregations recognised that their future mission was best served by uniting. Others made the PPRG aware that while intending to develop closer links with their linkage partners they would prefer to stay as linked charges. Some congregations found the wording in the 2006 plan difficult to work with and the idea of union has caused considerable concern and personal anguish to a number of parish ministers in linked charges in Gordon presbytery over the last five years.

The purpose of this plan is to plan with mission as the primary focus and so the current plan reflects this mission imperative by recognising that while union may well be the preferred option in many current linkages to allow the mission of the church to progress, in other parishes union may well in fact be a hindrance. The PPRG have adopted a stance of shared responsibility in determining the time at which a union of congregations will promote rather than hinder mission in these parishes. On the part of the congregations it is anticipated that each set of linked congregations will work to develop their relationships which over time may lead to union or may conclude that continuing the linkage offers the best background against which to pursue mission in their particular parishes. The presbytery on its part will adopt a role of facilitating and encouraging the development of these relationships and during the annual review of the plan will request an update on what steps linked congregations have taken to support and develop the relationship between them. In the case of a vacancy occurring, however, the presbytery will raise and fully discuss with linked congregation whether a union at that time is more likely to promote or hinder mission in those particular parishes. This must be seen as a supportive, reviewing process at a time of change in ministry rather than a means of putting pressure on congregations to achieve a union.

5. Population size, Community, the whole people of God and congregations as planning principles for the deployment of ministries in Gordon presbytery.

The building a vision, building a plan exercise highlighted just how involved in the parish communities all our congregations are from the ones serving the smallest population to the ones serving the largest populations. This is done by involving the whole people of God and it is clear that many congregations are not only seeking out and using the whole range of gifts available to them from their congregations, but also planning ways to develop their involvement with their communities over the next few years. Copies of the individual returns for the Building a vision, building a plan are kept with the Clerk to the Presbytery in the format, either electronic or paper, submitted to the PPRG.

6. Ecumenical links

The 2006 plan was not able to provide much detail of how the ecumenical aspect of being church was to be handled within Gordon presbytery. The current plan has begun to examine this part of planning through recording on the individual congregation pages of the plan those areas where the Building a vision, building a plan exercise highlighted existing ecumenical links. This aspect of planning is in its very early stages in Gordon Presbytery. The PPRG recognise that there may well be ecumenical involvement going on in presbytery that did not come out in the planning process. This is an area that the PPRG recommend the ecumenical affairs committee look at in more detail to feed into the next review of the Gordon presbytery plan.

7. Area grouping of Church of Scotland congregations.

The 2006 plan grouped the congregations of Gordon presbytery into area groups since many congregations were already working on projects together and appreciated the advantage of working in this way. At the time of the 2006 plan, after the allocation of parish ministers, deacons, presbytery parish workers and 1 FTE presbytery defined ministry was complete, the presbytery had a total of 7 additional FTE ministries to provide additional ministry within the 7 area groups. These were allocated one each to the 7 area groups. The number of additional ministries in the current (2012) plan is only 4.4. This has prompted the PPRG to look again at how

best to allocate additional ministries within and across Gordon presbytery in such a way that we can be adaptable to future levels of ministry and help individual congregations resource the mission they wish to pursue. The PPRG has, however, kept the idea of working together as area groups in the plan since a number of groups have found this to be an important aspect of providing ministry, but are suggesting that these area groups are allowed to develop naturally, at their own speed and be more flexible in membership.

8. Priority to the poor.

The general assembly has repeatedly affirmed that the gospel imperative is priority to the poor. The guidelines urge us not to take away from churches that are fragile and small to resource other churches. The PPRG spent some time discussing what 'giving priority to the poor' actually means in a presbytery that contains some of the richest areas of Scotland.

The Statistics for mission tables produced back in 2001 were consulted to discover the percentage of the population of each parish who in 2001 were claiming benefit of in the 'lowest level of work' to use the phrases used by statistics for mission. The PPRG is aware that this information is old, but found it difficult to discover any more up-to date information that could be related easily to congregations. So this data is included on the individual congregation sheets. It is hoped that this information can be brought more up to date at successive annual reviews of the plan.

The PPRG discussions on giving priority to the poor, highlighted the idea that fairness was important here. A poor congregation could be one that is financially poor, but could also be one that is particularly elderly or one with particular needs such as geographical size or a major road splitting the parish in half or who are finding it difficult to identify people who are willing or able to help out with church work.

In the current plan, priority to the poor has been taken into account by ensuring that areas of large population or areas where it might be argued that there are special requirements are not covered only by the parish minister. Thus some large populations such as Skene and Ellon have been allocated more than one FTE ministry, while some towns like Huntly and Inverurie have more than one congregation and part time ministry support has been allocated to one very large rural parish. The PPRG would encourage the committees of presbytery to reflect more on what 'priority to the poor' means in Gordon presbytery and in particular in relation to the needs of ministry in large rural parishes or areas with very small populations and parishes with particular difficulties as well as in the growing urban areas.

9. Mixed Economy.

The PPRG believes we should celebrate that over 40 individual paid and unpaid ministries are involved in delivering enthusiastic worshipping, witnessing, nurturing and serving communities in our 29 parishes alongside the regular involvement of elders and congregational members in both worship and pastoral roles in many congregations. The Presbytery plan for ministries throughout Gordon presbytery shows that ministry is delivered by a team of 25 Parish ministers, 3 FTE additional ministries working presbytery wide under the direction of various presbytery committees, 1 deacon, 2.2 FTE Presbytery parish workers allocated to particular congregations, as well as locally funded youth workers. The PPRG encourage committees and congregations to

Comment (R&Mc1): Should the 0.4 be used to fund a pastoral assistant for upper Donside and the three added to other additional voluntary ministries?

employ these Presbytery parish workers on contracts conforming with guidelines from the church law department. In addition we have 6 readers available around the presbytery. As of March 2012 we also have one Full time candidate for the ministry, two candidates training for OLM and candidates training for readership. With 28.2 FTE ministries allocated to parishes in the plan, it is clear that the number of additional ministries available in the current plan is less than the number available in the 2006 plan. So one of the major questions that has arisen in the current planning period is how we allocate the additional FTE ministries we have available over and above the Parish ministries and the Presbytery parish workers already allocated to further the mission imperative within Gordon presbytery.

As part of the building a vision exercise, each congregation was asked what resources they would need to implement the plans for mission they had drawn up. Almost all congregations mentioned help with resourcing youth work, but this was only one of 13 areas congregations highlighted. Examination of the plans demonstrates the many overlaps in the wishes of congregations which raised the question in the PPRG of what should be resourced at a presbytery level and what at a local level. These requests are shown grouped against the guidelines for ministry allocation in table 1 on the presbytery overview pages of the plan. The PPRG also urges the presbytery committees to consider and determine how and where they may help with the issues and resource requirements raised by congregations in the Building a vision, building a plan exercise, for example through organising training or holding conference session or booking speakers.

To satisfy the wide range of suggestions for additional and novel ways of deploying ministries to develop mission in Gordon presbytery, the PPRG, after much debate has decided that 3 FTE ministries will be allocated presbytery wide through building a number of cross presbytery teams of ministries using the mixed economy style of ministries. These ministries will concentrate on developing 3 different aspects of ministry assistance within the presbytery; elderly, youth and novel ministry development. A major aim of these ministries is to prepare Gordon Presbytery to be able to adapt to the changing levels either up or down of centrally funded ministries in the future. Part of their remit will be to identify where and how further OLM's and other non-stipendiary ministries might be used in Gordon presbytery in the future. These roles would incorporate the suggestions from congregations to carry out research projects in support of mission. The facilitator posts will all be ministry council appointments in liaison with the appropriate presbytery committee. The facilitators will be line managed by the convenor of the appropriate committee that is the Parish education committee for the children or youth specialist, the home mission committee for the mission specialist and the ministries committee for the ministries development facilitator. The main purpose of these appointments will be to support mission and growth within Gordon presbytery. The designated committees will require to prioritise the work to be done and how this can best serve the whole of presbytery. To ensure this is done in a way that supports the facilitators, committees will work to defined timetables of meetings compiled along with an agreed programme of work by the October meeting of presbytery each year.

Areas of work will be agreed with and overseen by the appropriate committee. For example, one specialism coordinated within the ministry development team might be emerging/pioneer type ministry skills offered to a particular area of presbytery but managed through the presbytery team. Areas of research incorporated into the work of the presbytery wide ministries could be

the ones suggested by congregations in the building a vision returns which would then be published presbytery wide. Examples of research areas might include research into how we 'spend time with people based on needs.', how we apply results of study leave reports to Gordon presbytery, how we consider and discuss theological reflections supplied by ministers and members of Gordon presbytery and the church, how we support and affirm those engaged in ministries in Gordon Presbytery and how we give priority to the poor in Gordon presbytery.

The PPRG also suggest that presbytery supports the Presbytery clerk by providing a part time (possibly two days per week) administrative help funded locally. The extent of this provision to be reviewed annually when the budget is set to ensure it is adequate.

The allocation to Gordon Presbytery was 31.4 FTE ministries. We have utilised 31.2 FTE in preparing this plan and presbytery overwhelmingly agreed to return the unused 0.2 FTE to the ministries council for reallocation to another presbytery.

10. Financial responsibility guideline for deployment of ministries

The financial contribution of each congregation as a percentage of its total centrally funded ministries costs was calculated. In interpreting this figure, presbytery must heed the advice in the guidelines from the ministries council urging us not to take from fragile and small congregations to resource other churches.

11. Reviewing the plan's implementation and revising it when required

The Gordon presbytery plan 2012 is an open ended plan which has adopted the requirement to undertake regular reviews of progress from the 2006 plan. Building on the experience of the Presbytery plan implementation group for the 2006 plan, the PPRG recommends that the scope of the various reviews are defined in a little more detail than the 2006 plan. To this end, the presbytery will establish a group consisting of the presbytery clerk, two members of the current PPRG and one from each of the finance, ecumenical, mission, ministries, 5-yearly visits and property committees. The remit of this committee will be:

1. To review the operation of the plan annually against the ministries guidelines for deployment of ministries. The annual review would request and consider how to apply information from all congregations in the following categories:
 - Ways in which the use of a mixed economy of ministries is developing the ability of Gordon presbytery to deliver the mission imperative.
 - Changes in population of parishes and perceived changes in make-up of parishes
 - Details of any initiatives taken over the year to engage ecumenically in mission, pastoral care and worship
 - What has been done by congregations and presbytery wide to support and foster relationships between linked congregations and within area groups. Any requests for changes to the structures of area groups and linked congregations would also be considered at that time from the point of view of the mission imperative of the church.
 - The financial responsibility of the congregation. Changes in level of support offered to or received from other congregations

- Consideration of progress and requirements of any outstanding property issues that may affect the mission of the church.

2. To carry out a major review of the plan either every five years or earlier if new guidelines for ministries allocations are agreed by the General Assembly and received from the relevant council or committee at 121. The major reviews would consider to what extent the plan is helping or hindering the mission imperative of Gordon presbytery and determine any changes needed by the plan using the information gained from the yearly reviews to develop the enthusiastic worshipping, witnessing, nurturing and serving communities in our parishes.

Agreed Nov 2012



Plans for individual congregations in Gordon presbytery

Accepted Nov 2012

Area Group 6

Barthol Chapel

- Ministries allocation: one full time minister on unrestricted tenure shared with Tarves
- The 2006 plan urged Barthol Chapel to work towards union with Tarves and raised the possibility of linking the united congregation with Methlick. However, it was decided that the opportunity should be taken five years into the current tenure (i.e. 2011) 'for these congregations to be reviewed with a view to either a call without restriction for each charge or a linkage of both charges'. The position of the 2012 plan is that mission is best served by separate FTE ministries in Methlick and in Barthol Chapel linked with Tarves. In the 2012 plan determining the timing of any union is a shared responsibility between the congregations and presbytery as detailed in the introduction to the plan.
- Buildings categorised as A, essential after review on 2011: Barthol Chapel church
- Links to other Church of Scotland congregations: intend to establish a group with Tarves to discuss and promote common issues. Part of area group 6 with Meldrum and Bourtie, Tarves, Methlick, Udney & Pitmedden, and Newmachar.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	800				
Net Population	690				
^b % population on state benefit or in lowest work grade.	12				
^c % population under 18					
^c % population over 60	95(12)				
Admissions to roll	1				
Roll at 1 st January	100	99			
Funerals	3				
Baptisms/Thanksgiving services	0				
Weddings	0				
% Contribution to central ministries costs	7	8			
% contribution to ministries costs from linked partner	52	49			
% of ministries costs from other churches	41	43			
Contribution to ministries cost of other churches.	0	0			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission

- From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Good at providing fellowship and including others	Providing an environment for exploring and developing faith.
Reasonable at providing varied, challenging and uplifting worship.	Finding ways of enthusing, encouraging and uplifting people
	Be more outgoing within the community
	Make the church building more flexible

We believe we cater for the following groups well:	We would like to provide more for the following groups.
The community as a whole	
	Reach out to those who can't get to church

Barthol Chapel also shared with the PPRG, a plan of the areas they propose to work on (Appendix2). Because of the level of the increase in rolling average income of Barthol Chapel in 2011, the 2011 increase in M & M contributions was capped at 9%. There are fabric issues with the Manse that need further investigation and resolution.

Area Group 7:

Belhelvie

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Belhelvie church and Belhelvie hall.
- Links to other Church of Scotland congregations: Part of area group 7 with Ellon and Foveran.
- Ecumenical links: None specifically mentioned in Building a Vision.

	2011 ^a	2012	2013	2014	2015
Gross Population	4750				
Net Population	4450				
^b % population on state benefit or in lowest work grade.	6.1				
^c % population under 18					
^c % population over 60	3				
Admissions to roll	9				
Roll on 1 st January	385	393			
Funerals	23				
Baptisms/Thanksgiving services	9				
Weddings	5				
% Contribution to central ministries costs	104.2	113			
% contribution to ministries costs from linked partner	N/A	N/A			
% of ministries costs from other churches	0	0			
Contribution to ministries cost of other churches.	£1665	£5083			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From The Building a Vision Exercise:

What we believe we do well:	What we would like to better:
Arrangements for children	Improve the sound system in the church
Planning and delivering worship	Promotion/publicity
Providing a place to belong and grow	Focus the vision
Stewardship of buildings	Be bold-have a go

We believe we cater for the following groups well:	We would like to provide more for the following groups:
Those in hospital	Those seeking information
3-11 year olds	The needy and desperate
Over 12's (not defined further)	Young married and those engaged
Those looking to join the church	Those working away a lot.

Summary sheet: planning with mission as the primary principle completed for mission produced shared with PPRG (Appendix 2)

Belhelvie parish is split by a main road. No plans to relocate church. Size of hall to be reviewed.

An area of probable population growth.

Area Group 3

Blairdaff and Chapel of Garioch

- Ministries allocation: one full time minister on unrestricted tenure.
- Blairdaff united with Chapel of Garioch in 2007 as suggested in the 2006 plan.
- Two buildings categorised as A, essential: Chapel of Garioch and Blairdaff. Use of Blairdaff reviewed in 2011 as per the 2006 plan.
- Links to other Church of Scotland congregations: Part of area group 3 with Inch, Culsalmond and Rayne, Daviot and Inverurie West.

	2011 ^a	2012	2013	2014	2015
Gross Population	2000				
Net Population	1700				
^b % population on state benefit or in lowest work grade	4.5				
^c % population under 18					
^c % population over 60	6				
Admissions to roll	2				
Roll at 1 st January	409	403			
Funerals	12				
Baptisms/Thanksgiving services	14				
Weddings	24				
% Contribution to central ministries costs	60.3	65			
% contribution to ministries costs from linked partner	N/A	N/A			
% of ministries costs from other churches	39.7	35			
Contribution to ministries cost of other churches.	0	0			

- Ecumenical links: Take part in ecumenical services and activities organised through the Inverurie and district churches together.

^aBased on 2006 population figures; ^b From 2001 statistics for mission; ^c Estimated by extrapolation from 2001 statistics for mission
From Building a vision exercise:

What we believe we do well	What we would like to better
Being family friendly and out ward looking	Wrestle creatively with scripture and help people to relate it to everyday life.
Providing a place for people to develop their faith	Offer a variety of styles of worship
Being inclusive	Help people find ways of sharing their faith
Having arrangements for children	Give priority to those in need

We believe we cater for the following groups well	We would like to provide more for the following groups.
Those planning a baptism and the recently baptised	Those who work away from home a lot
The bereaved and grieving	Young single people
Those who are disabled or use a wheelchair	Those wanting a visit or wanting to drop into our churches
3-11 year olds	The Housebound.

Area Group 2

Cluny

- Ministries allocation: one full time minister on unrestricted tenure shared with Monymusk.
- The 2006 plan urged Cluny to work towards union with Monymusk instead of linkage. In the 2012 plan determining the timing of any union is a shared responsibility between the congregations and presbytery as detailed in the introduction to the plan.
- Buildings were reviewed in 2011 as suggested by the 2006 plan and were categorised as A, essential: Cluny church and Cluny Hall
- Links to other Church of Scotland congregations: Part of area group 2 with Monymusk, Howe Trinity, Cushnie and Tough, Upper Donside and Kemnay.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	1171	1200			
Net Population	700				
^b % population on state benefit or in lowest work grade.	2				
^c % population under 18					
^c % population over 60	18(15)				
Admissions to roll	11				
Roll at 1 st January	203	211			
Funerals	9				
Baptisms/Thanksgiving services	2				
Weddings	1				
% Contribution to central ministries costs	33	33			
% contribution to ministries costs from linked partner	22	23			
% of ministries costs from other churches	45	44			
Contribution to ministries cost of other churches.	0	0			

^abased on 2006 population figures; ^b From 2001 statistics for mission ; ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Providing a sound system within the church	Find better ways of helping people share their faith
Wrestling creatively with scripture	Be focussed on issues of justice and peace
Help people find ways of sharing their faith	Offer a variety of styles of worship
Be inclusive by providing a place for people to belong	Be more involved in the local community

We believe we cater for the following groups well:	We would like to provide more for the following groups.
3-11 year olds	Babies
The bereaved and grieving	Parents of babies
Local schools	Over 12's (Not defined further)
Families	Members of the local community

Area Group 3

Culsalmond & Rayne

- Ministries allocation: one full time minister on unrestricted tenure shared with Daviot
- Linked with Daviot. The 2006 plan urged that Culsalmond & Rayne work towards union with Daviot. The 2012 plan sees the timing of any union as a shared responsibility between congregations and presbytery as detailed in the introduction to the plan.
- Buildings categorised as A, essential after review in 2011 as suggested by the 2006 plan: Rayne Church
- Links to other Church of Scotland congregations: Part of area group 3 with Daviot, Inch-Leslie-Premnay- Oyne, Blairdaff and Chapel of Garioch and Inverurie West.
- Ecumenical links: Active as part of Inverurie and district churches together (IDCT)

	2011*	2012	2013	2014	2015
Gross Population	1150				
Net Population	950				
^b % population on state benefit or in lowest work grade.	2.4				
^c % population under 18					
^c population over 60 (%)	38(3.3)				
Admissions to roll	0				
Roll at 1 st January	191	183			
Funerals	7				
Baptisms/Thanksgiving services	5				
Weddings	3				
% Contribution to central ministries costs	18	19			
% contribution to ministries costs from linked partner	27	25			
% of ministries costs from other churches	55	56			
Contribution to ministries cost of other churches.	0	0			

*Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Being part of an area presbytery grouping	Fund raise
Provide a place for people to feel they belong as they develop their faith	Take on new ways of doing things
Have signs	Help people find ways of sharing their faith
Be inclusive and provide hospitality	Prepare our buildings for a variety of uses
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Families	Over 12's (not defined further)
Bereaved and grieving	Young single people
Planning a baptism and recently baptised	Those in other types of relationships (not defined further)
Looking to join the church	Those working away a lot.

Culsalmond and Rayne chose to share their planning with mission as the primary principle actions sheet with the PPRG.
As part of the 2006 plan, Culsalmond and Rayne have closed for sale Rayne church hall.

Area Group 2

Cushnie & Tough

- Ministries allocation: one full time minister on unrestricted tenure.
- Cushnie & Tough united at the start of the 2006 plan.
- Buildings categorised as A, essential: Cushnie Church and Tough Church
- Links to other Church of Scotland congregations: Part of area group 2 with Howe Trinity, Upper Donside, Kemnay, Cluny and Monymusk.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	1000				
Net Population	900				
^b % population on state benefit or in lowest work grade.	5.2				
^c % population under 18					
^c population over 60 (%)	87(9)				
Admissions to roll	1				
Roll at 1 st January	287	286			
Funerals	10				
Baptisms/Thanksgiving services	2				
Weddings	2				
% Contribution to central ministries costs	47	45			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	53	55			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise: Cushnie & Tough chose to provide information on building their vision in a different format. The Full submission is available.

Cushnie and Tough chose to share their plans for mission with the PPRG (Appendix 2)

Intend to use fund raising and existing bequest to upgrade the sound system and create a meeting area at the rear of Cushnie church by removing some pews and upgrading the toilet and kitchen.

Area Group 3

Daviot

- Ministries allocation: one full time minister on unrestricted tenure shared with Culsamond & Rayne.
- Daviot is linked with Culsalmond & Rayne. The 2006 plan urged Daviot and Culsalmond & Rayne to work towards union. The 2012 plan sees the timing of any union should be a shared responsibility between congregations and presbytery as detailed in the introduction to the plan.
- Buildings categorised as A, essential: Daviot church and hall
- Links to other Church of Scotland congregations: Part of area group 3 with Inch-Leslie-Premnay-Oyne, Culsalmond & Rayne, Blairdaff & Chapel of Garioch and Inverurie West.
- Ecumenical links: Active as part of Inverurie and district churches together (IDCT)

	2011 ^a	2012	2013	2014	2015
Gross Population	1050				
Net Population	950				
^b % population on state benefit or in lowest work grade.	5.6				
^c % population under 18					
^c population over 60 (%)	70(6.6)				
Admissions to roll	0				
Roll at January 1 st	146	142			
Funerals	7				
Baptisms/Thanksgiving services	3				
Weddings	1				
% Contribution to central ministries costs	27	25			
% contribution to ministries costs from linked partner	18	19			
% of ministries costs from other churches	55	56			
Contribution to ministries cost of other churches.	0				

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Be inclusive	Have arrangements for children
Be involved in the local community	Give priority to the poor (further defined as to those most in need)
Help people experience God's love	Help people find ways of sharing their faith
Be family friendly (defined further as including all in our aims and being outward looking)	Have fewer cerebral activities-words, passive listening and abstract thinking.
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Bereaved and grieving	3 to 11 year olds
Members of the local community	Over 12's (not defined further)
Planning a baptism or the recently baptised	Young single people
Our local schools	Those in other types of relationships

Daviot chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2). Daviot also commented that they provided well for the needy and desperate but see this as giving the best possible help when they know it is needed. The challenge for them is 'more often identifying when people are in crisis'. They intend to reflect a little on how this can be achieved.

Area Group 5

Echt

- Ministries allocation: one full time minister on unrestricted tenure shared with Midmar
- The 2006 plan urged Echt to work towards union with Midmar instead of linkage. The 2012 plan sees the timing of any union should be a shared responsibility between congregations and presbytery as detailed in the introduction to the plan.
- Buildings categorised as A, essential: Echt Church
- Links to other Church of Scotland congregations: Part of area group 5 with Midmar and Skene.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	800				
Net Population	720				
^b % population on state benefit or in lowest work grade.	16				
^c % population under 18					
^c population over 60 (%)	93(12)				
Admissions to roll	1				
Roll at 1 st January	254	251			
Funerals	3				
Baptisms/Thanksgiving services	2				
Weddings	2				
% Contribution to central ministries costs	37	35			
% contribution to ministries costs from linked partner	23	22			
% of ministries costs from other churches	40	43			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Provide tea and coffee	Be inclusive
Have a tidy building	Wrestle creatively with scripture to help people relate to everyday life
Be reverent, but have fun	Be clear on our vision
Have arrangements for children	Work ecumenically
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Families	Those in other types of relationships
3-11 year olds	Over 12's (Not defined further)
Bereaved and grieving	Young single people
Planning a baptism	Those looking to Share information

Population to increase by approx. 10% in 2012/13 and possibly by more in future years. Area group 5 is in process of developing a twinning with Khakhulu church, part of the presbytery of Pretoria in South Africa.

Area Group 7

Ellon

- Ministries allocation: one full time Parish Minister on unrestricted tenure and One FTE assistant minister
50% ministry Parish Assistant – with a focus on older people ministry
50% ministry Parish Assistant –with focus on young people and families (Vacant at present-Moratorium)
- Buildings categorised as A, essential: Ellon Parish Church; Ellon Church Centre and after 2011 review Slains kirk.
- Links to other Church of Scotland congregations: Part of area group 7 with Foveran and Belhelvie.
- Ecumenical links: Ellon Churches together is a group of representatives of 6 denominations who meet regularly.

	2011 ^a	2012	2013	2014	2015
Gross Population ^d	15000				
Net Population	12000				
^b % population on state benefit or in lowest work grade.	8.2				
^c % population under 18					
^c population over 60 (%)	1500?				
Admissions to roll	6				
Roll at 1 st January	1651	1606			
Funerals	75				
Baptisms/Thanksgiving services	9				
Weddings	4				
% Contribution to central ministries costs (see comment)	137	139			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches (see comment)	0	0			
Contribution to ministries cost of other churches.(see Comment)	£20745	£26983			

^aBased on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission.

^d Figures provided by Ellon Parish church. From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Try to reach everyone we can	
Serve worship well in variety and creativity	
Fellowship extends beyond Sunday to help people experience the love of God	
Building provides space for bereavement, suffering, prayer and nurturing faith in deed and word.	

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Young people from 3 months to 16 years	Young adult single people
Local schools, older people homes, sheltered housing	Young Married couples especially with new families
those in hospital	Those away a lot ("Uni", offshore, business, long term illness.)
Relationship building in our community	Struggling families and individuals and those at Home alone.

Ellon also shared a plan for the next step in mission they intend to take and the timescales checking how well they are doing against their plan. Contribution to central ministries fund is equivalent to 137% of 2011 ministries costs leaving £20745 to help finance other churches. If both additional ministries posts had been filled the contribution to central costs would have been 105% of planned ministries costs and the amount available to help other churches would drop to £5345. When all ministries included in the 2012 plan are funded the contribution to other churches will cease and Ellon will draw approx. £35000 from central funds. Ellon parish will see a large increase in population in the near future. Ellon church completed a major refurbishment in 2010. Ellon have identified a need to refurbish the church centre in the near future. Ellon parish also includes the Slains rural area and the village of Collieston. Ellon Kirk session intend to ask Slains rural are and Collieston village how they see the use of the church developing as a community facility now that the shop, post office and community hall project are closed.

Area Group 4: Fintray, Kinellar and Keithhall

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Fintray Church. The use of Keithhall church was reviewed in 2011 as suggested by the 2006 plan. See comment below.
- links to other Church of Scotland congregations: Part of area group 4 with Inverurie St Andrews and Kintore
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2014	2015	2016
Gross Population	2950				
Net Population	2550				
^b % population on state benefit or in lowest work grade.	3.7				
^c % population under 18					
^c population over 60 (%)	208(7)				
Admissions to roll	4				
Roll at 1 st January	219	216			
Funerals	8				
Baptisms/Thanksgiving services	4				
Weddings	3				
% Contribution to central ministries costs	53	56			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	47	44			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^b From 2001 statistics for mission; ^c Estimated by extrapolation from 2001 statistics for mission

From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Be reverent and have fun	Have signs
Plan prepare and deliver worship	Help people experience God's love
Fund raise	Work ecumenically
Use a variety of hymns	Have arrangements for children
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Our local schools	Young single people
Planning a baptism/those recently baptised	Children and young people
Elderly	Those who work away a lot
Those wanting to explore the Bible	Young married

Fintray Kinellar Keithhall church chose to share their planning actions with the PPRG. The review of Keithhall church concluded that it has considerable potential to aid mission given its location and the predicted housing development in the future. The PPRG would categorise it as A, essential to mission, but there are significant fabric issues that need to be addressed if it is to fulfil the obvious potential. Worship takes place twice a month in Keithhall (at present it is held in Keithhall public hall) and worship at Keithhall often involves a local worship group. The Kirk session also points out that there is a desire within the community to keep the building as a worship centre. The expensive nature of repairs required to make the building useable and the requirement to maintain the fabric of the other church buildings within the parish means that the future of Keithhall church will be determined by the priorities set and implemented over the coming years by the Kirk Session of Fintry, Kinellar and Keithhall and its congregation. The PPRG propose that members of Fintry Kinellar and Keithhall work with members of the presbytery fabric committee, 5 yearly visit committee and the PPRG to construct a plan to move the use of this building forward by the end of 2012. Progress on implementation of the plan to be reviewed annually by PPRG and 5 yearly by the 5 Yearly visit committee.

Area Group 7

Foveran

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Holyrood Chapel, Newburgh; Church hall, Newburgh
- Links to other Church of Scotland congregations: Part of area group 7 with Ellon and Belhelvie
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2014	2015	2016
Gross Population	2400				
Net Population	2050				
^b % population on state benefit or in lowest work grade.	5				
^c % population under 18					
^c % population over 60	164(7)				
Admissions to roll	4				
Roll at January 1 st	337	333			
Funerals	9				
Baptisms/Thanksgiving services	2				
Weddings	2				
% Contribution to central ministries costs	46	49			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	54	51			
Contribution to ministries cost of other churches.	0	0			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Have arrangements for children/family friendly	Prepare our buildings for a variety of uses
Providing a place to belong and develop faith	Wrestle creatively with scripture to relate to life
Variety of traditional and new hymns	Help people find ways of sharing their faith
Involved in the local community	Be clear on our vision

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Over 12's	Babies and parents of babies
3-11's	Those wanting to explore the Bible more deeply
Bereaved and grieving	Young singles
Elderly and families	Late teens

Foveran chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2)

To achieve their vision of being a church which inspires people with the good news of Jesus, Foveran believe they need a radical rethink of the buildings they have available. Their vision is of a new multipurpose Community church building to suit the needs of a developing church focused on modern styles of mission in a growing community. Holyrood chapel is too small and costly to run and maintain. Foveran church is closed to sell. The vision is of an energy efficient structure built to or near Code 6 or zero carbon level. The expected costs are upwards of £1 million and are to be met by a range of activities, sale of churches and land. There are also issues at the manse that need to be addressed.

Area Group 2

Howe Trinity

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Howe Trinity Church, Alford. Howe Trinity Church hall
- Links to other Church of Scotland congregations: Part of area group 2 with Cushnie & Tough, Kemnay, Cluny, Monymusk and Upper Donisde.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2014	2015	2016
Gross Population	4000				
Net Population	3630				
^b % population on state benefit or in lowest work grade.	11				
^c % population under 18					
^c population over 60 (%)	363(9)				
Admissions to roll	7				
Roll at 1 st January	632	613			
Funerals	32				
Baptisms/Thanksgiving services	3				
Weddings	1				
% Contribution to central ministries costs	72	76			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	29	24			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission

From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Have arrangements for children	Take risks and be willing to learn
Tea and coffee	Priority to the poor
Being family friendly and inclusive	Being clear on our vision
Working ecumenically	Being involved in the local community

We believe we cater for the following groups well:	We would like to provide more for the following groups.
3-11 year olds	Young and single
Those wanting to explore the bible	Those who work away or on Sundays
Babies	Those who live alone/house bound
Over 12's and families and local schools	Those asking questions

Howe Trinity chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2)

New hall built in 2008.

Area Group 1

Huntly Carnie Glass

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Huntly Church, Huntly Church Hall
- Links to other Church of Scotland congregations: Part of area group 1 with Huntly Strathbogie Drumblade and Noth
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2014	2015	2016
Gross Population	4000				
Net Population	3600				
^b % population on state benefit or in lowest work grade.	19.9				
^c % population under 18					
^c population over 60 (%)	457(11)				
Admissions to roll	1				
Roll at 1 st January	706	692			
Funerals	25				
Baptisms/Thanksgiving services	4				
Weddings	3				
% Contribution to central ministries costs	67	70			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	33	30			
Contribution to ministries cost of other churches.	0	0			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Active maintenance of church by retired-age members	Keep encouraging young to join us at worship
Knitting for charities at home and abroad	Imaginative fund raising
Weekly sale of furniture which benefits poorer in the community	Communication with congregations
Coffee morning and pancake teas	Encouragement of members to personal prayer and Bible study

Huntly Carnie church chose to provide the information requested in their own format using their own list of descriptors. Huntly Carnie Church believes it is at the heart of a community where most people know each other. They see church as being Christ like, welcoming and friendly, well-advertised, warm clean and well maintained, creative and imaginative, community centred.

Area Group 3

Insch-Leslie-Premnay-Oyne

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Insch church, Insch Church hall, House in Inverurie.
- Links to other Church of Scotland congregations: Part of area 3 group with Culsalmond & Rayne, Daviot, Blairdaff & Chapel of Garioch, Inverurie West
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2014	2015	2016
Gross Population	4000				
Net Population	3610				
^b % population on state benefit or in lowest work grade.	8.2				
^c % population under 18					
^c population over 60 (%)	283(7)				
Admissions to roll	2				
Roll at 1 st January	521	352			
Funerals	17				
Baptisms/Thanksgiving services	6				
Weddings	1				
% Contribution to central ministries costs	69	60			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	31	40			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission

From the Building a Vision exercise:

Planning with mission as our guiding principle, our church will work on the following areas:

Be more family friendly
Have arrangements for children
Be more outward looking
Comfort and help the vulnerable

Insch-Leslie-Premnay-Oyne chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2)

Area Group 4

Inverurie St Andrews

- Ministries allocation: one full time minister on unrestricted tenure and one Ordained local Ministry.
- Buildings categorised as A, essential: St Andrew's church, St Andrew's church hall.
- Links to other Church of Scotland congregations: Part of area group 4 with Fintry, Kinellar & Keithhall; Kintore
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2014	2015	2016
Gross Population	8300				
Net Population	7600				
^b % population on state benefit or in lowest work grade.	14.6				
^c % population under 18					
^c population over 60 (%)	700(9)				
Admissions to roll	14				
Roll at 1 st January	1091	1066			
Funerals	46				
Baptisms/Thanksgiving services	6				
Weddings	4				
% Contribution to central ministries costs	135	142			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	0	0			
Contribution to ministries cost of other churches.	£14141	£16794			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Provide tea and coffee	Fun raise
Prepare our building for a variety of uses	Use images projected by data projector
Have tidy church	Have exhibition boards
Use a variety of traditional and new hymns	Change the worship space regularly

We believe we cater for the following groups well:	We would like to provide more for the following groups.
People to feel they belongs as they develop their faith	Be family friendly
Being inclusive	Wrestle creatively with scripture helping people relate to it.
Help people experience God's love	Help people find ways of sharing their faith
Be involved in the local community	Give priority to the poor in all we do

Inverurie St Andrews chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2)

Major refurbishment completed in 2011

Area Group 3

Inverurie West Church

- Ministries allocation: one full time minister on unrestricted tenure and One Ordained local ministry
- Buildings categorised as A, essential: Inverurie West church and Inverurie west church hall
- Links to other Church of Scotland congregations: Part of area group 3 with Inch-Leslie-Premney-Oyne, Culsalmond & Rayne, Daviot, Blairdaff & Chapel of Garioch. Work to develop these relationships is included in the plan for mission of Inverurie West.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	5500				
Net Population	5000				
^b % population on state benefit or in lowest work grade.	9.8				
^c % population under 18					
^c population over 60 (%)	455(8)				
Admissions to roll	16				
Roll at 1 st January	734	725			
Funerals	21				
Baptisms/Thanksgiving services	13				
Weddings	4				
% Contribution to central ministries costs	117	127			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	0	0			
Contribution to ministries cost of other churches.	£6908	£10674			

^aBased on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission From the Building a Vision exercise:

Inverurie West were nearing the end of a similar exercise of reflection when the building a vision exercise was introduced to presbytery. They therefore chose to share their plans for the future in slightly different format. Inverurie West chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2).

What we believe we do well:	What we would like to better:
We believe we cater for the following groups well:	We would like to provide more for the following groups.

Inverurie West intend to investigate the development of a ministry team covering worship and pastoral care. The PPRG suggest that an OLM be part of that team.

Area Group 2

Kemnay

- Ministries allocation: one full time minister on unrestricted tenure.
- Locally funded youth worker
- Buildings categorised as A, essential: Kemnay Church, Kemnay Church hall.
- Links to other Church of Scotland congregations: Part of area group 2 with Howe Trinity, Cushnie & Tough, Upper Donside, Cluny and Monymusk.
- Ecumenical links: Close links with Scottish episcopal church and Roman Catholic church in Kemnay. Representatives of session and vestry of the Episcopal church attend respective meetings of each other.

	2011 ^a	2012	2013	2014	2015
Gross Population	4500				
Net Population	4000				
^b % population on state benefit or in lowest work grade.	10.2				
^c % population under 18					
^c population over 60 (%)	313(7)				
Admissions to roll	6				
Roll at January 1 st	602	571			
Funerals	28				
Baptisms/Thanksgiving services	1				
Weddings	4				
% Contribution to central ministries costs	89	97			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	11	3			
Contribution to ministries cost of other churches.	0	0			

Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Offer different types of services	Reviewing and improving the whole work of the congregation
Provide opportunities in decision making through Working Groups	Communicating the work of the church to the congregation
Provide opportunities for church and individual spiritual growth.	Reach out to non attending and non active members.
Provide opportunities for all to use their 'gifts' in God's service.	
A good budgeting system	
Try to reach out to the community	
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Provide opportunities for families, children and young people	Provide support for vulnerable
Working within community and schools	Support for singles
Men and women's groups	Support for elderly lonely
Those preparing for marriage	Support for carers
Those needing support through bereavement	Support for all who 'fall away'
Providing a healing and prayer ministry	
The housebound, local eventide Home and nursing	

Kemnay paid a voluntary contribution during 2011 to close the 'financial gap'. A capital replacement fund has been established for replacement and upgrading as well as maintenance of all Kemnay church buildings.

Kemnay is an area of anticipated future growth.

Area Group 4

Kintore

- Ministries allocation: one full time minister on unrestricted tenure.
- Locally funded youth worker
- Buildings categorised as A, essential: Kintore Church and Kintore Church hall.
- Links to other Church of Scotland congregations: Part of area group 4 with Fintry, Kinellar & Keithhall; Inverurie St Andrews.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	3200				
Net Population	2900				
^b % population on state benefit or in lowest work grade.	10.7				
^c % population under 18					
^c population over 60 (%)	315(10)				
Admissions to roll	13				
Roll at 1 st January	749	739			
Funerals	19				
Baptisms/Thanksgiving services	8				
Weddings	4				
% Contribution to central ministries costs	148	155			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	0	0			
Contribution to ministries cost of other churches.	£19304	£21570			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to do better:
Be family friendly and have arrangements for children	Provide a place for people to feel the belong as they develop their faith
Be inclusive	Spend time with people based on their needs
Help people to experience God's love	Help people find ways of sharing their faith
Plan, prepare and deliver worship	Wrestle creatively with scripture to relate it to life

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Families, babies and children up to 11	Planning a baptism or the recently baptised
Bereaved and grieving	Elderly, housebound, ill and carers
Looking to join the church	Those seeking information about the faith
Over 12's up to late teens	Marriage prep, young married and engaged

Kintore chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2). How Kintore gives priority to the poor was highlighted on the building a vision exercise as number 5 in the 'what we need to consider further category'. The question they are asking to start this off is simply just who are the poor in Kintore?

Area Group 6

Meldrum & Bourtie

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Old Meldrum Church and Old Meldrum Church Hall.
- The future use of Bourtie church is dependent on the outcome of the current redevelopment project.
- Links to other Church of Scotland congregations: Part of area group 6 with Barthol Chapel, Tarves, Methlick, Udny & Pitmedden, Newmachar
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	4500				
Net Population	4150				
^b % population on state benefit or in lowest work grade.	9.7				
^c % population under 18					
^c population over 60 (%)	248(5.5)				
Admissions to roll	12				
Roll at 1 st January	476	470			
Funerals	25				
Baptisms/Thanksgiving services	8				
Weddings	13				
% Contribution to central ministries costs	101	103			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	0	0			
Contribution to ministries cost of other churches.	£516	£1296			

^aBased on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Have a sound system	Take risks and be willing to learn from them
Offer a variety of styles of worship	Help people to find ways of sharing their faith
Plan, prepare and deliver worship	Be clear on our vision
Use a variety of traditional and new hymns	Have arrangements for children
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Our local schools	Over 12's (not defined further)
Bereaved and grieving	Young single people
Elderly	Those wanting to drop into the church
The needy/desperate	Those trying to share information with church members

Meldrum & Bourtie chose to share their action plans with the PPRG (Appendix2) Meldrum and Bourtie feel they need to reassess their arrangements for children. They're looking to use a temporary facility adjacent to the church at a cost of £8000-£10000. Sufficient funds are available and there would be a resale value. The use of Bourtie church building was reviewed in 2011 as per the 2006 presbytery plan. This review concluded that in view of the major discussions investigating the type, style and location of church buildings which will best serve mission in the parish Meldrum, the future of Bourtie can only be resolved by the kirk session of Meldrum and Bourtie, in conjunction with the presbytery of Gordon, once this wider issue is resolved. Progress on this aspect of the presbytery plan will be monitored through the review procedures of the presbytery plan.

Area Group 6

Methlick

- Ministries allocation: one full time minister on unrestricted tenure.
Youth worker funded from a variety of sources.
- The 2006 plan saw a possibility of a linkage of Methlick and a united Barthol Chapel and Tarves. From the building a vision returns it is clear that the current mission of the church in the parishes of Methlick, Barthol Chapel and Tarves are best served by two separate ministries, one in Methlick and the other shared between Barthol Chapel and Tarves.
- Buildings categorised as A, essential: Methlick Church
- Links to other Church of Scotland congregations: Part of area group 6 with Meldrum and Bourtie, Barthol Chapel, Tarves, , Udney & Pitmedden, and Newmachar.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	1200				
Net Population	1040				
^b % population on state benefit or in lowest work grade.	8				
^c % population under 18					
^c population over 60 (%)	97(8)				
Admissions to roll	7				
Roll at 1 st January	355	359			
Funerals	10				
Baptisms/Thanksgiving services	2				
Weddings	1				
% Contribution to central ministries costs	73	77			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	27	23			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Family Friendly	Youth group
Provide help to belong and grow in faith	Home groups
Help people experience God's love	Be inclusive
Our sound system.	Be clear on our vision

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Ages 50-65	P5-P7
Ages 65-80	S1-S6
Ages 80+	Ages 18-24
Ages 1-4 and P1-P4	Ages 25-35 and 36-40

Methlick chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2).
Increase in M & M contribution for 2011 capped at 9% reflects increase in rolling average income.

Area Group 5

Midmar

- Ministries allocation: one full time minister on unrestricted tenure shared with Echt.
- The 2006 plan urged Midmar to work towards union with Echt instead of linkage. The 2012 plan sees the timing of any union should be a shared responsibility between congregations and presbytery as detailed in the introduction to the plan.
- Buildings categorised as A, essential after review of use in 2011 as detailed in 2006 plan: Midmar Church
- Links to other Church of Scotland congregations: Part of area group 5 with Echt and Skene
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	600				
Net Population	540				
^b % population on state benefit or in lowest work grade.	6				
^c % population under 18					
^c population over 60 (%)	50(8.3)				
Admissions to roll	3				
Roll at 1 st January	153	154			
Funerals	6				
Baptisms/Thanksgiving services	2				
Weddings	4				
% Contribution to central ministries costs	23	22			
% contribution to ministries costs from linked partner	37	35			
% of ministries costs from other churches	40	43			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission.

From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Have a sound system	Wrestle creatively with scripture to help people relate it to everyday life.
Provide tea and coffee	Fun raise
Be family friendly	Fund raise
Have a tidy church building	Have signs and be clear on our vision

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Our local schools	Over 12's (not defined further)
Those planning a baptism and the recently baptised	Young single people
Those wanting to drop in on our church	Wanting to explore the Bible more deeply
Those seeking information	Parents of babies

Midmar chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2) Area group 5 is in process of developing a twinning with Khakhulu church, part of the presbytery of Pretoria in South Africa. Midmar stopped using Bankhead church and sold it in 2005.

Area Group 2

Monymusk

- Ministries allocation: one full time minister on unrestricted tenure shared with Cluny.
- The 2006 plan urged Monymusk to work towards union with Cluny instead of linkage. In the 2012 plan determining the timing of any union is a shared responsibility between the congregations and presbytery as detailed in the introduction to the plan.
- Buildings categorised as A, essential: Monymusk church
- Links to other Church of Scotland congregations: Part of area group 2 with with Cluny, Howe Trinity, Cushnie and Tough, Upper Donside and kemnay.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	817	900			
Net Population					
^b % population on state benefit or in lowest work grade.	10				
^c % population under 18					
^c population over 60 (%)	22(17)				
Admissions to roll	3				
Roll at 1 st January	122	122			
Funerals	11				
Baptisms/Thanksgiving services	5				
Weddings	1				
% Contribution to central ministries costs	22	23			
% contribution to ministries costs from linked partner	31	33			
% of ministries costs from other churches	47	44			
Contribution to ministries cost of other churches.	0	0			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Have a sound system	Be clear on our vision
Have arrangements for children	Give priority to the poor
Be reverent but have fun	Visit everybody to a defined pattern
Be involved in the local community	Provide a place of belonging for growth in faith.

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Over 12's (not defined further)	Babies
Local schools	Parents of babies
Young married and engaged	Young single people
Bereaved and Grieving	Sharing information with church members/attendeed

Area Group 6

Newmachar

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Newmachar church
- Links to other Church of Scotland congregations: Part of area group 6 with Meldrum & Bourtie, Barthol Chapel, Tarves, Methlick and Udny & Pitmedden.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	3200				
Net Population	2880				
^b % population on state benefit or in lowest work grade.	7.9				
^c % population under 18					
^c population over 60 (%)	243(7)				
Admissions to roll	9				
Roll at January 1 st	484	475			
Funerals	18				
Baptisms/Thanksgiving services	5				
Weddings	2				
% Contribution to central ministries costs	94	102			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	6	0			
Contribution to ministries cost of other churches.	0	£751			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Have a tidy church building	Give priority to the poor in all we do
Provide tea and coffee	Wrestle creatively with scripture to help people relate it to ever day life.
Provide a place for people to feel they belong as they develop their faith	Offer a variety of styles of worship
Be reverent, but have fun	Help people to experience God's love

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Our local schools	Young single people
The elderly	Those in other types of relationships
The housebound	Those who work away a lot
Babies	Over 12's (not defined further)

Newmachar chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2). The meeting place for children needs improvement. A nearby building has been identified as suitable at a cost of £250000. This would be available from the consolidated fabric fund following an initiative from the General Trustees.

Area Group 1

Noth

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Noth Church, Rhyrie and 'Fourteen', the hall at Rhyrie.
- Links to other Church of Scotland congregations: Part of area group 1 with Huntly Carnie Glass and Huntly Strathbogie.
- Ecumenical links: The fifth category on building a vision section on what Noth would like to consider further was working ecumenically

	2011	2012	2013	2014	2015
Gross Population	1600				
Net Population	1400				
^b % population on state benefit or in lowest work grade.	13.6				
^c % population under 18					
^c population over 60 (%)	205(13)				
Admissions to roll	0				
Roll at 1 st January	316	301			
Funerals	20				
Baptisms/Thanksgiving services	3				
Weddings	0				
% Contribution to central ministries costs	41	45			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	59	55			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Family friendly	Help people find ways of sharing faith
Tea and coffee	Be clear on our vision
Reverent but have fun	Wrestle creatively with scriptures
Arrangements for children	Work with the local community

We believe we cater for the following groups well:	We would like to provide more for the following groups.
3-11 year olds	Babies and toddlers
Families	Parents and babies
Elderly	Single young people
Bereaved and grieving	Young married and/or engaged

Noth chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2).

Hamilton hall closed and sold as per the 2006 plan.Noth and Upper Donside have suggested to the PPRG that they would make a more natural Area group than the one they are currently working with.

Area Group 5

Skene

- Ministries allocation: one full time minister on unrestricted tenure.
- One full time deacon centrally funded
- Buildings categorised as A, essential: Skene church, Trinity Church, Westhill
- Links to other Church of Scotland congregations: Part of area group 5 with Echt and Midmar
- Ecumenical links: The church building in Westhill is used by a Scottish Episcopal congregation and a Roman Catholic congregation. The three denominations share a magazine as well as the Trinity building in Westhill.

	2011 ^a	2012	2013	2014	2015
Gross Population	12000				
Net Population	10300				
^b % population on state benefit or in lowest work grade.	No figures available				
^c % population under 18					
^c % population over 60	No figures available				
Admissions to roll	20				
Roll at 1 st January	1421	1402			
Funerals	41				
Baptisms/Thanksgiving services	22				
Weddings	11				
% Contribution to central ministries costs	93	92			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	7	8			
Contribution to ministries cost of other churches.	0	0			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Fund raise	Wrestle creatively with scripture
Be family friendly	Help people find ways to share faith
Help people experience God's love	Be clear on our vision
Provide a place for people to develop faith	Work with the whole people of God

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Bereaved and grieving	Those who work away a lot
Planning a baptism and recently baptised	Young single people
Over 12's (not defined further)	Those in other types of relationships
Local schools	The needy/ desperate

Skene chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2)
In 2010, Skene contributed an additional £3677 to the central M & M funds.

Skene Parish is an area of anticipated population growth. It will be interesting to see how the ecumenical links develop when the episcopal church occupy their new building on the outskirts of Westhill. Area group 5 is in process of developing a twinning with Khakhulu church, part of the presbytery of Pretoria in South Africa.

Area Group 1

Strathbogie Drumblade

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential after review of use of Drumblade church in 2011: Strathbogie Church and Drumblade Church
- Links to other Church of Scotland congregations: Part of area group 1 with Huntly Carnie Glass and Noth
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	2500				
Net Population	2270				
^b % population on state benefit or in lowest work grade.	18				
^c % population under 18					
^c population over 60 (%)	190(7.6)				
Admissions to roll	2				
Roll at 1 st January	569	556			
Funerals	16				
Baptisms/Thanksgiving services	2				
Weddings	3				
% Contribution to central ministries costs	91	98			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	9	2			
Contribution to ministries cost of other churches.	0	0			

^a Based on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Help people experience God's love-be inclusive	Take on new ways of doing things
Have arrangements for children-family friendly	Take risks knowing they may fail
Be involved in the local community	Use images projected by projector
Be reverent but have fun	Have exhibition boards

We believe we cater for the following groups well:	We would like to provide more for the following groups.
3-11 year olds	House bound
Bereaved and grieving	The needy/desperate
Over 12's (not defined further)	Young single people
Those in hospital	Looking to join the church

Strathbogie Drumblade chose to share their planning with mission as the primary principle actions sheet with the PPRG. Strathbogie and Drumblade united as part of the 2006 plan in 2007.

Area Group 6:

Tarves

- Ministries allocation: one full time minister on unrestricted tenure shared with Barthol Chapel
- The 2006 plan urged Barthol Chapel to work towards union with Tarves and raised the possibility of linking the united congregation with Methlick. However, it was decided that the opportunity should be taken five years into the current tenure (i.e. 2011) 'for these congregations to be reviewed with a view to either a call without restriction for each charge or a linkage of both charges'. The position of the 2012 plan is that mission is best served by separate FTE ministries in Methlick and in Barthol Chapel linked with Tarves. In the 2012 plan determining the timing of any union is a shared responsibility between the congregations and presbytery as detailed in the introduction to the plan.
- Buildings categorised as A, essential: Tarves and Tarves Hall.
- Links to other Church of Scotland congregations: They propose developing relationship with linkage partner by doing more together and to review the progress in one year. Part of area group 6 with Meldrum and Bourtie, Tarves, Methlick, Udney & Pitmedden, and Newmachar.
- Ecumenical links: None specifically mentioned in Building a vision.

	2011 ^a	2012	2013	2014	2015
Gross Population	2000				
Net Population	1750				
^b % population on state benefit or in lowest work grade.	8				
^c % population under 18					
^c population over 60 (%)	129(6.5)				
Admissions to roll	2				
Roll at January 1 st	419	412			
Funerals	12				
Baptisms/Thanksgiving services	2				
Weddings	1				
% Contribution to central ministries costs	52	49			
% contribution to ministries costs from linked partner	7	8			
% of ministries costs from other churches	41	43			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Pray, prepare, plan and deliver worship	Creating and communicating a clear vision for our church
Help people experience God's love	Know what we are about and what we want to achieve
Provide a place for people to feel they belong while developing faith	Helping people find ways of sharing faith
Involvement in the local community	Reach out to our parish and community in meaningful ways.
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Arrangements for children up to age 8	Housebound
Those in hospital	Needy and desperate members of the local community
Local schools	Over 8's; especially 11-18 year olds
Those who want to explore the Bible more deeply	

Summary planning sheet for mission shared with the PPRG (Appendix 2). There are fabric issues with the Manse that need further investigation and resolution.

Area Group 6

Udny & Pitmedden

- Ministries allocation: one full time minister on unrestricted tenure.
- Buildings categorised as A, essential: Udny Church and Pitmedden Church
- Links to other Church of Scotland congregations: Part of area group 6 with Meldrum & Bourtie, Barthol Chapel, Tarves, Methlick and Newmachar.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	2800				
Net Population	2500				
^b % population on state benefit or in lowest work grade.	6.4				
^c % population under 18					
^c population over 60 (%)	138(5)				
Admissions to roll	3				
Roll at 1 st January	452	280			
Funerals	7				
Baptisms/Thanksgiving services	2				
Weddings	1				
% Contribution to central ministries costs	78	79			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	22	21			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission
From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Teas and coffees	Being clear on our vision
Sound system	Being inclusive
Be reverent but have fun	Wrestle creatively with scripture to help people to relate it to everyday life.
Be (family) friendly	Give priority to the poor in all we do

We believe we cater for the following groups well:	We would like to provide more for the following groups.
3-12 years	The elderly
	The over 12's (not defined further)
	The housebound
	The bereaved and grieving

Udny and Pitmedden chose to share their planning with mission as the primary principle actions sheet with the PPRG (Appendix2)

Udny & Pitmedden intend to explore more deeply where their priority lies within the idea of providing for the needy and desperate within the church and community and throughout the world.

Area Group 2

Upper Donside

- Ministries allocation: one full time minister on unrestricted tenure.
0.4 FTE pastoral assistant half funded from central ministries funds and half funded locally.
- Buildings categorised as A, essential: Auchindoir church, Lumsden, Strathdon church, Strathdon Church Hall and Towie Church.
- Links to other Church of Scotland congregations: Part of area group 2 with Howe Trinity, Cushnie & Tough, Kemnay, Cluny, Monymusk.
- Ecumenical links: None specifically mentioned in Building a vision

	2011 ^a	2012	2013	2014	2015
Gross Population	2300				
Net Population	2100				
^b % population on state benefit or in lowest work grade.	Not available				
^c % population under 18					
^c population over 60	Not available				
Admissions to roll	3				
Roll at 1 st January	413	412			
Funerals	10				
Baptisms/Thanksgiving services	7				
Weddings	0				
% Contribution to central ministries costs	69	72			
% contribution to ministries costs from linked partner	n/a	n/a			
% of ministries costs from other churches	31	28			
Contribution to ministries cost of other churches.	0	0			

^aBased on 2006 population figures; ^bFrom 2001 statistics for mission ^cEstimated by extrapolation from 2001 statistics for mission From the Building a Vision exercise:

What we believe we do well:	What we would like to better:
Tidy church	Priority to the poor
Sound system	Place people feel they belong and develop faith
Fund Raising	Use a variety of traditional and new hymns
Involved in the community	Wrestle creatively with scripture to help in every day life.
Upper Donside chose to share their planning with mission actions sheet with the PPRG. They expect to complete the sale of Corgarff	
We believe we cater for the following groups well:	We would like to provide more for the following groups.
Bereaved and grieving	Young single people
Elderly	Those in other types of relationships
Schools	Those who work away
Planning a baptism	Young married and those engaged

church and are investigating a proposal to sell the current manse and locate a new manse in a situation that is more central to the parish. Upper Donside are looking for extra ministerial help to provide part time pastoral support in this large parish. They expect to be able to share the cost of this support using some of the money from the sale of Corgarff church. There is a specific desire to build into their vision an idea of the needy in the parish. They are using the links with two local health centres, the report of the over 50's club and anecdotal evidence to establish the scale and general view of this area of parish work given the natural reluctance of people of the NE to speak of such difficulties. Upper Donside and Noth have suggested to the PPRG that they make an Area group.

Overview of Presbytery of Gordon

- Ministries allocation is delivered in Gordon Presbytery by a mixed economy of ministries that includes
 - 25 Fulltime parish ministers on unrestricted tenure.
 - 1 Deacon and 2.2 FTE Presbytery Parish workers allocated to particular congregations.
 - 3.0 FTE centrally funded ministries working presbytery wide as facilitators for youth work, mission and ministries support respectively.
 - 0.2 FTE was returned to Ministries council for reallocation to a different presbytery.
 - 3 locally funded youth workers employed on various contracts. Congregations should be asked to ensure these conform to the guidelines from the church law department.
 - 6 readers none of whom are officially attached to congregations, but including some who do have close links with individual congregations or groups of congregations. Where this is so, it is indicated in the plan. All are, however, available to work with any of the congregations within the bounds of presbytery.
 - Elders and congregational members involved in worship and pastoral teams of congregations throughout the presbytery.
 - Currently there is also 1 Fulltime ministry candidate in training and 2 OLM's in training as well as readers

	2011 ^a	2012	2013	2014	2015
Gross Population	93800				
Net Population	83350				
^{b,d} % population on state benefit or in lowest work grade.	8				
^c % population under 18					
^c population over 60 (%)	5995 (6.4)				
^e Admissions to roll	168				
Funerals	539				
On Roll at 1 st January	14397	13824			
^f Baptisms/Thanksgiving services	153				
^g Weddings	110				
^a Presbytery total contribution to ministry costs (£)	868724	890867			
Total planned costs of parish ministers (£)	981225	990000			
^h Additional FTE ministries	2	2			
ⁱ Approx. cost of additional ministries (£)	68740	77556			
^e % Contribution to central ministries costs	83	84			
% of ministries costs from other churches	17	16			
^h Net contribution to ministries cost of other churches.	0	0			

2006 population figures; ^b From 2001 statistics for mission ^c Estimated by extrapolation from 2001 statistics for mission

^d No figures available in statistics for mission for Skene parish or Upper Donside.

Over the lifetime of the current plan 9 buildings have been closed within the presbytery of Gordon. The 2006 plan envisaged a review after five years of implementing the plan of the use of 10 buildings within the presbytery. In 2011 these buildings were reviewed under the categories specified by the 2006 plan of location and use for mission, the physical state of the fabric of the building and the ability of the congregation to maintain it. As a result of this review Barthol Chapel, Cluny, Midmar, Rayne, Daviot, Drumblade, Blairdaff and Slains have now been categorised as A, essential for mission. The futures of Bourtie and Keithhall will be determined by the Kirk session of these congregations.

- Gross Population of Gordon Presbytery used by 2006 plan: 93800—These are estimates based on 2001 census data and are likely to underestimate significantly the population of Gordon presbytery. The projected population changes published by the General Registrar for Scotland suggest that Aberdeenshire is one of the areas of Scotland that is experiencing significant growth. This figure has now been updated for the 2010 guidelines on a presbytery basis, but as yet we do not have more up to date information for individual congregations. There are projections published by Aberdeenshire council for areas of the council but these are impossible to relate accurately as yet to individual church parishes.
- Geographically weighted population figure used by ministries council in determining 2011 FTE ministry allocation to Gordon: 154657 an increase of 18429 weighted population compared with 2005 figures.
- In addition to the above figures, several ministries are funded or part funded locally.
- From Statistics for mission: 8.6% of the presbytery population in 2001 was categorised as on state benefit or in lowest grade working compared with an overall figure for Scotland of 18%. It is clear that this data is likely to be inaccurate and it is suggested that it is updated at the next annual review of the plan. While there are some less privileged areas within Gordon presbytery, there is no parish designated as being a priority parish.
- Ecumenical links: Across the presbytery there are many parishes where fruitful ecumenical working and worship takes place. Much of this work was highlighted in the Building a vision returns. Only one congregation, however, highlighted working ecumenically as one of the top 4 areas they believe they are working well in. Working ecumenically was specifically mentioned by two other congregations in the building a vision exercise as an area within their top 4 areas where they felt they would like to do more.

From the Building a Vision exercise Presbytery wide:

What we believe we do well:	What we would like to better:
Be family friendly and have arrangements for children	Be clear on our vision
Provide places for people to grow, belong and develop faith.	Help people find ways of sharing their faith
Be involved with our communities	Wrestle creatively with scripture
Plan, prepare and deliver worship	Give priority to the poor in all we do.

We believe we cater for the following groups well:	We would like to provide more for the following groups.
Those who are grieving and who have been bereaved	Single young people
Our Local schools	Those who work away from home a lot or work on Sundays
Those who are planning baptisms and the recently baptised.	The housebound and those who live alone.
The Elderly	Over 12's (not defined further)

Comments

During the construction of this plan, two issues of Tenure were resolved at Methlick and at Barthol Chapel linked with Tarves.

One area of possible linkage was resolved; that of a suggested linkage in the 2006 plan of Methlick with the linked charge of Barthol Chapel and Tarves.

The building reviews specified in the 2006 plan were undertaken.

A large body of information was gained of how mission in individual parishes is proceeding. This will be invaluable for prioritising, planning and instigating presbytery committee work in the coming years.

Area Groups

Area Group	Constituent congregations
1	Huntly Carnie Glass Noth Strathbogie Drumblade
2	Cluny Monymusk Cushnie & Tough Howe Trinity Kemnay Upper Donside
3	Blairdaff & Chapel of Garioch Culsalmond & Rayne Daviot Insch-Leslie-Premnay-Oyne Inverurie West
4	Fintry, Kinellar and Keithhall Kintore Inverurie St Andrews
5	Echt Midmar Skene
6	Barthol Chapel Tarves Meldrum and Bourtie Methlick Newmachar Udny & Pitmedden
7	Belhelvie Ellon Foveran

During the Building a Vision, building a plan exercise, congregations suggested the following areas for Gordon presbytery to consider ways of resourcing.

Suggested areas of work for additional ministries.	Congregations suggesting these areas	Can this be provided by current structure?	Links to Presbytery wide top five 'would like to do more and would like to provide more for' from Building a vision returns
Support for Presbytery clerk	PPRG		Be clear on our vision
Use of OLM's readers etc.	PPRG		Be clear on our vision
Youth worker either full or shared cost	6	Area group structure might help here	Over 12's Parents of babies? Be clear on our vision
Presbytery wide facilitator for training courses.	3		Being more outward looking and work with the community more? Be clear on our vision
Presbytery wide facilitator for youth work	1		Over 12's Those who want to find ways of sharing faith in encouraging and uplifting ways. Be more outward looking and work with local community more Be clear on our vision
Presbytery wide facilitator for evangelism	1		Those who work away a lot or work on Sundays. Single young people-emerging church? Those who want to find ways of sharing faith in encouraging and uplifting ways. Be more outward looking and work with local community more. Be clear on our vision
Presbytery wide facilitator for elderly support (extend to housebound and those who live alone.)	1		Housebound/those who live alone Be more outward looking and work with local community more. Be clear on our vision
Presbytery elder training for bereavement follow up	1	parish education committee?	Be more outward looking and work with local community more. Be clear on our vision
Advice drawn externally from the church (Strathbogie or whole?) on how to introduce and use drama etc. in worship	1		Help those who want to find ways of sharing faith in encouraging and uplifting ways Be clear on our vision
Advice on how to develop a communication strategy (presbytery education advisor suggested)	1	Available from in consultation with 121.	Be more outward looking and work with local community more. Be clear on our vision
Help in setting up a café for youth	1		Be more outward looking and work with local community more. Over 12's Be clear on our vision
Help with worship/pastoral ministry	2		Help those who want to wrestle creatively with scripture Housebound/live alone Help to be more outward looking and work with the local community.
Presbytery wide post to research how we 'spend time with people based on needs.'	1		Be more outward looking and work with local community more. Wrestle creatively with scripture. Help people find ways of sharing faith

Gordon Presbytery Plan

Appendix 1

Summary Table

Area Group	Congregation Name	Gross Population	Net Population	Roll At end of 2011	Current status	Building a vision plan?	Plan for congregation After 5 years	Structure of centrally funded staffing required	Locally funded staffing	Essential Buildings. All buildings categorised as A, but 2 are still under review. See comments at bottom of table.	Comments
1	Huntly Cairnie Glass	4000	3600	692	Unrestricted charge	yes	Unrestricted Charge	One FTE parish ministry		Huntly parish church Huntly parish church hall	
	Strathbogie Drumblade church	2500	2270	556	Unrestricted charge	yes	Unrestricted Charge	One FTE parish ministry		Strathbogie church Drumblade Church	
	Noth	1600	1400	301	Unrestricted charge	yes	Unrestricted Charge	One FTE parish ministry		Noth church Fourteen hall	
2	Howe Trinity	4000	3630	613	Unrestricted charge	yes	Unrestricted Charge	One FTE parish ministry		Howe Trinity church and hall	New hall built 2008
	Cushnie & Tough	1000	900	286	Unrestricted charge	yes	Unrestricted Charge	One FTE parish ministry		Cushnie church Tough church	Fabric alterations planned
	Upper Donside	2300	2100	412	Unrestricted charge	yes	Unrestricted Charge	One FTE parish ministry 0.2 FTE pastoral assistant	0.2FTE Pastoral support funded by congregation	Auchindoir church and hall Towie church Strathdon church and hall	Sale of Corgorff church to part fund ministry support. Manse relocation Change area group
	Kemnay	4500	4000	571	Unrestricted charge	yes	Unrestricted Charge	One FTE parish ministry	Youth worker	Kemnay church and church centre	
	Cluny	1171	700	211	Unrestricted Linked with Monymusk	yes	Unrestricted Charge either linked or united with Monymusk	One FTE parish ministry shared with Monymusk		Cluny church Cluny hall	Use of Cluny church and hall reviewed in 2011

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	Monymusk	817		122	Unrestricted Linked with Cluny	yes	Unrestricted Charge either linked or united with Cluny.	One FTE parish ministry shared with Cluny		Monymusk church	
3	Insch Premnay Leslie Oyne	4000	3610	352	Unrestricted Charge	yes	Unrestricted Charge	One FTE parish ministry		Insch church and Insch hall	
	Culsalmond & Rayne	1150	950	183	Unrestricted Charge Linked with Daviot	yes	Unrestricted Charge either linked or united with Daviot	One FTE parish ministry shared with Daviot		Rayne Church	
	Daviot	1050	950	142	Unrestricted Charge linked with Culsalmond & Rayne	yes	Unrestricted Charge either linked or united with Culsalmond & Rayne	One FTE Parish ministry shared with Culsalmond & Rayne		Daviot Church Daviot annex	Use of Daviot church and annex reviewed in 2011. The congregation intend to determine just what the needs in Daviot for mission are.
	Blairdaff & Chapel of Garioch	2000	1700	403	Unrestricted Charge	yes	Unrestricted Charge	One FTE Parish ministry		Blairdaff Church Chapel of Garioch Church	United in 2007. Use of Blairdaff church reviewed in 2011
	Inverurie West	5500	5000	725	Unrestricted charge	yes	Unrestricted Charge	One FTE parish Ministry Supported by one OLM		Inverurie west Church Inverurie West hall	Area of population growth. Establish worship and pastoral care group.

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4	Inverurie St Andrew's	8300	7600	1066	Unrestricted charge	yes	Unrestricted Charge	One FTE Parish Ministry Supported by OLM		St Andrews's church St Andrew's church hall	Major refurbishment 2011
	Fintray, Kinellar & Keithhall	2950	2550	216	Unrestricted charge	yes	Unrestricted Charge	One FTE Parish ministry		Fintray Community hall, Black burn Keithhall –See comment on parish page	Keithhall church reviewed in 2011. An essential role is envisaged by PPRG but major fabric repairs are required. Progress will be reviewed annually as detailed in plan.
	Kintore	3200	2900	739	Unrestricted charge	yes	Unrestricted Charge	One FTE Parish Ministry	Youth worker	Kintore	Asking the question, Just who are the poor in Kintore?
5	Skene	12000	10300	1402	Unrestricted Charge	yes	Unrestricted Charge	One FTE Parish Ministry One Presbytery Parish Worker (Currently a deacon)		Skene parish church Trinity Church, Westhill	Area of expected population growth. Area group Twinning with church in South Africa
	Echt	800	720	251	Unrestricted Charge linked with Midmar	yes	Unrestricted Charge shared with Midmar	One FTE Parish Ministry shared with Midmar		Echt Parish church	Area group twinning with South Africa
	Midmar	600	540	154	Unrestricted Charge linked with Midmar	yes	Unrestricted Charge shared with Midmar	One FTE Parish Ministry shared with Echt		Midmar Parish church	Use of Midmar church reviewed in 2011. Area Group twinning with church in South Africa.

Area Group	Congregation Name	Gross Population	Net Population	Roll At end Of 2011	Current status	Building a vision plan?	Plan for congregation After 5 years	Structure of centrally funded staffing required	Locally funded staffing	Essential Buildings. All buildings categorised as A, but 2 are still under review. See comments at bottom of table.	Comments
6	Meldrum & Bourtie	4500	4150	470	Unrestricted Charge	yes	Unrestricted Charge	One FTE Parish Ministry		Meldrum church Meldrum hall The future of Bourtie church will be decided as part of the development plan for Meldrum church	Anticipated area of population growth. Future of Bourtie church depends on redevelopment plans.
	Barthol Chapel	800	690	99	Reviewable charge Linked with Tarves Possible future linkage with Methlick.	Yes	Unrestricted charge linked with Tarves	One FTE Parish ministry shared with Tarves		Barthol Chapel church	M & M in 2011 was capped at 9% due to rising income. Barthol Chapel church reviewed in 2011
	Tarves	2000	1750	412	Reviewable charge linked with Barthol Chapel Possible future linkage with Methlick	yes	Unrestricted charge linked with Barthol Chapel	One FTE Parish Ministry shared with Barthol Chapel		Tarves Church Tarves church hall	Fabric issues at Manse need investigation and resolution.

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	Methlick	1200	1040	359	Reviewable charge. Possible future linkage with Barthol Chapel and Tarves	yes	Unrestricted Charge. No linkage with Barthol Chapel & Tarves	One FTE Parish ministry	Youth worker	Methlick church	M & M contribution capped at 9% in 2011.
	Udny & Pitmedden	2800	2500	280	Unrestricted Charge	yes	Unrestricted Charge	One FTE Parish Ministry		Udny church Pitmedden church	Exploring how to respond to needs in church, community and world.
	Newmachar	3200	2880	475	Unrestricted Charge	yes	Unrestricted charge	One FTE Parish ministry		Newmachar church	Anticipated area of population growth. Meeting place for children needed.
7	Ellon	15000	12000	1606	Unrestricted charge	yes	Unrestricted charge	One FTE Parish minister. One FTE assistant minister. 0.5 FTE ministry to the elderly. 0.5 FTE ministry to youth.		Ellon parish church Ellon Church centre Slains Kirk	Anticipated area of population growth. Use of Slains Kirk reviewed in 2011. The kirk session are asking the community around Slains kirk for ideas on how to develop the use the building further.
	Foveran	2400	2050	333	Unrestricted Charge	yes	Unrestricted Charge	One FTE Parish ministry		Holyrood church And hall	Anticipated area of population growth. Major redevelopment needed. Fabric issues at Manse.
	Belhelvie	4750	4450	393	Unrestricted charge	yes	Unrestricted charge	One FTE Parish ministry		Belhelvie church Belhelvie church hall	Anticipated area of population growth. Parish split by major road. Size of hall to be reviewed. Net contributor to Ministries fund.

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Presbytery wide	Presbytery wide Youth remit	93800	83350	13824	3 youth workers working with individual congregations and area groups	Yes	Completed Scope analysis implemented and reviewed at least once.	One FTE ministry	3 youth workers part time or full time funded.		
	Mission facilitator	93800	83350	13824		Yes	Completed scope analysis implemented and reviewed at least once	One FTE ministry			
	Presbytery wide ministry development remit	93800	83350	13824	None	Yes	Completed Scope analysis implemented and reviewed at least once.	One FTE ministry			
Unallocated FTE returned to Ministries Council for reallocation to another presbytery								0.2			
	Totals.	93800	83350	13824	All congregations have submitted plans			31.4		38 churches and 16 halls are categorised as essential buildings (A) as detailed in the column headed essential buildings. The future of two 2 churches (Keithhall and Bourtie) are still under review. See individual congregation's pages under area 4 for Keithhall and area 6 for Bourtie in the plan for detailed comments, time scales and content of reviews.	